



**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

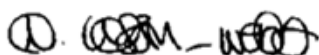
The devastating impact of the COVID-19 pandemic was felt by every community across the globe. In addition to the stress and uncertainty experienced by us all, in the UK, the deaf community had to navigate and contend with the failure of the UK Government to make its pandemic briefings accessible via 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 180<sup>th</sup> 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.



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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).



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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].

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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
<b>Total reserves committed to specific projects</b>	<b>3,857,055</b>
 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, 7 <sup>th</sup> Floor, 1 Temple Row Birmingham, B2 5LG
Auditors	Whittles Chartered Accountants The Old Exchange 64 West Stockwell Street Colchester, Essex, CO1 1HE

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**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**

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**Chartered Accountants**  
**Statutory Auditor**

**Whittle & Partners LLP**  
**The Old Exchange**  
**64 West Stockwell Street**  
**Colchester**  
**Essex**  
**CO1 1HE**

**The Royal Association for Deaf people (and subsidiary undertakings)**  
**Financial Statements | year ended 31 March 2021**

**Consolidated Statement of Financial Activities including income and expenditure account**

Income	Note				2021	2020		Total
		Restricted £	Designated	Unrestricted £	Total £	Restricted £	Unrestricted £	
Donations and legacies	2	1,085	-	409,501	<b>410,586</b>	207,747	880,123	1,087,870
Investment income	3	-	-	133,273	<b>133,273</b>	-	140,412	140,412
		<b>1,085</b>	<b>-</b>	<b>542,774</b>	<b>543,859</b>	<b>207,747</b>	<b>1,020,535</b>	<b>1,228,282</b>
<i>Income from charitable activities</i>								
RADvice	4	209,625	545	50,669	<b>260,839</b>	190,256	18,535	208,791
DeafAdvance	4	42,673	2,594	46,035	<b>91,302</b>	84,407	44,677	129,084
Independent living services	4	13,000	-	872,044	<b>885,044</b>	-	880,552	880,552
Other projects and funding	4	228,742	6,722	48,384	<b>283,848</b>	131,951	42,034	173,985
Education and training	4	-	-	12,320	<b>12,320</b>	-	22,955	22,955
Communication services	4	86,444	-	357,608	<b>444,052</b>	26,444	536,546	562,990
Other services	4	17,945	-	-	<b>17,945</b>	17,945	63	18,008
		<b>598,429</b>	<b>9,861</b>	<b>1,387,060</b>	<b>1,995,350</b>	<b>451,002</b>	<b>1,545,363</b>	<b>1,996,365</b>
<b>Other income</b>								
Gain/(loss) on the disposal of fixed assets		-	-	-	-	-	(8,455)	(8,455)
<b>Total income</b>		<b>599,514</b>	<b>9,861</b>	<b>1,929,834</b>	<b>2,539,209</b>	<b>658,749</b>	<b>2,557,443</b>	<b>3,216,192</b>
<b>Expenditure</b>								
<i>Costs of raising funds</i>								
Fundraising	5	13,681	-	74,046	<b>87,727</b>	22,230	220,933	243,163
<i>Charitable expenditure</i>								
Deaf centres and community engagement	5	-	22,374	62,884	<b>85,258</b>	4,667	165,826	170,493
RADvice	5	239,619	101,636	123,230	<b>464,485</b>	200,436	302,863	503,299
DeafAdvance	5	46,884	121,679	57,940	<b>226,503</b>	88,804	59,275	148,079
Independent living services	5	12,031	31,467	970,476	<b>1,013,974</b>	-	1,062,416	1,062,416
Other projects and funding	5	208,524	116,010	156,098	<b>480,632</b>	144,945	60,983	205,928
Communication services	5	86,444	9,615	365,460	<b>461,519</b>	26,444	597,413	623,857
Training and other services	5	17,945	-	5,734	<b>23,679</b>	17,945	5,401	23,346
<b>Total expenditure</b>		<b>625,128</b>	<b>402,781</b>	<b>1,815,868</b>	<b>2,843,777</b>	<b>505,471</b>	<b>2,475,110</b>	<b>2,980,581</b>
<b>Net gains/(losses) on investments</b>	9	-	-	619,098	<b>619,098</b>	-	(94,284)	(94,284)
<b>Net income/(expenditure)</b>	6	<b>(25,614)</b>	<b>(392,920)</b>	<b>733,064</b>	<b>314,530</b>	<b>153,278</b>	<b>(11,951)</b>	<b>141,327</b>
<b>Transfers</b>		-	331,517	(331,517)	-	-	-	-
<b>Net movement in funds</b>		<b>(25,614)</b>	<b>(61,403)</b>	<b>401,547</b>	<b>314,530</b>	<b>153,278</b>	<b>(11,951)</b>	<b>141,327</b>
<b>Funds at 1 April 2020</b>		<b>272,336</b>	<b>5,493,252</b>	<b>595,820</b>	<b>6,361,408</b>	<b>119,058</b>	<b>6,101,023</b>	<b>6,220,081</b>
<b>Funds at 31 March 2021</b>		<b>246,722</b>	<b>5,431,849</b>	<b>997,367</b>	<b>6,675,938</b>	<b>272,336</b>	<b>6,089,072</b>	<b>6,361,408</b>

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.

**The Royal Association for Deaf people (and subsidiary undertakings)**  
**Financial Statements | as at 31 March 2021**

**Balance sheet**  
**Company number 3973353**

		<b>Group</b>		<b>Company</b>	
	Note	2021	2020	2021	2020
		£	£	£	£
<b>Fixed assets</b>					
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
		<b>4,180,615</b>	<b>3,554,277</b>	<b>4,180,617</b>	<b>3,554,280</b>
<b>Current assets</b>					
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
		<b>2,716,668</b>	<b>3,030,681</b>	<b>2,717,533</b>	<b>3,031,676</b>
<b>Creditors: amounts falling due within one year</b>	12	<b>221,345</b>	<b>223,550</b>	<b>221,345</b>	<b>223,550</b>
<b>Net current assets</b>		<b>2,495,323</b>	<b>2,807,131</b>	<b>2,496,188</b>	<b>2,808,126</b>
<b>Net assets</b>	14	<b>6,675,938</b>	<b>6,361,408</b>	<b>6,676,805</b>	<b>6,362,406</b>
<b>Funds</b>					
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
		<b>6,429,216</b>	<b>6,089,072</b>	<b>6,430,083</b>	<b>6,090,070</b>
<b>Total funds</b>	18	<b>6,675,938</b>	<b>6,361,408</b>	<b>6,676,805</b>	<b>6,362,406</b>

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

**The Royal Association for Deaf people (and subsidiary undertakings)**  
**Financial Statements | year ended 31 March 2021**

**Statement of cash flows**

	2021		2020
	£	£	£
<b>Cash used in operating activities</b>	(310,258)		55,731
<b>Cashflows from investing activities</b>			
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	-	-	
	88,926		117,878
<b>Cash provided by investing activities</b>			
	88,926		117,878
<b>Increase/(decrease) in cash and cash equivalents in the year</b>	<b>(221,332)</b>		<b>173,609</b>

**Notes to the cashflow statement**

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

	2021	2020
	£	£
<b>Net income/(expenditure) for the year</b>	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
<b>Net cash flow from operating activities</b>	<b>(310,258)</b>	<b>55,731</b>

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

	At 31 March		At 31 March		March
	2019	Cashflow	2020	Cashflow	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
	<b>4,860,183</b>	<b>173,609</b>	<b>5,033,792</b>	<b>(221,332)</b>	<b>4,812,460</b>

**Notes to the financial statements**

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**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.

**Notes to the financial statements**

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**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.

**The Royal Association for Deaf people (and subsidiary undertakings)**  
**Financial Statements | year ended 31 March 2021**

**Notes to the financial statements**

**2. Donations and legacies**

	Restricted £	Unrestricted £	2021 Total £	Restricted £	Unrestricted £	2020 Total £
Legacies	-	383,143	<b>383,143</b>	169,520	833,556	1,003,076
Donations, appeals, gifts and	1,085	26,358	<b>27,443</b>	38,227	46,567	84,794
<b>Total</b>	<b>1,085</b>	<b>409,501</b>	<b>410,586</b>	<b>207,747</b>	<b>880,123</b>	<b>1,087,870</b>
For the year ended 31 March 2020	<b>207,747</b>	<b>880,123</b>	<b>1,087,870</b>			

**3. Investment income**

	Restricted £	Unrestricted £	2021 Total £	Restricted £	Unrestricted £	2020 Total £
Dividends	-	-	-	-	797	797
Bank deposit interest	-	117,178	<b>117,178</b>	-	118,865	118,865
Rent from freehold property	-	16,095	<b>16,095</b>	-	20,750	20,750
	<b>-</b>	<b>133,273</b>	<b>133,273</b>	<b>-</b>	<b>140,412</b>	<b>140,412</b>
For the year ended 31 March 2020	<b>-</b>	<b>140,412</b>	<b>140,412</b>			

**4. Income from Charitable activities**

	Restricted £	Unrestricted £	2021 Total £	Restricted £	Unrestricted £	2020 Total £
<b>RADvice</b>						
Local Authority Agency Grants	131,934	-	<b>131,934</b>	106,963	-	106,963
COVID-19 emergency funding	9,995	-	<b>9,995</b>	-	-	-
HMRC	23,605	-	<b>23,605</b>	23,605	-	23,605
Home Office EU Settlement	24,582	-	<b>24,582</b>	34,365	-	34,365
UK Power Networks	14,242	-	<b>14,242</b>	-	-	-
Essex community fund	-	-	-	5,815	-	5,815
Greater London Authority - Citizen Led Engagement programme	-	-	-	11,758	-	11,758
City Lit	5,267	-	<b>5,267</b>	7,750	-	7,750
	-	-	-	-	-	-
<b>Total - Statutory Sources</b>	<b>209,625</b>	<b>-</b>	<b>209,625</b>	<b>190,256</b>	<b>-</b>	<b>190,256</b>
Big Lottery - Talent Match	-	-	-	-	-	-
Other incoming resources	-	51,214	<b>51,214</b>	-	18,535	18,535
	<b>209,625</b>	<b>51,214</b>	<b>260,839</b>	<b>190,256</b>	<b>18,535</b>	<b>208,791</b>
For the year ended 31 March 2020	<b>190,256</b>	<b>18,535</b>	<b>208,791</b>			

	Restricted £	Unrestricted £	2021 Total £	Restricted £	Unrestricted £	2020 Total £
<b>Grants and contract income - DeafAdvance</b>						
City Lit	5,268	-	<b>5,268</b>	7,600	-	7,600
Big Lottery/European Social Fund	28,857	-	<b>28,857</b>	68,260	-	68,260
Trust funding	8,548	-	<b>8,548</b>	8,547	-	8,547
DWP employment work and assessments	-	44,776	<b>44,776</b>	-	44,677	44,677
<b>Total - Statutory Sources</b>	<b>42,673</b>	<b>44,776</b>	<b>87,449</b>	<b>84,407</b>	<b>44,677</b>	<b>129,084</b>
Other incoming resources	-	3,853	<b>3,853</b>	-	-	-
	<b>42,673</b>	<b>48,629</b>	<b>91,302</b>	<b>84,407</b>	<b>44,677</b>	<b>129,084</b>
For the year ended 31 March 2020	<b>84,407</b>	<b>44,677</b>	<b>129,084</b>			



**The Royal Association for Deaf people (and subsidiary undertakings)**  
**Financial Statements | year ended 31 March 2021**

**Notes to the financial statements**

**4. Income from Charitable activities (continued)**

	Restricted £	Unrestricted £	2021 Total £	Restricted £	Unrestricted £	2020 Total £
<b>Grants and contract income - Independent living services</b>						
Other incoming resources	-	872,044	872,044	-	880,552	880,552
COVID-19 emergency funding	13,000	-	13,000	-	-	-
	<b>13,000</b>	<b>872,044</b>	<b>885,044</b>	<b>-</b>	<b>880,552</b>	<b>880,552</b>
For the year ended 31 March 2020	-	880,552	880,552	-	-	-

	Restricted £	Unrestricted £	2021 Total £	Restricted £	Unrestricted £	2020 Total £
<b>Grants and contract income - Other projects and funding</b>						
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
	<b>228,742</b>	<b>55,106</b>	<b>283,848</b>	<b>131,951</b>	<b>42,034</b>	<b>173,985</b>
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
	<b>-</b>	<b>12,320</b>	<b>12,320</b>	<b>-</b>	<b>22,955</b>	<b>22,955</b>
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
	<b>86,444</b>	<b>357,608</b>	<b>444,052</b>	<b>26,444</b>	<b>536,546</b>	<b>562,990</b>
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
	<b>17,945</b>	<b>-</b>	<b>17,945</b>	<b>17,945</b>	<b>63</b>	<b>18,008</b>
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.

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**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	<b>2,302,973</b>	2,337,487
Caretaking and cleaning	-	1,752	-	-	-	-	-	-	1,390	<b>3,142</b>	5,084
Rent, rates, heating, lighting	-	3,030	9,502	11,262	125	10,602	-	-	38,857	<b>73,378</b>	56,959
Depreciation and amortisation	-	13,874	2,160	2,521	-	2,357	-	-	-	<b>20,912</b>	18,284
Repairs, maintenance, insurance	-	4,069	478	555	6,876	1,975	-	-	18,876	<b>32,829</b>	26,059
Postage and telephones	655	693	3,083	1,662	10,690	3,603	-	25,861	7,796	<b>54,043</b>	52,026
Printing and stationery	-	41	656	558	189	449	-	88	3,685	<b>5,666</b>	8,324
Transport and subsistence	107	-	460	147	60,012	3,480	-	-	199	<b>64,405</b>	143,025
Professional fees	-	936	751	826	-	1,794	-	2,232	10,632	<b>17,171</b>	14,944
Fundraising and publicity direct costs	24,896	-	315	-	-	90	-	-	-	<b>25,301</b>	35,056
Major property repairs	-	-	-	-	-	-	-	-	-	<b>-</b>	37,404
Outsourced IT support and expenditure	-	-	-	-	-	-	-	-	108,657	<b>108,657</b>	93,186
Office equipment, repairs, maintenance and hire	(2,111)	581	7,933	6,928	4,712	16,528	-	8,790	2,141	<b>45,502</b>	35,605
General expenses	892	7,939	737	7,982	2,569	7,143	-	422	16,429	<b>44,113</b>	73,244
Payments to partner organisations	-	-	-	-	-	45,255	-	-	-	<b>45,255</b>	45,256
Apportionment of shared premises and office costs	-	432	-	-	-	-	-	-	-	<b>432</b>	(1,362)
Allocation of support costs relating to restricted funds	-	-	-	-	-	-	17,945	-	(17,945)	<b>-</b>	-
Total direct costs	66,484	64,613	352,010	171,656	768,441	364,247	17,945	349,762	688,621	<b>2,843,779</b>	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)	<b>-</b>	-
Restricted expenditure	13,681	-	239,619	46,884	12,031	208,524	17,945	86,444	-	<b>625,128</b>	505,471
Designated expenditure	-	22,374	101,636	121,679	31,467	116,010	-	9,615	-	<b>402,781</b>	-
Unrestricted expenditure	74,046	62,884	123,230	57,940	970,476	156,098	5,734	365,460	-	<b>1,815,868</b>	2,475,110
<b>Total expenditure on charitable activities</b>	<b>87,727</b>	<b>85,258</b>	<b>464,485</b>	<b>226,503</b>	<b>1,013,974</b>	<b>480,632</b>	<b>23,679</b>	<b>461,519</b>	<b>-</b>	<b>2,843,779</b>	<b>2,980,581</b>
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	
<b>Total expenditure on charitable activities</b>	<b>243,163</b>	<b>170,493</b>	<b>503,299</b>	<b>148,079</b>	<b>1,062,416</b>	<b>205,928</b>	<b>23,346</b>	<b>623,857</b>	<b>-</b>	<b>2,980,581</b>	

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**Notes to the financial statements**

**6. Net incoming resources for the year**

This is stated after charging :

	<b>2021</b>	2020
	<b>£</b>	£
Depreciation	<b>20,912</b>	18,284
Trustees' remuneration	<b>Nil</b>	Nil
Trustees' reimbursed expenses	<b>Nil</b>	254
Auditors' remuneration:		
▪ Audit fee current year	<b>9,000</b>	9,000
▪ Audit fee prior year (over)/under accrued	<b>900</b>	(1,000)
▪ Non-audit services	-	-
Operating lease rentals:		
▪ Property	<b>52,875</b>	28,308
▪ Other	-	-
	<b>-</b>	-

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:

	<b>2021</b>	2020
	<b>£</b>	£
Salaries and wages	<b>1,755,530</b>	1,607,472
Social security costs	<b>144,699</b>	123,899
Pension contributions	<b>109,200</b>	96,720
	<b>2,009,429</b>	1,828,091
Freelance, temp and agency staff, training and recruitment	<b>293,544</b>	509,396
	<b>2,302,973</b>	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:

	<b>2021</b>	2020
	<b>No.</b>	No.
Community engagement	<b>1</b>	<b>1</b>
RADvice	<b>6</b>	<b>6</b>
DeafAdvance	<b>6</b>	<b>7</b>
Other services	<b>13</b>	<b>10</b>
Independent Living service	<b>37</b>	<b>39</b>
Communication services	<b>2</b>	<b>2</b>
Governance	<b>1</b>	<b>1</b>
Fundraising and Publicity	<b>4</b>	<b>3</b>
	<b>70</b>	<b>69</b>

During the year to 31 March 2021 there were 102 individuals on average (2020: 98) employed on a full and part-time basis.

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**Notes to the financial statements**

**8. Tangible fixed assets**  
**Group and company**

	Freehold properties* £	Furniture, fittings, plant and equipment £	Totals £
<b>COST</b>			
At 1 April 2020	612,712	217,407	<b>830,119</b>
Additions in year	-	28,152	<b>28,152</b>
Disposals in year	-	-	-
At 31 March 2021	<b>612,712</b>	<b>245,559</b>	<b>858,271</b>
<b>DEPRECIATION</b>			
At 1 April 2020	70,541	206,453	<b>276,994</b>
Depreciation on disposals	-	-	-
Charge for the year	4,029	16,883	<b>20,912</b>
At 31 March 2021	<b>74,570</b>	<b>223,336</b>	<b>297,906</b>
<b>NET BOOK VALUE</b>			
<b>At 31 March 2021</b>	<b>538,142</b>	<b>22,223</b>	<b>560,365</b>
At 31 March 2020	<b>542,171</b>	<b>10,954</b>	<b>553,125</b>

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.

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**9. Fixed asset investments**

	2021 £	2020 £
a) Investment in subsidiary undertakings	<b>2</b>	<b>3</b>
<p>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).</p>		
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	<b>84,497</b>	
Historical cost at 31 March 2021	12,580	
Net unrealised investment gains	<b>71,917</b>	
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	
	<b>84,497</b>	84,497
		<b>84,499</b>
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
	<b>3,535,753</b>	<b>2,929,350</b>
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	
<b>Unrealised Gain/(Loss) on investment for the year ending 31 March 2021</b>	<b>619,098</b>	

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**10. Financial instruments**

	<b>Group</b>		<b>Company</b>	
	<b>2021</b>	<b>2020</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Carrying amount of financial assets</b>				
Debt instruments measured at amortised cost	<b>150,006</b>	230,421	<b>150,871</b>	230,421
<b>Carrying amount of financial liabilities</b>				
Measured at amortised cost	<b>167,493</b>	180,631	<b>167,493</b>	180,631

**11. Debtors**

	<b>Group</b>		<b>Company</b>	
	<b>2021</b>	<b>2020</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Trade debtors	<b>142,849</b>	227,509	<b>142,849</b>	227,509
Other debtors	<b>7,157</b>	2,912	<b>7,157</b>	2,912
tRADe Limited	-	-	<b>865</b>	851
RAD Deaf Legal Enterprises CIC	-	-	-	144
Prepayments and accrued income	<b>254,202</b>	266,468	<b>254,202</b>	266,468
	<b>404,208</b>	<b>496,889</b>	<b>405,073</b>	<b>497,884</b>

**12. Creditors: amounts falling due within one year**

	<b>Group</b>		<b>Company</b>	
	<b>2021</b>	<b>2020</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Trade creditors	<b>34,851</b>	64,324	<b>34,851</b>	64,324
Taxation and social security	<b>34,035</b>	31,693	<b>34,035</b>	31,693
Accruals	<b>86,860</b>	88,769	<b>86,860</b>	88,769
Deferred income (see note 14)	<b>19,817</b>	11,226	<b>19,817</b>	11,226
Other creditors	<b>45,782</b>	27,538	<b>45,782</b>	27,538
	<b>221,345</b>	<b>223,550</b>	<b>221,345</b>	<b>223,550</b>

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 filmmakers.

**13. Deferred Income**

Deferred income comprises income received or invoiced in advance of work carried out

	<b>2021</b>
	<b>£</b>
Balance as at 1 April 2020	11,226
Amount released to incoming resources	(9,735)
Amount deferred in year	18,326
<b>Balance as at 31 March 2021</b>	<b>19,817</b>

**14. Analysis of net assets between funds**

	<b>Restricted funds</b>	<b>Designated funds</b>	<b>General funds</b>	<b>Total funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Tangible fixed assets	-	560,365	-	<b>560,365</b>
Long term investments	-	-	84,497	<b>84,497</b>
Fixed asset investments	246,722	2,736,251	552,780	<b>3,535,753</b>
Cash	-	2,135,233	177,227	<b>2,312,460</b>
Net debtors less creditors	-	-	182,863	<b>182,863</b>
<b>Net assets at 31 March 2021</b>	<b>246,722</b>	<b>5,431,849</b>	<b>997,367</b>	<b>6,675,938</b>

**15. Retirement benefit contributions**

The charge to profit or loss in respect of defined contribution schemes was £108,525 (2020 - £96,720).



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**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:

<b>Leasee:</b>	<b>Property</b>		<b>Equipment</b>	
	<b>2021</b>	<b>2020</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
1 year	<b>63,763</b>	28,308	-	-
2-5 years	<b>11,016</b>	19,699	-	-
over 5 years	-	-	-	-
	<b>74,779</b>	<b>48,007</b>	-	-
<b>Lessor:</b>				
	<b>Property</b>		<b>Equipment</b>	
	<b>2021</b>	<b>2020</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
1 year	<b>15,750</b>	6,688	-	-
2-5 years	<b>11,814</b>	-	-	-
over 5 years	-	-	-	-
	<b>27,564</b>	<b>6,688</b>	-	-

**18. Movements in funds**

	<b>At 1 April 2020 £</b>	<b>Incoming resources £</b>	<b>Outgoing resources £</b>	<b>Transfers &amp; Investment Gains £</b>	<b>At 31 March 2021 £</b>
<b>Restricted funds:</b>					
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)	-	<b>1,990</b>
Essex County Council - Sensory grants	9,331	37,325	(37,325)	-	<b>9,331</b>
Oak Lodge school	-	14,289	(14,289)	-	-
Befriending funding	-	8,516	(8,516)	-	-
Frank Barnes	1,423	13,860	(13,860)	-	<b>1,423</b>
HMRC	-	67,994	(67,994)	-	-
Hearability Sensory Grant	12,414	49,654	(49,654)	-	<b>12,414</b>
Right to Thrive	-	7,840	(3,675)	-	<b>4,165</b>
Home Office EU settlement scheme	-	24,582	(24,582)	-	-
<b>Total restricted funds carried forward</b>	<b>23,168</b>	<b>342,507</b>	<b>(336,352)</b>	-	<b>29,323</b>

**The Royal Association for Deaf people (and subsidiary undertakings)**  
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**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 £
<b>Total restricted funds brought forward</b>	<b>23,168</b>	<b>342,507</b>	<b>(336,352)</b>	-	<b>29,323</b>
Big Potential	25,507	-	-	-	<b>25,507</b>
The Drapers Company	2,591	-	-	-	<b>2,591</b>
Talkmore and DeafAge funded	-	12,613	(312)	-	<b>12,301</b>
Big Lottery/European Social fund	976	28,857	(29,833)	-	-
Postcode Lottery	2,276	-	-	-	<b>2,276</b>
COVID-19 emergency funding	-	166,323	(160,357)	-	<b>5,966</b>
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)	-	<b>2,763</b>
UK Power Networks	-	14,242	(14,242)	-	-
Restricted Legacies	163,370	-	(29,159)	-	<b>134,211</b>
Trust funding Children and Family	10,559	10,548	(14,801)	-	<b>6,306</b>
John Came Charity	780	-	-	-	<b>780</b>
Catalyst Respite	289	-	-	-	<b>289</b>
Holiday Fund	326	-	-	-	<b>326</b>
Catalyst Equipment Pool Fund	332	-	-	-	<b>332</b>
Legal Advice Interpreting	3,140	-	-	-	<b>3,140</b>
Mid Surrey Valuing People Projects	1,192	-	-	-	<b>1,192</b>
London Client Holiday	5,300	-	-	-	<b>5,300</b>
Surrey Client Holiday	783	-	-	-	<b>783</b>
Southend IT training project	1,000	-	-	-	<b>1,000</b>
Clapham Modification fees	8,935	-	-	-	<b>8,935</b>
2Deaffoot	15,997	1,085	(13,681)	-	<b>3,401</b>
<b>Total restricted funds carried forward</b>	<b>272,336</b>	<b>599,514</b>	<b>(625,128)</b>	-	<b>246,722</b>
<b>Unrestricted funds:</b>					
<i>Designated funds:</i>					
Property and Equipment Fund	553,125	-	(11,025)	18,265	<b>560,365</b>
Property Refurbishment Fund	10,336	-	-	-	<b>10,336</b>
RAD IT Infrastructure	25,344	-	(2,849)	15,000	<b>37,495</b>
Investment in new services for Deaf people	3,009,962	9,861	(322,779)	-	<b>2,697,044</b>
Future development fund	1,833,905	-	(12,389)	-	<b>1,821,516</b>
Colchester and North Essex fund	6,593	-	(1,500)	-	<b>5,093</b>
Future pay awards	53,987	-	(52,239)	(1,748)	-
Infrastructure and special expenditure fund	-	-	-	300,000	<b>300,000</b>
<i>Total designated funds</i>	<b>5,493,252</b>	<b>9,861</b>	<b>(402,781)</b>	<b>331,517</b>	<b>5,431,849</b>
<b>General funds</b>	<b>595,820</b>	<b>2,548,932</b>	<b>(1,815,868)</b>	<b>(331,517)</b>	<b>997,367</b>
<b>Total unrestricted funds</b>	<b>6,089,072</b>	<b>2,558,793</b>	<b>(2,218,649)</b>	-	<b>6,429,216</b>
<b>Total funds</b>	<b>6,361,408</b>	<b>3,158,307</b>	<b>(2,843,777)</b>	-	<b>6,675,938</b>

## **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