



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

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Trustees' Annual Report | year ended 31 March 2023

- 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

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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;

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- 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.

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Trustees' Annual Report | year ended 31 March 2023

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

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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, 7 th Floor, 1 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

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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.

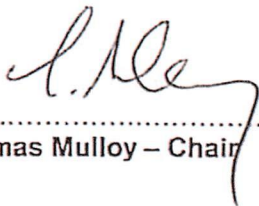
Statement of disclosure of information to auditors

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



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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.

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, 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.

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 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*

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Financial Statements | year ended 31 March 2023

Consolidated Statement of Financial Activities including income and expenditure account

Income	Note	2023				2022			
		Restricted £	Designated £	Unrestricted £	Total £	Restricted £	Designated £	Unrestricted £	Total £
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
<i>Income from charitable activities</i>									
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									
<i>Costs of raising funds</i>									
Fundraising	5	-	-	-	-	-	-	78,486	78,486
<i>Charitable expenditure</i>									
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
<i>Other</i>									
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 investment	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)

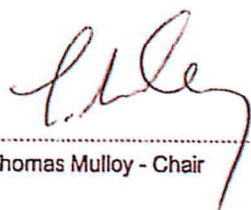
All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 17 to the financial statements.

The Royal Association for Deaf people (and subsidiary undertakings)
Financial Statements | as at 31 March 2023

Balance sheet
Company number 3973353

		Group		Company	
	Note	2023	2022	2023	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

The Royal Association for Deaf people (and subsidiary undertakings)
Financial Statements | year ended 31 March 2023

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	-	-	
	117,224		115,462
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		At 31 March		At 31 March
	2021	Cashflow	2022	Cashflow	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.

The Royal Association for Deaf people (and subsidiary undertakings)
Financial Statements | year ended 31 March 2023

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
Total	-	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
Total	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	-	-	-
Total	116,248	45,335	161,583	115,384	-	115,384

The Royal Association for Deaf people (and subsidiary undertakings)
Financial Statements | year ended 31 March 2023

Notes to the financial statements

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

	Deaf centres and community engagement		RADvice		Deaf/Advance		Independent living services		Other projects and funding		Training and other Services		Communication services		Support costs apportioned		Total 2023	2022
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Fundraising																		
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	-	-	-	-	-	-	9,975	-	2,705	-	-	-	127	-	24,132	-	47,579	76,915
Depreciation and amortisation	-	-	3,525	7,115	-	-	-	-	-	-	-	-	-	-	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	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	

The Royal Association for Deaf people (and subsidiary undertakings)
Financial Statements | year ended 31 March 2023

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).

The Royal Association for Deaf people (and subsidiary undertakings)
Financial Statements | year ended 31 March 2023

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	2022
	No.	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 2022	530,082	-	530,082
At 31 March 2023	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.

The Royal Association for Deaf people (and subsidiary undertakings)
Financial Statements | year ended 31 March 2023

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

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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	-	-

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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

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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

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18. Movements in funds (continued)

	At 1 April 2022	Incoming resources £	Outgoing resources £	Transfers £	Investment gains/ (losses) £	At 31 March 2023 £
Unrestricted funds:						
<i>Designated funds:</i>						
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 respective 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

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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