



The Royal Association for Deaf people

Annual Report and Accounts

2024/25

Patron: His Majesty King Charles III

Registered Charity No. 1081949

Company registered in England No. 3973353

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Chair's Report

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



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

Throughout 2024/25, RAD has concentrated on bolstering its resilience and capacity through strategic innovation, community engagement, and collaborative growth initiatives. We have invested in the development of new commercial services and implemented a targeted marketing strategy aimed at revenue generation. Strengthening

partnerships with commissioners and various sector organisations has facilitated a more effective delivery of our core services, contributing to a diverse and sustainable funding base.

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

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

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

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

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

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

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

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



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

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

With best wishes,

Chris Ratcliffe
Chair, The Royal Association for Deaf People

CEO's Report

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

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

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

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



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

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

With best wishes,

Dr Mark Wheatley
CEO, The Royal Association for Deaf People

2024/2025 in Numbers

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

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

1,696 attendances across RADs BSL courses

TeamRAD colleagues completed 941 internal training modules

Completed 2,500 interpreting bookings

Recruited 32 new starters into the organisation

Supported 3,127 advice cases for clients in the community

Deaf Awareness training saw 708 attendances

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

10 Advocacy qualifications provided to TeamRAD colleagues

Awarded 25 certificates to those completing an ILM course

Our DeafAdvance training centre welcomed 429 learners

Making an Impact

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

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

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

Community visibility continued to grow through our expanded programme of events, including the increasingly popular RAD-on-Tour initiative. This not only

strengthened local engagement but also created valuable opportunities for collaboration with other Deaf organisations and community groups, providing accessible information and shared resources to wider audiences.

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



Our People – TeamRAD

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

This not only reflects our commitment to accessibility and representation but also brings real value to the organisation. The presence of Deaf professionals at every level means that shared lived experiences, cultural understanding, and empathy are embedded into our daily work. It

strengthens our ability to connect with the communities we serve and ensures that services are shaped by people who truly understand the challenges.

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

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

The most common BSL qualifications are:

Level 2 – 31 staff – 28.2%

Level 3 – 17 staff – 15.4%

Level 6 – 15 staff – 13.6%

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



Interpreting & Communication Services

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

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

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

Training & Consultancy Services

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

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

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

RAD Media (Translation Services)

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

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

Consultancy & Accessibility Services

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

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



Independent Living

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

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

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



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

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

Advice

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

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

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

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

A major success this year was regaining the HMRC Advice contract, which resumed in April 2024. This contract had previously ended when HMRC transitioned to a VRS model. However, due to strong

evidence of unmet need and consistent feedback from the community, the service was retendered and awarded to us - demonstrating both the value of our services and our responsiveness to community voices.

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

Advocacy

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

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

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

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

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



Business Development

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

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

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

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

Statutory Funding, Grants and Trust

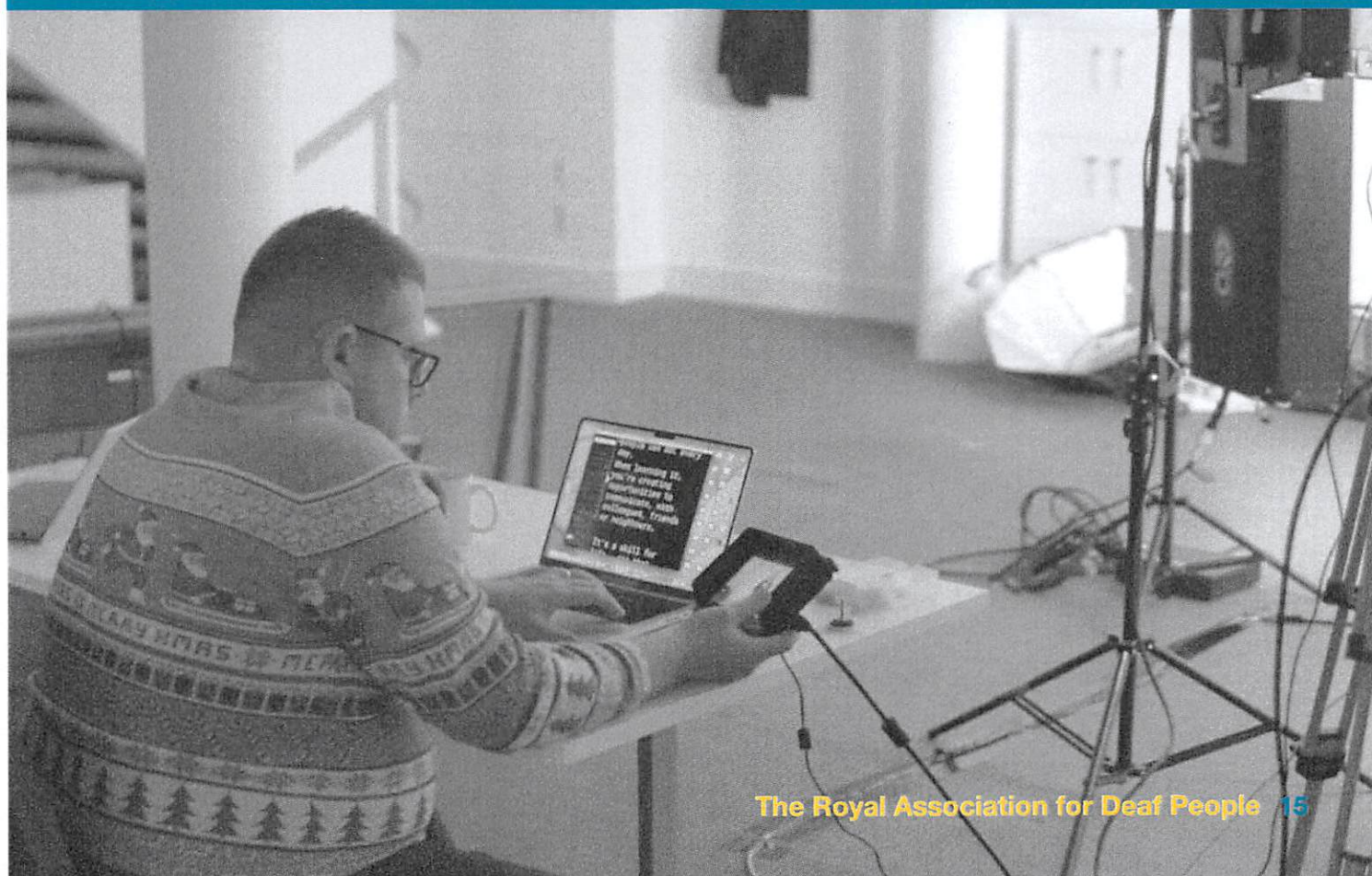
Statutory and trust income has long played a critical role in our organisation's financial stability, enabling us to provide core services such as advice, advocacy, and communication support - services that remain essential for deaf people who continue to face significant barriers in accessing mainstream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

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

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

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

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



Strategic Ambitions and Commitments

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

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

Growth and Longevity:

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

Finance and Sustainability:

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

Collaboration and Influence:

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

Community and Inclusivity:

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

Objectives and Activities

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

Significant Activities

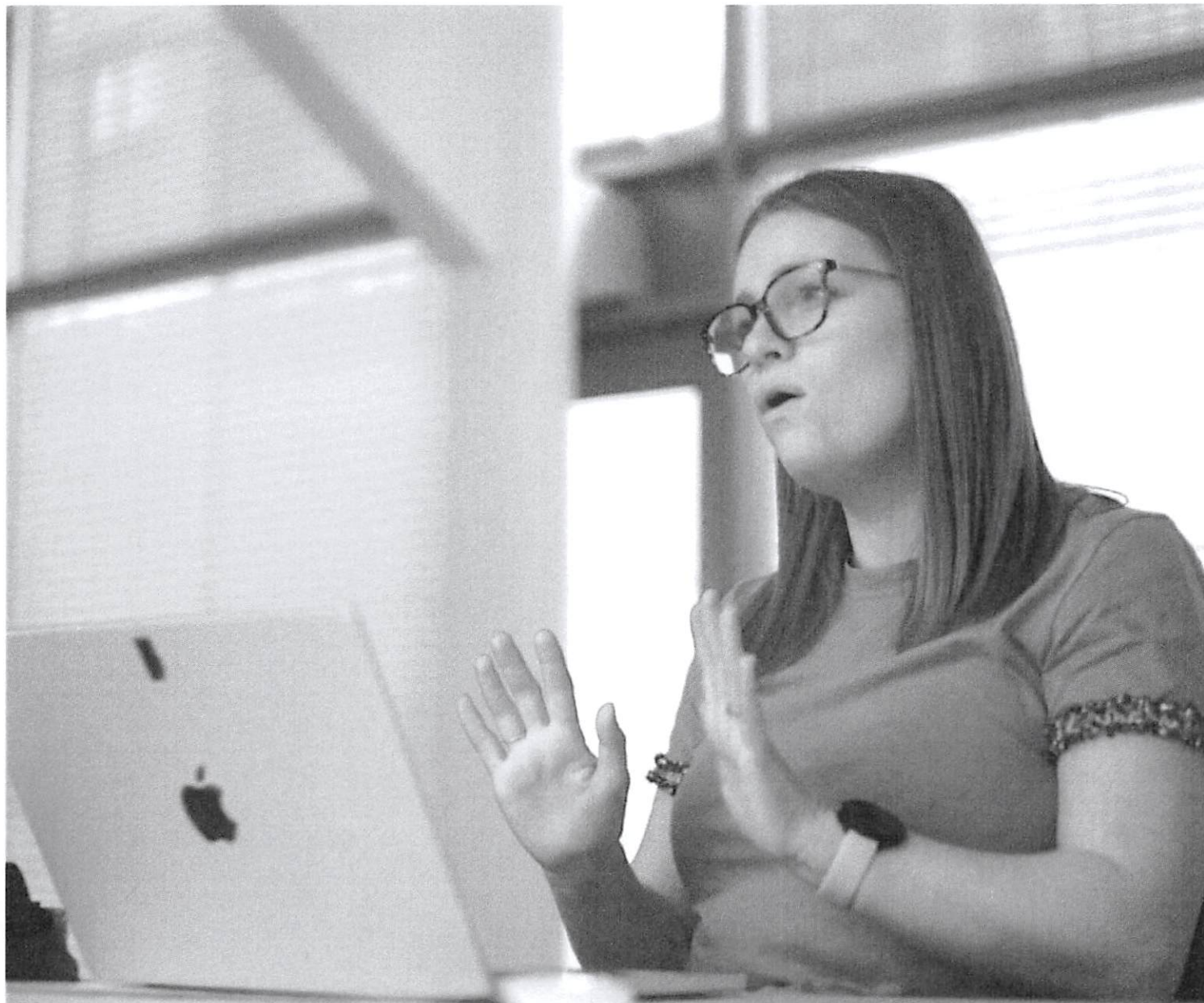
RAD has continued to deliver a wide range of services to support and empower deaf individuals across the deaf community. Our core areas of activity include:

- **Advice and Wellbeing:** Providing accessible support, information, and guidance to improve access and the overall wellbeing of deaf people, ensuring they are equipped to make informed decisions and access the support they need.
- **Communication Services:** Delivering high-quality communication support such as British Sign Language (BSL) interpreting, lip-speaking to enable equal access to essential services and everyday activities.
- **Independent Living:** Supporting deaf individuals to live independently through commissioned support packages, advocacy, and practical

support that promotes autonomy and dignity.

- **Employability and Training** (via DeafAdvance): We provide employability support aimed at breaking down barriers to employment for deaf people. This includes skills development, job search assistance, and support in the workplace. We offer a range of training programmes to increase deaf awareness and promote inclusive practices. This includes BSL training, deaf awareness sessions for organisations, and capacity-building courses designed to enhance skills and confidence among deaf individuals and those who work with them.

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



Public Benefit

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



Grantmaking

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

Achievements and Performance

Charitable Activities

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

Alongside service delivery, we invested heavily in learning, development, and partnerships. Our training and consultancy programmes empowered individuals and organisations to help build more deaf-aware and inclusive environments. RAD Media grew in both reach and reputation, delivering high-quality accessible content for a wide range of clients. Internally, we strengthened our workforce

and deepened our commitment to being a deaf-led, BSL-proficient organisation. This year has been one of growth, collaboration and resilience – all guided by our belief that deaf people should have equal access, opportunity, and the power to lead fulfilled lives.

Investment Policy and Performance

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

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

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

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

Long term investments are held with a view to a longer-term gain with an understanding that the value of these investments is likely to fluctuate over the short to medium term. The aim is to at least protect these funds against the risk of inflation over the

long term, understanding the risk that this may not be achieved short term. RAD aims to achieve CPI + 3% (net of fees) over a rolling period of 5 years.

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

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



Financial Review

Financial Position

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



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

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

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

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

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

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

Principal Funding Sources

Statutory Funding

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

Trusts and Foundations

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

Commercial Income

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

Donations and Fundraising

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

Training Services

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

Rental and Other Income

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



Reserves Policy

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

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

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

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

Future Plans

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

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

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

We are also committed to evolving our services to meet the changing needs of the deaf community. This means exploring new models of delivery, investing in innovation, and continuing to empower deaf individuals to lead independent,



informed lives. Collaboration will be central to this effort - whether through strengthening relationships with mainstream organisations, working alongside other deaf-led groups, or amplifying the voices of the communities we serve.

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

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

Legal Structure, Governance and Management

Governing Document

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

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

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

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

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

The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Board of Trustees

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



Recruitment and Appointment of New Trustees

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



Organisational Structure

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

Dr Mark Wheatley,
Chief Executive Officer

Julie Ratcliffe,
Chief Operating Officer

Claire Woods, Chief Finance Officer



Decision Making

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



Induction and Training of New Trustees

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



Related Parties

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

Risk Management

The Trustees have a risk management strategy that comprises of:

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

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

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

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

Failure to achieve legacy income targets

Failure to secure future funding to sustain services

Failure to see a return on investments



Legal and Administrative Details

Registered Office

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

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

Bankers and Principal Advisers

Bankers

National Westminster Bank PLC

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

CCLA

One Angel Lane
London, EC4R 3AB

Independent Auditors

TC Group

Town Wall House
Balkerne Hill
Colchester
CO3 3AD

Solicitors

Fisher Jones Greenwood

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



Statement of Trustees' Responsibilities

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

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charity SORP;
- Make judgements and estimates that are reasonable and prudent;

- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. In so far as the trustees are aware:

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

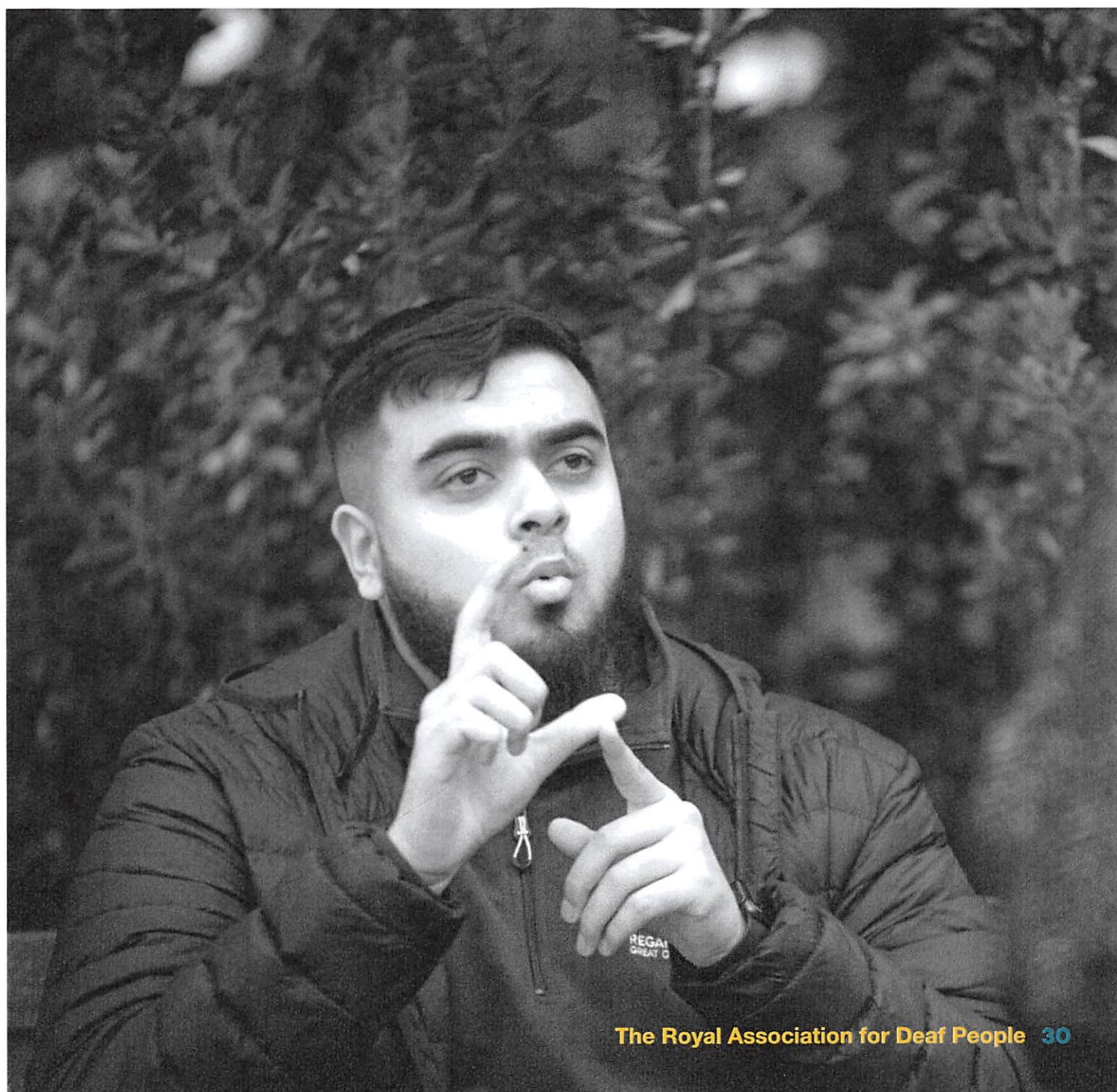
AUDITORS

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

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



Christopher Ratcliffe - Trustee



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

Opinion

We have audited the financial statements of The Royal Association for Deaf People (the 'Charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the cash flow statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

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

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

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

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

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

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

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

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

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

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

Our approach was as follows:

- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, and through discussion with the trustees and other management (as required by auditing standards), and discussed with the trustees and other management the policies and procedures regarding compliance with laws and regulations;
- We considered the legal and regulatory frameworks directly applicable to the financial statements reporting framework (FRS 102, the Companies Act 2006, the Charities Act 2011, UK GAAP including Charities SORP (FRS 102)) and the relevant tax compliance regulations in the UK;
- We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit;
- We considered the procedures and controls that the charitable company has established to address risks identified, or that otherwise prevent, deter and detect fraud; and how senior management monitors those programmes and controls.

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

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

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

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

Use of our report

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

TC GROUP

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

Date: 10th September 2025

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

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

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

The notes form part of these financial statements

The Royal Association for Deaf People Balance Sheet 31 March 2025

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

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

The financial statements were approved by the Board of Trustees and authorised for issue on 9th Sept 2025 and were signed on its behalf by:


C Ratchiffe - Trustee

The notes form part of these financial statements

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

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

The notes form part of these financial statements

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

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

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

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.24 £	Cash flow £	At 31.3.25 £
Net cash			
Cash at bank	<u>347,229</u>	<u>326,036</u>	<u>673,265</u>
	<u>347,229</u>	<u>326,036</u>	<u>673,265</u>
Total	<u>347,229</u>	<u>326,036</u>	<u>673,265</u>

The notes form part of these financial statements

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

1. CHARITY INFORMATION

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

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

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

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

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

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

Going Concern

At the time of approving the accounts, the trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

Income

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

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

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

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

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

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

2. ACCOUNTING POLICIES - continued

Income

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

Expenditure

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

Expenditure includes attributable VAT which cannot be recovered.

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

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

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

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

Tangible fixed assets

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

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

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities.

Impairment

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

Fixed Asset Investments

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

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

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

2. ACCOUNTING POLICIES - continued

Cash at Bank

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Basic Financial Instruments

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

Taxation

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

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

Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management and administration costs.

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

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

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

Operating Leases

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

Pension costs and other post-retirement benefits

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

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

3. DONATIONS AND LEGACIES

	2025	2024
	£	£
Donations	26,685	20,618
Legacies	146,132	131,168
	<u>172,817</u>	<u>151,786</u>

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

4. OTHER TRADING ACTIVITIES

	2025	2024
	£	£
Fundraising events	<u>1,322</u>	<u>-</u>

5. INVESTMENT INCOME

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

6. INCOME FROM CHARITABLE ACTIVITIES

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

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

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

7. CHARITABLE ACTIVITIES COSTS

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

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

8. SUPPORT COSTS

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

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

9. NET INCOME/(EXPENDITURE)

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

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

10. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

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

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

11. STAFF COSTS

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

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

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

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

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

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

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

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

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

	2025	2024
£60,001 - £70,000	1	1
£70,001 - £80,000	1	-
£90,001 - £100,000	1	-
	<u>3</u>	<u>1</u>

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

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

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

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

13. TANGIBLE FIXED ASSETS

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

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

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

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

14. FIXED ASSET INVESTMENTS

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

Cost or valuation at 31 March 2025 is represented by:

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

There were no investment assets outside the UK.

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

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

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

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

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

17. LEASING AGREEMENTS

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

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

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

18. MOVEMENT IN FUNDS

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

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

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

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

18. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

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

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

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

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

18. MOVEMENT IN FUNDS - continued

Restricted funds

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

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

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

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

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

Designated funds

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

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

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

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

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

General fund

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

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

19. CONTINGENT LIABILITIES

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

20. RELATED PARTY DISCLOSURES

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

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



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

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

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

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

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

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

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