

# THE DYSLEXIA ASSOCIATION

England & Wales · Charity number 1082345

## Details

|                |                                                         |
|----------------|---------------------------------------------------------|
| Other names    | NOTTINGHAMSHIRE DYSLEXIA ASSOCIATION, NDA               |
| Status         | Registered                                              |
| Legal form     | Charitable company                                      |
| Company number | <a href="#">03941946</a>                                |
| Registered     | 2000-09-08                                              |
| Register       | <a href="#">View on the Charity Commission register</a> |

## Contact

|         |                                                                        |
|---------|------------------------------------------------------------------------|
| Address | Sherwood House<br>7 Gregory Boulevard<br>Nottingham<br>NG7 6LB         |
| Phone   | 01159246880                                                            |
| Email   | <a href="mailto:helpline@dyslexia.uk.net">helpline@dyslexia.uk.net</a> |
| Website | <a href="http://www.dyslexia.uk.net">www.dyslexia.uk.net</a>           |

## Activities

**Objects:** (A) TO PROVIDE FOR THE CARE, EDUCATION AND TREATMENT OF PERSONS SUFFERING FROM DYSLEXIA OR ANY OTHER RELATED SPECIFIC LEARNING DIFFICULTY(B) TO FURTHER THE EDUCATION OF THE PUBLIC, TEACHERS AND OTHER RELATED PROFESSIONS ABOUT DYSLEXIA AND OTHER RELATED LEARNING DISABILITIES AND TO EDUCATE AND TRAIN THE PUBLIC, TEACHERS AND OTHER RELATED PROFESSIONS ABOUT THE CARE, EDUCATION AND TREATMENT OF SUCH PERSONS(C) TO CARRY OUT RESEARCH INTO DYSLEXIA AND OTHER RELATED SPECIFIC LEARNING DISABILITIES AND TO DISSEMINATE THE USEFUL RESULTS OF SUCH RESEARCH

**Activities:** The Dyslexia Association provides a wide range of specialist services and support for people of all ages with dyslexia, their families, educators, employers and the wider community, including:-Helpline, information, advice, guidance, dyslexia awareness, dyslexia screening, dyslexia assessment, one to one tuition, workplace assessment & support, personal development courses, training etc.

## Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, Disability, Economic/community Development/employment
- **Who:** Children/young People, People With Disabilities, Other Defined Groups, The General Public/mankind

## Geography

- **Area of benefit:** ENGLAND
- Throughout England

## Finances

| Period end | Income   | Expenditure | Assets | Employees |
|------------|----------|-------------|--------|-----------|
| 2024-12-31 | £497,356 | £519,573    | -      | -         |
| 2023-12-31 | £488,627 | £449,970    | -      | -         |
| 2022-12-31 | £423,647 | £435,605    | -      | -         |
| 2021-12-31 | £356,766 | £345,663    | -      | -         |
| 2020-12-31 | £338,710 | £300,770    | -      | -         |

## Trustees

| Name                     | Role | Appointed  |
|--------------------------|------|------------|
| Daniel Morley            |      | 2023-01-01 |
| David Mark-Anthony Smith |      | 2024-08-07 |
| Denise Caunt             |      | 2023-01-01 |
| Kelsey Hill              |      | 2026-05-18 |
| Nicola Jayne Purcell     |      | 2023-01-01 |
| Terence William Hiles    |      | 2015-12-03 |

**THE DYSLEXIA ASSOCIATION**

England & Wales - Charity number 1082345

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# Accounts

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Company registration number: 03941946

Charity registration number: 1082345

# The Dyslexia Association

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 December 2024

Page Kirk LLP  
Chartered accountants and chartered tax advisers  
Sherwood House  
7 Gregory Boulevard  
Nottingham  
NG7 6LB

# **The Dyslexia Association**

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# **The Dyslexia Association**

## **Reference and Administrative Details**

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**Charity Registration Number** 1082345

**Company Registration Number** 03941946

**Trustees**  
D Caunt  
T W Hiles  
D Morley  
N J Purcell  
D Smith

**Secretary** K E Carter

**Registered Office**  
Sherwood House  
7 Gregory Boulevard  
Nottingham  
NG7 6LB

**Independent Examiner**  
James Haywood ACA  
Page Kirk LLP  
Chartered accountants and chartered tax advisers  
Sherwood House  
7 Gregory Boulevard  
Nottingham  
NG7 6LB

**Bankers**  
Barclays Bank Plc  
Nottingham Group  
PO Box 18  
High Street  
Nottingham  
NG1 6FF

# **The Dyslexia Association**

## **Trustees' Report**

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The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 December 2024.

### **Reference and Administrative Details**

Charity Registration Number: 1082345

Company Registration Number: 03941946

The charity is incorporated in England and Wales.

Registered Office: Sherwood House  
7 Gregory Boulevard  
Nottingham  
NG7 6LB

### **Trustees and officers**

The trustees who served the charity as directors of the company during the reporting period were as follows:

Trustees: D Caunt

A J Kays (resigned 7 August 2024)

T W Hiles

J McMurray (resigned 7 August 2024)

D Morley

N J Purcell

D Smith (appointed 7 August 2024)

Secretary: K E Carter

# **The Dyslexia Association**

## **Trustees' Report**

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### **Chairman's Introduction for the year ending 31/12/2024**

The annual trustee report is a chance to acknowledge the achievements of the year, celebrate successes, and look towards the challenges and opportunities of the future.

The Dyslexia Association continues to meet its core aims of supporting people of all ages with dyslexia, as well as their families/carers, educators, employers, and the wider community. In 2024 the charity's remit continued to include those with overlapping neurodivergent differences and introduced a new dyscalculia screening and assessment service. The charity also introduced a new neurodiversity profiling tool, from Do-IT Profiler, alongside the QuickScreen real-time dyslexia test using our new online shop.

The charity had a solid fiscal year in 2023, finishing in profit and therefore confidently set a challenging budget for 2024. This budget included funding a new formal pay structure for employees which had been identified by Trustees as integral to ensuring the ongoing success and commercial stability of the organisation. Although the increased overheads resulted in a small loss for 2024, the actions were long overdue. As a direct consequence we have enhanced the working environment as well as addressing several other key objectives in the strategic plan.

Our free Helpline and advice service remains a core activity of the charity. The Helpline is funded from other income streams (chargeable services) and general fundraising activities. We remain committed to supporting this activity together with promoting the website as a means of informing and conducting a dialogue with individuals, parents, educators, employers, and the public. The website serves as the 'shop window' for the Association and is often the first point of contact with future clients. The way in which we deliver these services changed in 2024 promulgated by the retirement of our designated Helpline Advisor. We have reluctantly mothballed the dedicated telephone line and launched an online contact form where individuals can request a call back. This has allowed us to respond with outbound scheduled helpline calls at a more convenient time and avoids the need to service ad hoc inbound telephone calls.

Our three-year strategic plan, which was agreed in 2023 and implemented at the beginning of 2024, identifies four key focus areas, specifically delivering more charitable activity, building capacity, renewing our strengths, and innovating for the future. The plan also identifies measurable success indicators which are monitored quarterly by trustees. Thus far, we have successfully completed and delivered on over half of the activities mandated in the 2024 - 2027 plan.

# **The Dyslexia Association**

## **Trustees' Report**

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### **Structure, Governance and Management**

The Dyslexia Association (known throughout this report as TDA or the Association) is a company limited by guarantee within the meaning of the Companies Act 2006 and a registered charity governed by the rules set out in our Memorandum and Articles of the company (last updated 18/07/2007). The Association satisfies the requirement under Section 60 of the Companies Act 2006 to omit the word "Limited" from its name. The Association has a board of trustees which is empowered to make decisions on behalf of the Association and does so at its regular meetings.

The board of trustees are responsible for the governance of the charity and have the discretion under the Companies Act to manage the charity how it sees fit, providing this is in-line with the Articles of Association and Charities Board guidance and rules of engagement.

The board of trustees meets every quarter to review the performance and strategic plans and objectives of the Association with a quorum of no less than 3 trustees.

The board of trustees' delegates financial considerations to their financial committee which meets every quarter and reports directly to the board of trustees for all financial decisions.

# **The Dyslexia Association**

## **Trustees' Report**

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### ***Recruitment and appointment of trustees***

The TDA Board of Trustees is appointed in accordance with the Articles of Association of the Company and the agreed terms of reference.

The company shall have a board of trustees comprising no less than five and no more than ten members, as follows: -

- The Chairperson is nominated by the board of trustees as a person who possesses the necessary skills to lead the board of trustees and is officially appointed following an AGM (Annual General Meeting) or at a general meeting if the post is vacant.
- The board of trustee's shall comprise of a maximum of ten (10) trustees and a minimum of five (5) who shall be members of the Association.
- Proposed trustees shall be officially voted in and elected to the board as trustees at an Annual General Meeting (AGM).
- New trustees are interviewed in person by a minimum of 3 existing members of the board of trustees.
- If the number of trustees falls below ten (10), then a maximum of four (4) trustees may be co-opted to fill the vacancies. The latter may or may not be members of the Association and will retire at the next AGM whereupon they may stand for re-election.
- Elections shall be conducted in accordance with such procedures as found within the current Articles of Association at that time.
- Members elected to the board of trustees shall serve for a period of three years.
- All trustee positions are advertised through the charity's network of members and supporters.
- If a trustee elects to retire, the trustee will be retired from the TDA Board of Directors at the next general meeting following their written confirmation and notification of retirement.
- Retiring trustees shall be eligible for re-election in line with the Articles of Association.
- The TDA Board of Trustees may appoint a new temporary trustee to fill a casual vacancy on the board in line with the Articles of Association.
- Prospective trustees will be invited to meet the current board of trustees and Association staff. The decision on whether to invite and subsequently co-opt the individual onto the board of trustees will be determined by the skill sets on offer and whether these match and would benefit the requirements of the Association. Where a candidate is considered suitable, the board of trustee will take a vote on whether to appoint the person. Where the board signifies its approval, the candidate will be appointed to the board of trustees.

TDA accepted two trustee resignations in 2024 and co-opted one new member on 07/08/2024. So, we continue with five trustees: however, we always welcome suitable candidates with appropriate skills and experience to join the board. At present, the board is of the opinion that it can function effectively with the minimum number of trustees due to their experience and approach and will continue to do so pending the appointment of additional members.

### ***Trustee Induction and Training***

New trustees will undergo an induction process, including an overview of the Association and its strategic plans. It will also include appropriate published guidance from the Charity Commission on the roles and responsibilities of trustees and The Dyslexia Association terms of reference for trustees.

# **The Dyslexia Association**

## **Trustees' Report**

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### **Management of the Charity**

The trustees have delegated the day-to-day management of the charity to their permanent Chief Executive Officer Kay Carter.

The board of trustees meet with the CEO quarterly at a pre-arranged date and time to discuss business affairs and conduct a review of the financial standing of the Association. Ad-hoc interim meetings are also called to address specific projects or topics as required.

### **Corporate Governance**

Internal controls over all forms of commercial commitment and expenditure continue to be refined to improve efficiency. Processes are in place to ensure that performance is monitored, and that appropriate management information is prepared and reviewed regularly by the CEO, the board of trustees, and the finance committee.

The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- a strategic plan and an annual budget approved by the trustees;
- regular consideration by the finance committee of financial results, variances from budgets, performance indicators and non-financial performance indicators;
- delegation of day-to-day management authority and segregation of duties;
- identification and management of risks; with a nominated lead trustee.

### **Risk Management**

#### **New business continuity plan**

Each trustee has a lead responsibility for specific risks. Where appropriate, systems and procedures have been established to mitigate the risks the charity faces.

The trustees determined that a new business continuity plan incorporating risk management, and impact assessments was required and to be prepared and implemented during 2024 to ensure all current risks can be mitigated. This has been completed and is now subject to testing to the satisfaction of the trustees.

### **Objects, strategic objectives, and principal activities of the charity**

The trustees are keen to ensure that the work of the charity meets the public benefit requirement outlined in the guidance published by the Charity Commission - "Public Benefit: the public benefit requirement" (published September 2013). To this end the trustees and management team make certain that the overall purposes of the Association:

- (a) remain beneficial in character; and
- (b) that they benefit the public in general or a sufficient section of the public; and
- (c) in pursuing its objectives, the Association continues to have regard to Charities Commission guidance when exercising their powers and duties.

The objects and principal activities of the Association remain the provision of high quality, professional services for all neurodivergent individuals and not just those who are dyslexic. The principal objective that underpins our work is to enrich the lives of all people with dyslexia by educating and informing the public about the characteristics and where possible assisting children and adults with dyslexia to reach their full potential.

# The Dyslexia Association

## Trustees' Report

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### Activities to complete TDA goals

The Association offers a range of services summarised briefly below.

|                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|---------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Helpline</b>                       | <p>A free, confidential service that acts as the first point of contact for many clients initiated through a website enquiry. The service provides information, advice, and guidance on all aspects of dyslexia and other associated specific learning difficulties, as well as information about the paid-for services available which are provided by the Association. The service also offers a call-back function for access to an advisor.</p> |
| <b>ANND Network</b>                   | <p>The Adult Network: Neurodiversity and Dyslexia is a non-profit coalition of dedicated organisations from across the UK supporting adults within our community. The network hosts monthly discussions, which are streamed via a range of sites, to bring information, advice and guidance to all individuals who identify as neurodivergent or dyslexic and features as part of our charitable work.</p>                                          |
| <b>Advice Sessions</b>                | <p>Provided free of charge to dyslexic clients and families as a service to de-brief diagnostic assessments and to provide Assistive Technology advice or by way of a pre-tuition interview. A voluntary donation towards the cost of the advice sessions is appreciated but is not a mandatory requirement.</p>                                                                                                                                    |
| <b>Screening</b>                      | <p>This service is available for both adults and children to identify indicators of dyslexia or dyscalculia.</p>                                                                                                                                                                                                                                                                                                                                    |
| <b>Diagnostic Assessments</b>         | <ol style="list-style-type: none"><li>1. Diagnostic assessments of dyslexia for all ages administered by a qualified professional.</li><li>2. Holistic assessments for a range of SpLD/neurodivergent differences (including dyslexia) for adults.</li><li>3. Diagnostic assessments of dyscalculia for all ages up to twenty-one.</li></ol>                                                                                                        |
| <b>Exam Access Assessments</b>        | <p>This assessment is for students and pupils who require written evidence and recommendations for their exams, this is known as Exams Access Arrangements.</p>                                                                                                                                                                                                                                                                                     |
| <b>Workplace Needs Assessments</b>    | <p>Assessments administered by a qualified &amp; experienced dyslexia specialist. Recommendations are made for bespoke reasonable adjustments in the workplace as part of the duty of the Equality Act 2010.</p>                                                                                                                                                                                                                                    |
| <b>Workplace Support and Training</b> | <p>Individual 1:1 workplace training and coaching relating to specific assistive technology software, and coping strategies.</p>                                                                                                                                                                                                                                                                                                                    |
| <b>One-to-One Tuition Services</b>    | <p>For children and adults, tuition covering literacy, numeracy, study skills, and attention to other areas of difficulty.</p>                                                                                                                                                                                                                                                                                                                      |

# **The Dyslexia Association**

## **Trustees' Report**

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With the exceptions of the Helpline, and ANND, our services are chargeable, and they provide the charity with an income. We endeavour to keep our charges at reasonable and affordable levels, but they are necessary to allow us to remain operational and make investments into the organisation to cover operational overheads such as competitive salaries, upgrades to hardware, staff CPD (Continuous Professional Development) and the development of new programmes. Prices for the different services are set and reviewed by the senior management team and overseen by the finance committee. They are published on our website.

The Association's offices are located a mile from Nottingham city centre. The offices are in a shared building that is owned by a local firm of accountants. We rent several administrative and service delivery rooms within the building at a competitive rate given the square footage and its location. There is a large car park to the front of the building and disabled parking to the rear to facilitate access. The location of the office is well served by public transport having bus and tram stops nearby. The office has good facilities to host disabled clients.

### **The criteria and measures used to assess success in the reporting period**

Success is monitored by outcome data measured against financial budgets. The CEO also provides a written report to the board of trustees quarterly. Outcome data is quantified for each area of activity. Real-time budget information is available to all trustees through the internal (and secure) TDA webpages. A KPI data set was agreed by trustees in 2024, and this is monitored through the finance committee every quarter.

### **Public Benefit**

Current research suggests that between 10-15% of the general population experiences some level of dyslexia. Within the East Midlands, this means that there are an estimated 5,500,000 (population 5.5 million) individuals who may have indicators of, and lived experience of, dyslexia. The Association's charitable activities focus on the provision of services to these citizens, intending to provide the diagnosis, training, and support necessary to help them productively manage their differences as well as supporting parents, educators and employers and educating the wider community to raise awareness of the condition.

Dyslexia is recognised as a neurodivergent difference, alongside ADHD (Attention Deficit Hyperactive Disorder), dyspraxia, dyscalculia, and autism. To this end TDA has begun to work across the wider neurodivergent spectrum

The trustees agreed that from January 2020, 10% of any profit made would be added to the Association's bursary funds each financial quarter. The funds will be used to support more clients on low incomes who would benefit from accessing our services. In 2024 the charity has supported twelve individuals, and a local primary school, to access diagnostic assessments, screenings, specialist tuition, and advice on specialist teaching.

Due to the lack of profit made in 2024, trustees agreed not to make any contribution to the bursary funding pot. This will mean that fundraising activities may be required in 2025 to help bolster charity funding for individuals.

### **Fundraising**

The Association raises funds through volunteers taking part in challenge events and voluntary donations from supporters. The charity adheres to the fundraising regulations, and no cold calling takes place.

# **The Dyslexia Association**

## **Trustees' Report**

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### **Achievements, Financial Performance and Future Plans**

#### **Reserves Policy**

The charity requires reserves to allow TDA to function in the short term. The minimum level of reserves to be maintained must also satisfy all TDA's legal obligations should TDA cease to be a going concern, enabling proper notice to be given to staff and beneficiaries and for due payments to be made to staff (statutory redundancy) and to other organisations with whom we do business.

The trustees have considered the reserves currently held by the Association as of 31st December 2024 and have concluded that these meet corporate responsibilities and are sufficient to ensure that the Association continues to operate as a going concern in the future. The trustees have also reviewed the requirements and the risks faced by the Association in both the short and medium-term and have a clear plans to execute in the event of a significant change in its financial position.

#### **Designated Dissolution Fund**

The unrestricted funds include a designated dissolution fund of £43,987. Should the charity cease to be a going concern at any stage, this sum is required to satisfy all its legal and fiscal obligations. This amount is reviewed annually to ensure the reserves remain appropriate to the circumstances of the staff and the charity at the time they are reviewed.

#### **Bursary Fund**

The bursary fund on 31st December 2024 was £8,091. During 2024 the charity fund provided financial support for twelve individuals and a local primary school. The charity funded a range of services including diagnostic assessments, screenings, and specialist tuition and training.

#### **General Fund**

As of 31st December 2024, the general fund was £231,030.

#### **Future Plans**

The accounts show a balance of unrestricted funds at the year-end of £283,108. After the deduction of the designated dissolution and bursary funds, it leaves £231,030 equating to just under nine months running costs.

Trustees have therefore committed to maintain the charity's long term reserve account and to re-assess the risks to which the organisation is exposed as it grows, retracts, or takes on new commitments. The Association currently banks with three financial organisations, with the bulk of the funds in one bank. This allows it to benefit from the protection of the Financial Conduct Authority rules; the trustees have decided that funds should be spread across enough independent financial organisations to keep each under the £85,000 limit.

At the year-end £106,649 was held within two Barclays bank accounts, and £175,092 was held within two charity savings accounts. Trustees opted to invest in savings accounts with The Charity Bank, and COIFF.

# **The Dyslexia Association**

## **Trustees' Report**

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### **Accounting Policies**

The trustees consider that there are no material uncertainties about the Association's ability to continue as a going concern.

### **Appreciation of Support**

The trustees wish to express their gratitude to all those who have supported the charity during the year, and particularly those supporters who have raised funds through personal sponsored challenges and payroll giving.

During 2024 the TDA received total donations of £21,441 from:

- individuals directly
- individuals via fundraising platforms (such as JustGiving)
- individuals via payroll giving
- corporate fundraising and other charitable trust giving
- Unsolicited legacy giving

### **Moving forward**

TDA will continue to work towards raising awareness of dyslexia and other forms of neurodiversity and the impact it can have on individuals. We will continue our aim of providing high-quality services to meet the needs of people of all ages with dyslexia, as well as supporting their families/carers, educators, and employers.

# The Dyslexia Association

## Trustees' Report

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### Statement of trustees' responsibilities

The trustees (who are also the directors of The Dyslexia Association for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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

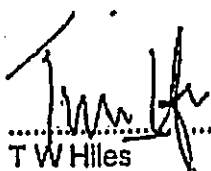
- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 that can disclose with reasonable accuracy at any time the financial position of the charitable company and 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.

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

### Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

  
.....  
T W Hiles  
Trustee

## The Dyslexia Association

### Independent Examiner's Report to the trustees of The Dyslexia Association ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2024.

#### Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of The Dyslexia Association as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



James Haywood ACA

Page Kirk LLP

Chartered accountants and chartered tax advisers

Sherwood House

7 Gregory Boulevard

Nottingham

NG7 6LB

8 September 2025

## The Dyslexia Association

### Statement of Financial Activities for the Year Ended 31 December 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

|                                    | Note | Unrestricted<br>funds<br>£ | Total<br>2024<br>£    |
|------------------------------------|------|----------------------------|-----------------------|
| <b>Income and Endowments from:</b> |      |                            |                       |
| Donations and grants               | 3    | 21,441                     | 21,441                |
| Charitable activities              | 4    | 465,098                    | 465,098               |
| Investment income                  | 5    | 8,968                      | 8,968                 |
| Other incoming resources           | 6    | 1,849                      | 1,849                 |
| Total income                       |      | <u>497,356</u>             | <u>497,356</u>        |
| <b>Expenditure on:</b>             |      |                            |                       |
| Raising funds                      |      | (216)                      | (216)                 |
| Charitable activities              | 7    | (514,096)                  | (514,096)             |
| Other expenditure                  | 8    | (5,261)                    | (5,261)               |
| Total expenditure                  |      | <u>(519,573)</u>           | <u>(519,573)</u>      |
| Net expenditure                    |      | <u>(22,217)</u>            | <u>(22,217)</u>       |
| Net movement in funds              |      | (22,217)                   | (22,217)              |
| <b>Reconciliation of funds</b>     |      |                            |                       |
| Total funds brought forward        |      | <u>305,325</u>             | <u>305,325</u>        |
| Total funds carried forward        | 20   | <u><u>283,108</u></u>      | <u><u>283,108</u></u> |

The notes on pages 17 to 28 form an integral part of these financial statements.

## The Dyslexia Association

### Statement of Financial Activities for the Year Ended 31 December 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

|                                    | Note | Unrestricted<br>funds<br>£ | Total<br>2023<br>£ |
|------------------------------------|------|----------------------------|--------------------|
| <b>Income and Endowments from:</b> |      |                            |                    |
| Donations and grants               | 3    | 5,053                      | 5,053              |
| Charitable activities              | 4    | 478,349                    | 478,349            |
| Investment income                  | 5    | 4,614                      | 4,614              |
| Other incoming resources           | 6    | 611                        | 611                |
| <b>Total income</b>                |      | <b>488,627</b>             | <b>488,627</b>     |
| <b>Expenditure on:</b>             |      |                            |                    |
| Raising funds                      |      | (216)                      | (216)              |
| Charitable activities              | 7    | (445,455)                  | (445,455)          |
| Other expenditure                  | 8    | (4,299)                    | (4,299)            |
| <b>Total expenditure</b>           |      | <b>(449,970)</b>           | <b>(449,970)</b>   |
| <b>Net income</b>                  |      | <b>38,657</b>              | <b>38,657</b>      |
| <b>Net movement in funds</b>       |      | <b>38,657</b>              | <b>38,657</b>      |
| <b>Reconciliation of funds</b>     |      |                            |                    |
| Total funds brought forward        |      | 266,668                    | 266,668            |
| Total funds carried forward        | 20   | 305,325                    | 305,325            |

All of the charity's activities derive from continuing operations during the above two periods.

The notes on pages 17 to 28 form an integral part of these financial statements.

# The Dyslexia Association

(Registration number: 03941946)  
Balance Sheet as at 31 December 2024

|                                                       | Note | 2024<br>£       | 2023<br>£       |
|-------------------------------------------------------|------|-----------------|-----------------|
| <b>Fixed assets</b>                                   |      |                 |                 |
| Tangible assets                                       | 14   | 3,794           | 6,300           |
| <b>Current assets</b>                                 |      |                 |                 |
| Debtors                                               | 15   | 18,224          | 27,188          |
| Cash at bank and in hand                              | 16   | <u>281,741</u>  | <u>304,639</u>  |
|                                                       |      | 299,965         | 331,827         |
| <b>Creditors: Amounts falling due within one year</b> | 17   | <u>(20,651)</u> | <u>(32,802)</u> |
| <b>Net current assets</b>                             |      | <u>279,314</u>  | <u>299,025</u>  |
| <b>Net assets</b>                                     |      | <u>283,108</u>  | <u>305,325</u>  |
| <b>Funds of the charity:</b>                          |      |                 |                 |
| Unrestricted funds                                    |      | <u>283,108</u>  | <u>305,325</u>  |
| <b>Total funds</b>                                    | 20   | <u>283,108</u>  | <u>305,325</u>  |

## **The Dyslexia Association**

**(Registration number: 03941946)**  
**Balance Sheet as at 31 December 2024**

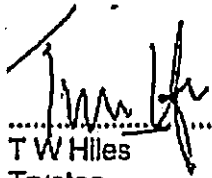
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For the financial year ending 31 December 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

**Directors' responsibilities:**

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

  
.....  
T W Hiles  
Trustee

The notes on pages 17 to 28 form an integral part of these financial statements.

# **The Dyslexia Association**

## **Notes to the Financial Statements for the Year Ended 31 December 2024**

---

### **1 Charity status**

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Sherwood House  
7 Gregory Boulevard  
Nottingham  
NG7 6LB

These financial statements were authorised for issue by the trustees on 8 September 2025.

### **2 Accounting policies**

#### **Summary of significant accounting policies and key accounting estimates**

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

#### **Basis of preparation**

The financial statements have been prepared in accordance with 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 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

#### **Going concern**

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

#### **Exemption from preparing a cash flow statement**

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

# **The Dyslexia Association**

## **Notes to the Financial Statements for the Year Ended 31 December 2024**

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### **Key sources of estimation uncertainty**

Preparation of the financial statements requires management to make significant judgements and estimates. During the preparation of these financial statements there have been no significant or material judgements and estimates that require disclosure. The carrying amount is £- (2023 -£-).

### **Fund structure**

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

### **Income and endowments**

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

Donations and grants are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when the donor specifies that the grant or donation must be used in future accounting periods.

Income from charitable activities, being income from service delivery and dyslexia publications, is recognised on a receivable basis. Income from service users is included on the basis of sessions invoiced or work done in accordance with any contract terms.

Income from fundraising events is classified as other trading activities and is recognised on a receivable basis.

Income from investments is recognised on a receivable basis.

Government grants are accounted for using the accrual model.

### **Expenditure**

All expenses are accounted for on an accruals basis.

Expenditure on raising funds are those costs incurred in attracting voluntary income.

Charitable activities include direct expenditure associated with service delivery being dyslexia assessment, screening, tuition, teaching and tutor training. A second charitable activity is dyslexia publications and includes direct expenditure associated with the sale of books and resources, newsletter subscriptions and library subscriptions.

Expenditure on other items include those incurred in the governance of the charity and its assets and are primarily associated with statutory requirements.

## The Dyslexia Association

### Notes to the Financial Statements for the Year Ended 31 December 2024

---

#### Fixed assets

Fixed assets are initially recorded at cost.

#### Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

#### Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

#### Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

#### Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

| Asset class           | Depreciation method and rate      |
|-----------------------|-----------------------------------|
| Office equipment      | 25% or 33.33% straight line basis |
| Fixtures and fittings | 25% straight line basis           |
| Other tangible asset  | 33.33% straight line basis        |

#### Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

#### Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

## **The Dyslexia Association**

### **Notes to the Financial Statements for the Year Ended 31 December 2024**

---

#### **Trade creditors**

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

#### **Pensions and other post-retirement obligations**

The charity operates a defined contribution pension scheme. Contributions are charged in the statement of financial activities as they become payable in accordance with the rules of the scheme.

## The Dyslexia Association

### Notes to the Financial Statements for the Year Ended 31 December 2024

#### 3 Income from donations and grants

|                      | Unrestricted<br>Funds<br>£ | Restricted<br>funds<br>£ | Total<br>2024<br>£ | Total<br>2023<br>£ |
|----------------------|----------------------------|--------------------------|--------------------|--------------------|
| Donations and grants | 21,441                     | -                        | 21,441             | 5,053              |

#### 4 Income from charitable activities

|                                 | Unrestricted<br>Funds<br>£ | Restricted<br>funds<br>£ | Total<br>2024<br>£ | Total<br>2023<br>£ |
|---------------------------------|----------------------------|--------------------------|--------------------|--------------------|
| Screening, assessment & tuition |                            |                          |                    |                    |
| Service delivery                | 465,098                    | -                        | 465,098            | 478,349            |

#### 5 Income from investments

|                          | Unrestricted<br>Funds<br>£ | Restricted<br>funds<br>£ | Total<br>2024<br>£ | Total<br>2023<br>£ |
|--------------------------|----------------------------|--------------------------|--------------------|--------------------|
| Bank interest receivable | 8,968                      | -                        | 8,968              | 4,614              |

#### 6 Other Income

|                   | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | Total<br>2024<br>£ | Total<br>2023<br>£ |
|-------------------|----------------------------|--------------------------|--------------------|--------------------|
| Fees and supplies | 1,849                      | -                        | 1,849              | 611                |

#### 7 Expenditure on charitable activities

|                                 | Note | Unrestricted funds<br>Designated<br>£ | General<br>£ | Total<br>2024<br>£ | Total<br>2023<br>£ |
|---------------------------------|------|---------------------------------------|--------------|--------------------|--------------------|
| Staff costs                     |      | -                                     | 290,745      | 290,745            | 262,831            |
| Screening, assessment & tuition | 9    | 2,666                                 | 217,205      | 219,871            | 179,504            |
| Governance costs                | 9    | -                                     | 3,480        | 3,480              | 3,120              |
|                                 |      | 2,666                                 | 511,430      | 514,096            | 445,455            |

## The Dyslexia Association

### Notes to the Financial Statements for the Year Ended 31 December 2024

---

#### 8 Other expenditure

|                       | Unrestricted<br>Funds<br>£ | Total<br>2024<br>£ | Total<br>2023<br>£ |
|-----------------------|----------------------------|--------------------|--------------------|
| Other financial costs | 5,261                      | 5,261              | 4,299              |
|                       | <u>5,261</u>               | <u>5,261</u>       | <u>4,299</u>       |

#### 9 Analysis of governance and support costs

##### Governance costs

|                           | Unrestricted<br>funds<br>£ | Total<br>2024<br>£ | Total<br>2023<br>£ |
|---------------------------|----------------------------|--------------------|--------------------|
| Independent examiner fees | 3,480                      | 3,480              | 3,120              |
|                           | <u>3,480</u>               | <u>3,480</u>       | <u>3,120</u>       |

#### 10 Trustees remuneration and expenses

During the year the charity made the following transactions with trustees:

##### D Caunt

D Caunt received remuneration of £745 (2023: £2,188) during the year.

For services provided to the charity.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

## The Dyslexia Association

### Notes to the Financial Statements for the Year Ended 31 December 2024

---

#### 11 Staff costs

The aggregate payroll costs were as follows:

|                                   | 2024<br>£      | 2023<br>£      |
|-----------------------------------|----------------|----------------|
| Staff costs during the year were: |                |                |
| Wages and salaries                | 266,521        | 241,913        |
| Social security costs             | 17,311         | 15,200         |
| Pension costs                     | 6,913          | 5,718          |
|                                   | <u>290,745</u> | <u>262,831</u> |

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year was as follows:

|         | 2024<br>No | 2023<br>No |
|---------|------------|------------|
| General | <u>15</u>  | <u>15</u>  |

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £46,267 (2023 - £47,253).

#### 12 Independent examiner's remuneration

|                                         | 2024<br>£    | 2023<br>£    |
|-----------------------------------------|--------------|--------------|
| Examination of the financial statements | <u>3,480</u> | <u>3,120</u> |

#### 13 Taxation

The charity is a registered charity and is therefore exempt from taxation.

## The Dyslexia Association

### Notes to the Financial Statements for the Year Ended 31 December 2024

#### 14 Tangible fixed assets

|                         | Office<br>equipment<br>£ | Fixtures and<br>fittings<br>£ | Other<br>tangible<br>asset<br>£ | Total<br>£    |
|-------------------------|--------------------------|-------------------------------|---------------------------------|---------------|
| <b>Cost</b>             |                          |                               |                                 |               |
| At 1 January 2024       | 16,176                   | 611                           | 4,739                           | 21,526        |
| Additions               | 140                      | -                             | -                               | 140           |
| Disposals               | (4,132)                  | (611)                         | -                               | (4,743)       |
| At 31 December 2024     | <u>12,184</u>            | <u>-</u>                      | <u>4,739</u>                    | <u>16,923</u> |
| <b>Depreciation</b>     |                          |                               |                                 |               |
| At 1 January 2024       | 14,352                   | 611                           | 263                             | 15,226        |
| Charge for the year     | 1,066                    | -                             | 1,580                           | 2,646         |
| Eliminated on disposals | (4,132)                  | (611)                         | -                               | (4,743)       |
| At 31 December 2024     | <u>11,286</u>            | <u>-</u>                      | <u>1,843</u>                    | <u>13,129</u> |
| <b>Net book value</b>   |                          |                               |                                 |               |
| At 31 December 2024     | <u>898</u>               | <u>-</u>                      | <u>2,896</u>                    | <u>3,794</u>  |
| At 31 December 2023     | <u>1,824</u>             | <u>-</u>                      | <u>4,476</u>                    | <u>6,300</u>  |

#### 15 Debtors

|               | 2024<br>£     | 2023<br>£     |
|---------------|---------------|---------------|
| Trade debtors | 18,032        | 26,996        |
| Other debtors | 192           | 192           |
|               | <u>18,224</u> | <u>27,188</u> |

#### 16 Cash and cash equivalents

|              | 2024<br>£      | 2023<br>£      |
|--------------|----------------|----------------|
| Cash at bank | <u>281,741</u> | <u>304,639</u> |

## The Dyslexia Association

### Notes to the Financial Statements for the Year Ended 31 December 2024

#### 17 Creditors: amounts falling due within one year

|                                    | 2024<br>£     | 2023<br>£     |
|------------------------------------|---------------|---------------|
| Trade creditors                    | 1,183         | 4,513         |
| Other taxation and social security | 4,933         | 3,909         |
| Other creditors                    | 11,956        | 3,603         |
| Accruals                           | <u>2,579</u>  | <u>20,777</u> |
|                                    | <u>20,651</u> | <u>32,802</u> |

At the balance sheet date, deferred income amounted to £2,579 (2023 - £20,777) with £20,777 released to income from charitable activities (2023 - £5,372). Deferred income relates to lessons paid for in advance or for a period that spanned the period end.

#### 18 Obligations under leases and hire purchase contracts

##### Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

|                            | 2024<br>£    | 2023<br>£    |
|----------------------------|--------------|--------------|
| Land and buildings         |              |              |
| Within one year            | <u>6,350</u> | <u>6,350</u> |
| Other                      |              |              |
| Within one year            | 570          | 1,411        |
| Between one and five years | <u>2,281</u> | <u>4,116</u> |
|                            | <u>2,851</u> | <u>5,527</u> |

#### 19 Pension and other schemes

##### Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £6,913 (2023 - £5,718).

Contributions totalling £2,120 (2023 - £2,234) were payable to the scheme at the end of the year and are included in creditors.

# The Dyslexia Association

## Notes to the Financial Statements for the Year Ended 31 December 2024

### 20 Funds

|                           | Balance at<br>1 January<br>2024<br>£ | Incoming<br>resources<br>£ | Resources<br>expended<br>£ | Transfers<br>£ | Balance at<br>31<br>December<br>2024<br>£ |
|---------------------------|--------------------------------------|----------------------------|----------------------------|----------------|-------------------------------------------|
| <b>Unrestricted funds</b> |                                      |                            |                            |                |                                           |
| <i>General</i>            |                                      |                            |                            |                |                                           |
| General funds             | 247,624                              | 497,356                    | (516,907)                  | 2,957          | 231,030                                   |
| <i>Designated</i>         |                                      |                            |                            |                |                                           |
| Dissolution fund          | 46,944                               | -                          | -                          | (2,957)        | 43,987                                    |
| Bursary fund              | 10,757                               | -                          | (2,666)                    | -              | 8,091                                     |
|                           | <u>57,701</u>                        | <u>-</u>                   | <u>(2,666)</u>             | <u>(2,957)</u> | <u>52,078</u>                             |
| <b>Total funds</b>        | <u>305,325</u>                       | <u>497,356</u>             | <u>(519,573)</u>           | <u>-</u>       | <u>283,108</u>                            |
|                           | Balance at<br>1 January<br>2023<br>£ | Incoming<br>resources<br>£ | Resources<br>expended<br>£ | Transfers<br>£ | Balance at<br>31<br>December<br>2023<br>£ |
| <b>Unrestricted funds</b> |                                      |                            |                            |                |                                           |
| <i>General</i>            |                                      |                            |                            |                |                                           |
| General funds             | 216,405                              | 483,176                    | (445,256)                  | (6,701)        | 247,624                                   |
| <i>Designated</i>         |                                      |                            |                            |                |                                           |
| Dissolution fund          | 40,243                               | -                          | -                          | 6,701          | 46,944                                    |
| Bursary fund              | 10,020                               | 5,451                      | (4,714)                    | -              | 10,757                                    |
|                           | <u>50,263</u>                        | <u>5,451</u>               | <u>(4,714)</u>             | <u>6,701</u>   | <u>57,701</u>                             |
| <b>Total funds</b>        | <u>266,668</u>                       | <u>488,627</u>             | <u>(449,970)</u>           | <u>-</u>       | <u>305,325</u>                            |

## The Dyslexia Association

### Notes to the Financial Statements for the Year Ended 31 December 2024

The specific purposes for which the funds are to be applied are as follows:

**Designated funds:**

**Dissolution Fund** - This fund represents the expected cost, should the charity cease to be a going concern, of satisfying all its legal obligations enabling proper notice to be given to the staff and beneficiaries and for all due payments to be made to staff and other organisations.

**Bursary Fund** - This fund is designated by the Trustees to award bursaries for dyslexia assessment, tuition and skills development to those people who are assessed as being in need but low of income. 10% of any surplus for each financial quarter is transferred from general reserves to the Bursary fund.

#### 21 Analysis of net assets between funds

|                       | Unrestricted<br>funds<br>£ | Total funds<br>at 31<br>December<br>2024<br>£ |
|-----------------------|----------------------------|-----------------------------------------------|
| Tangible fixed assets | 3,794                      | 3,794                                         |
| Current assets        | 299,965                    | 299,965                                       |
| Current liabilities   | <u>(20,651)</u>            | <u>(20,651)</u>                               |
| Total net assets      | <u>283,108</u>             | <u>283,108</u>                                |
|                       | Unrestricted<br>funds<br>£ | Total funds<br>at 31<br>December<br>2023<br>£ |
| Tangible fixed assets | 6,300                      | 6,300                                         |
| Current assets        | 331,827                    | 331,827                                       |
| Current liabilities   | <u>(32,802)</u>            | <u>(32,802)</u>                               |
| Total net assets      | <u>305,325</u>             | <u>305,325</u>                                |

## The Dyslexia Association

### Notes to the Financial Statements for the Year Ended 31 December 2024

#### 22 Analysis of net funds

|                          | At 1 January<br>2024<br>£ | Financing<br>cash flows<br>£ | At 31<br>December<br>2024<br>£ |
|--------------------------|---------------------------|------------------------------|--------------------------------|
| Cash at bank and in hand | <u>304,639</u>            | <u>(22,898)</u>              | <u>281,741</u>                 |
| Net debt                 | <u>304,639</u>            | <u>(22,898)</u>              | <u>281,741</u>                 |
|                          | At 1 January<br>2023<br>£ | Financing<br>cash flows<br>£ | At 31<br>December<br>2023<br>£ |
| Cash at bank and in hand | <u>255,348</u>            | <u>49,291</u>                | <u>304,639</u>                 |
| Net debt                 | <u>255,348</u>            | <u>49,291</u>                | <u>304,639</u>                 |

**THE DYSLEXIA ASSOCIATION**

England & Wales - Charity number 1082345

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# Accounts

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Company registration number: 03941946

Charity registration number: 1082345

# The Dyslexia Association

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 December 2023

Page Kirk LLP  
Chartered accountants and chartered tax advisers  
Sherwood House  
7 Gregory Boulevard  
Nottingham  
NG7 6LB

# **The Dyslexia Association**

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## The Dyslexia Association

### Reference and Administrative Details

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|                                    |                                                                                                                                                          |
|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Charity Registration Number</b> | 1082345                                                                                                                                                  |
| <b>Company Registration Number</b> | 03941946                                                                                                                                                 |
| <b>Trustees</b>                    | D Caunt<br>A J Kays<br>T W Hiles<br>J McMurray<br>D Morley<br>N J Purcell                                                                                |
| <b>Secretary</b>                   | K E Carter                                                                                                                                               |
| <b>Registered Office</b>           | Sherwood House<br>7 Gregory Boulevard<br>Nottingham<br>NG7 6LB                                                                                           |
| <b>Independent Examiner</b>        | James Haywood ACA<br>Page Kirk LLP<br>Chartered accountants and chartered tax advisers<br>Sherwood House<br>7 Gregory Boulevard<br>Nottingham<br>NG7 6LB |
| <b>Bankers</b>                     | Barclays Bank Plc<br>Nottingham Group<br>PO Box 18<br>High Street<br>Nottingham<br>NG1 6FF                                                               |

# **The Dyslexia Association**

## **Trustees' Report**

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The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 December 2023.

### **Reference and Administrative Details**

Charity Registration Number: 1082345

Company Registration Number: 03941946

The charity is incorporated in England and Wales.

Registered Office: Sherwood House  
7 Gregory Boulevard  
Nottingham  
NG7 6LB

### **Trustees and officers**

The trustees who served the charity as directors of the company during the reporting period were as follows:

Trustees: D Caunt (appointed 1 January 2023)

A J Kays

T W Hiles

J McMurray

D Morley (appointed 1 January 2023)

N J Purcell (appointed 1 January 2023)

E B Rutherford (resigned 6 September 2023)

D Warren (resigned 6 September 2023)

Secretary: K E Carter

# **The Dyslexia Association**

## **Trustees' Report**

---

### **Chairman's Introduction for the year ending 31/12/2023**

The annual trustee report is a chance to acknowledge the achievements of the year, celebrate successes, and look towards the challenges and opportunities of the future.

The Dyslexia Association continues to meet its aims of supporting people of all ages with dyslexia, as well as their families/carers, educators, employers, and the wider community. In 2023 the charity has continued to expand their support to include those with overlapping neurodivergent differences introducing a new SpLD assessment to take this into account and help individuals with a more holistic approach to providing specialist services.

The charity had a good financial year in 2023, finishing in profit and has confidently set a challenging budget for 2024. Renewing assessment spaces, investing in new equipment, and funding a pay structure for employees is integral to ensuring the success of the organisation.

Our free Helpline and advice service remains a core activity of the charity. The Helpline is funded from other income streams (chargeable services) and general fundraising activities. We remain dedicated to supporting this activity together with the website as a means of informing and conducting a dialogue with individuals, parents, educators, employers, and the general public. The website acts as the 'shop window' for the Association and is often the first point of contact with clients.

The post of interim CEO was made permanent in June, and a new three-year strategic plan was devised in consultation with staff and Trustees. This was implemented from September 2023.

The strategic plan identifies four focus areas of delivering more charitable activity, building capacity, renewing our strengths, and innovating for the future. The plan also identifies measurable success indicators which will be monitored quarterly by trustees.

### **Structure, Governance and Management**

The Dyslexia Association (known throughout this report as TDA or the Association) is a company limited by guarantee within the meaning of the Companies Act 2006 and a registered charity governed by the rules set out in our Memorandum and Articles of the company (last updated 18/07/2007). The Association satisfies the requirement under Section 60 of the Companies Act 2006 to omit the word "Limited" from its name. The Association has a board of trustees which is empowered to make decisions on behalf of the Association and does so at its regular meetings.

The board of trustees are responsible for the governance of the charity and have the discretion under the Companies Act to manage the charity how it sees fit, providing this is in-line with the Articles of Association and Charities Board guidance and rules of engagement.

The board of trustees meets every quarter to review the performance and strategic plans and objectives of the Association with a quorum of no less than 3 trustees.

The board of trustees' delegates financial considerations to their financial committee which meets every quarter and reports directly to the board of trustees for all financial decisions.

# **The Dyslexia Association**

## **Trustees' Report**

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### ***Recruitment and appointment of trustees***

The TDA Board of Trustees is appointed in accordance with the Articles of Association of the Company and the agreed terms of reference.

The company shall have a board of trustees comprising no less than five and no more than ten members, as follows: -

- The Chairperson is nominated by the board of trustees as a person who possesses the necessary skills to lead the board of trustees and is officially appointed following an AGM (Annual General Meeting) or at a general meeting if the post is vacant.
- The board of trustee's shall comprise of a maximum of ten (10) trustees and a minimum of five (5) who shall be members of the Association.
- Proposed trustees shall be officially voted in and elected to the board as trustees at an Annual General Meeting (AGM).
- New trustees are interviewed in person by a minimum of 3 existing members of the board of trustees.
- If the number of trustees falls below ten (10), then a maximum of four (4) trustees may be co-opted to fill the vacancies. The latter may or may not be members of the Association and will retire at the next AGM whereupon they may stand for re-election.
- Elections shall be conducted in accordance with such procedures as found within the current Articles of Association at that time.
- Members elected to the board of trustees shall serve for a period of three years.
- All trustee positions are advertised through the charity's network of members and supporters.
- If a trustee elects to retire, the trustee will be retired from the TDA Board of Directors at the next general meeting following their written confirmation and notification of retirement.
- Retiring trustees shall be eligible for re-election in line with the Articles of Association.
- The TDA Board of Trustees may appoint a new temporary trustee to fill a casual vacancy on the board in line with the Articles of Association.
- Prospective trustees will be invited to meet the current board of trustees and Association staff. The decision on whether to invite and subsequently co-opt the individual onto the board of trustees will be determined by the skill sets on offer and whether these match and would benefit the requirements of the Association. Where a candidate is considered suitable, the board of trustee will take a vote on whether to appoint the person. Where the board signifies its approval, the candidate will be appointed to the board of trustees.

TDA accepted two trustee resignations in 2023 and elected two new members at the AGM who were co-opted at the beginning of January 2023. So, we continue with eight trustees; however, we always welcome suitable candidates with appropriate skills and experience to join the board. At present, the board is of the opinion that it can function effectively with the minimum number of trustees due to their experience and approach and will continue to do so pending the appointment of additional members.

### ***Trustee Induction and Training***

New trustees will undergo an induction process, including an overview of the Association and its strategic plans. It will also include appropriate published guidance from the Charity Commission on the roles and responsibilities of trustees and The Dyslexia Association terms of reference for trustees.

# The Dyslexia Association

## Trustees' Report

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### **Management of the Charity**

The trustees have delegated the day-to-day management of the charity to their permanent Chief Executive Officer Kay Carter.

The board of trustees meet with the CEO quarterly at a pre-arranged date and time to discuss business affairs and conduct a review of the financial standing of the Association. Ad-hoc interim meetings are also called to address specific projects or topics as required.

### **Corporate Governance**

Internal controls over all forms of commercial commitment and expenditure continue to be refined to improve efficiency. Processes are in place to ensure that performance is monitored, and that appropriate management information is prepared and reviewed regularly by the CEO, the board of trustees, and the finance committee.

The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- a strategic plan and an annual budget approved by the trustees;
- regular consideration by the finance committee of financial results, variances from budgets, performance indicators and non-financial performance indicators;
- delegation of day-to-day management authority and segregation of duties;
- identification and management of risks; with a nominated lead trustee.

### **Risk Management**

The trustees have developed a risk management register to assess and manage business risk. The risk register is divided into the following sections:

1. Strategic
2. Compliance
3. Financial
4. Operational
5. People
6. Security
7. Environmental/political

Each trustee has a lead responsibility for specific risks. Where appropriate, systems and procedures have been established to mitigate the risks the charity faces.

The trustees have determined that a new business continuity plan incorporating risk management, and an impact assessment should be prepared and implemented during 2024 to ensure all current risks can be mitigated.

# **The Dyslexia Association**

## **Trustees' Report**

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### **Objects, Strategic Objectives and Principal Activities of the Charity**

The trustees are keen to ensure that the work of the charity meets the public benefit requirement outlined in the guidance published by the Charity Commission - "Public Benefit: the public benefit requirement" (published September 2013). To this end the trustees and management team make certain that the overall purposes of the Association.

- (a) remain beneficial in character; and
- (b) that they benefit the public in general or a sufficient section of the general public; and
- (c) in pursuing its objectives, the Association continues to have regard to Charities Commission guidance when exercising their powers and duties.

The objects and principal activities of the Association remain the provision of high quality, professional services for all neurodivergent individuals and not just those who are dyslexic. The principal objective that underpins our work is to enrich the lives of all people with dyslexia by educating and informing the public about the characteristics and where possible assisting children and adults with dyslexia to reach their full potential.

### **Activities to complete TDA goals**

The Association offers a range of services summarised briefly below.

#### **Helpline**

A free, confidential service that acts as the first point of contact for many clients through a phone call, website enquiry or social media such as Facebook. Callers only pay the standard operator call charges. The service provides information, advice, and guidance on all aspects of dyslexia and other associated specific learning difficulties, as well as information about the paid-for services available which are provided by the Association. Approximately 50% of calls to the Helpline are from adults and employers, with the remainder being initiated by parents and schools, and in 2023 TDA supported 5880 calls to our helpline services.

#### **Advice Sessions**

Provided free of charge to dyslexic clients and families as a service to de-brief diagnostic assessments and to provide Assistive Technology advice or by way of a pre-tuition interview. A voluntary donation towards the cost of the advice sessions is appreciated but is not a mandatory requirement.

#### **Screening**

This service is available for both adults and children to identify indicators of dyslexia or dyscalculia.

#### **Diagnostic Assessments**

1. Diagnostic assessments of dyslexia for all ages administered by a qualified professional.
2. Holistic assessments for a range of SpLD/neurodivergent differences (including dyslexia) for adults.

#### **Exam Access Assessments**

This assessment is for students and pupils who require written evidence and recommendations for their exams, this is known as Exams Access Arrangements.

#### **Workplace Needs Assessments**

Assessment administered by a qualified & experienced dyslexia specialist. Recommendations are made for bespoke reasonable adjustments in the workplace as part of the duty of the Equality Act 2010.

# **The Dyslexia Association**

## **Trustees' Report**

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### **Workplace Support and Training**

Individual 1:1 workplace training and coaching relating to specific assistive technology software, and coping strategies.

### **One-to-One Tuition Services (Adults and Children)**

For children and adults, tuition covering literacy, numeracy, study skills and attention to other areas of difficulty.

Apart from the Helpline service, our services are chargeable, and they provide the charity with an income. We endeavour to keep our charges to a minimum, but they do allow us to remain operational, and to make investments into the organisation to cover operational overheads such as pay increases, upgrades to hardware, staff CPD (Continuous Professional Development) and the development of new programmes. Prices for the different services are set and reviewed by the senior management team and overseen by the finance committee. They are published on our website.

The Association's offices are located a mile from Nottingham city centre. The offices are in a shared building that is owned by a local firm of accountants. We rent several administrative and service delivery rooms within the building at a competitive rate given the square footage and its location. There is a large car park to the front of the building and disabled parking to the rear to facilitate access. The location of the office is well served by public transport having bus and tram stops nearby. The office has good facilities to host disabled clients.

### **The Criteria/Measures Used to Assess Success in the Reporting Period**

Success is monitored by outcome data measured against financial budgets. The CEO also provides a written report to the board of trustees quarterly. Outcome data is quantified for each area of activity. Real-time budget information is available to all trustees through the internal (and secure) TDA webpages.

### **Public Benefit**

Current research suggests that between 10-15% of the general population experiences some level of dyslexia. Within the East Midlands, this means that there are an estimated 460,000 (population 4.6 million) individuals who may have indicators of, and practical experience of, dyslexia. The Association's charitable activities focus on the provision of services to these citizens, intending to provide the diagnosis, training, and support necessary to help them productively manage their differences as well as supporting parents, educators and employers and educating the wider community to raise awareness of the condition.

Dyslexia is recognised as a neurodivergent condition, alongside ADHD (Attention Deficit Hyperactive Disorder), dyspraxia, dyscalculia, and autism. To this end TDA has begun to work across the wider neurodivergent spectrum

The trustees agreed that from January 2020, 10% of any profit made would be added to the Association's bursary funds each financial quarter. The funds will be used to support more clients on low incomes who would benefit from accessing our services. In 2023 we supported 13 individuals to access diagnostic assessments, screenings, and specialist tuition.

### **Fundraising**

The Association raises funds through volunteers taking part in challenge events and voluntary donations from supporters. The charity adheres to the fundraising regulations, and no cold calling takes place.

# The Dyslexia Association

## Trustees' Report

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### Achievements, Financial Performance and Future Plans

#### Financial highlights

The surplus for the year ended 31 December 2023 is £38,657 compared to a deficit of £11,958 for the year ended 31 December 2022. The principal variances are detailed below:

- Donations have decreased from £37,570 to £5,053 due to a large legacy donation in 2022. Other income has decreased from £9,627 to £611 due to one-off access to work grants in 2022.
- Income from charitable activities has increased by £102,564 from £375,785 to £478,349, around 25%, due to provision of an increased number of sessions in the financial period.
- The increase in income is offset against a smaller increase in expenditure. Expenditure on charitable activities has increased £13,911 from £431,544 to £445,455. This is due to the following key variances, amongst others:
  - Total staff costs have increased by £11,940 with wages & salaries increasing by £10,269, due to the rise in numbers of staff,
  - There has been a fall in recruitment & staff training costs from £12,820 to £4,582 in 2023;
  - Associate costs have risen by £13,860 as a direct consequence of increased service delivery;
  - Assessment and teaching costs have increased by £2,066;
  - More bursaries were awarded to individuals in 2023, resulting in a £2,073 increase in costs;
  - Computer and maintenance costs have decreased by £7,349 because a significant amount of computer equipment was purchased in 2022.

#### Reserves Policy

The charity requires reserves to allow TDA to function in the short term. The minimum level of reserves to be maintained should also satisfy all TDA's legal obligations should TDA cease to be a going concern, enabling proper notice to be given to staff and beneficiaries and for due payments to be made to staff (statutory redundancy) and to other organisations with whom we do business.

The trustees have considered the reserves currently held by the Association as of 31st December 2023 and have concluded that these meet corporate responsibilities and are sufficient to ensure that the Association continues to operate as a going concern in the future. The trustees have also reviewed the requirements and the risks faced by the Association in both the short and medium-term and have a clear plans to execute in the event of a significant change in its financial position.

#### Designated Dissolution Fund

The unrestricted funds include a designated dissolution fund of £46,944. Should the charity cease to be a going concern at any stage, this sum is required to satisfy all its legal obligations, permitting proper notice to be given to staff and beneficiaries and for all due payments to be made to staff (staff redundancy) and to other organisations with whom we do business. This amount is reviewed annually to ensure the reserves remain appropriate to the circumstances of the staff and the charity at the time they are reviewed.

#### Bursary Fund

The bursary fund on 31st December 2023 is £10,757. During 2023, the bursary fund provided financial support for 13 individuals part funding diagnostic assessments, screenings, or tuition for both adults and children.

#### General Fund

As of 31st December 2023, the general fund was £247,624.

# **The Dyslexia Association**

## **Trustees' Report**

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### **Plans for the Future Periods**

The accounts show a balance of unrestricted funds at the year-end of £305,325. After the deduction of the designated dissolution and bursary funds, it leaves £247,624 equating to just over seven months running costs.

Trustees have therefore committed to maintain the charity's long term reserve account and to re-assess the risks to which the organisation is exposed as it grows, retracts, or takes on new commitments. The Association currently banks with two financial organisations, with the bulk of the funds in one bank. To benefit from the protection of the Financial Conduct Authority rules, the trustees have decided that funds should be spread across a sufficient number of independent financial organisations to keep each under the £85,000 limit.

At the year-end £133,938 was held within two Barclays bank accounts, and £170,701 was held within two charity savings accounts. As mentioned in previous years TDA opened additional accounts to fall within the financial limits under the Financial Conduct Authority (FCA) for protected balances under £85,000. Trustees opted to invest in savings accounts with The Charity Bank, and COIFF.

### **Accounting Policies**

The trustees consider that there are no material uncertainties about the Association's ability to continue as a going concern.

### **Appreciation of Support**

The trustees wish to express their gratitude to all those who have supported the charity during the year, and particularly those supporters who have raised funds through personal sponsored challenges and payroll giving.

During 2023 the TDA received total donations of £5,053 from:

- individuals directly
- individuals via fundraising platforms (such as JustGiving)
- individuals via payroll giving
- corporate fundraising and other charitable trust giving
- Unsolicited legacy giving

### **Future Plans**

TDA will continue to work towards raising awareness of dyslexia and other forms of neurodiversity and the impact it can have on individuals. We will continue our aim of providing high-quality services to meet the needs of people of all ages with dyslexia, as well as supporting their families/carers, educators, and employers.

## The Dyslexia Association

### Trustees' Report

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#### Statement of trustees' responsibilities

The trustees (who are also the directors of The Dyslexia Association for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

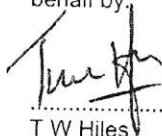
The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding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

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

#### Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on 8 August 2024 and signed on its behalf by:



T W Hiles  
Trustee

## The Dyslexia Association

### Independent Examiner's Report to the trustees of The Dyslexia Association (‘the Company’)

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2023.

#### Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of , which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of The Dyslexia Association as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



James Haywood ACA  
Chartered accountants and chartered tax advisers  
Sherwood House  
7 Gregory Boulevard  
Nottingham  
NG7 6LB

8 August 2024

## The Dyslexia Association

### Statement of Financial Activities for the Year Ended 31 December 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

|                                    | Note | Unrestricted<br>funds<br>£ | Total<br>2023<br>£    |
|------------------------------------|------|----------------------------|-----------------------|
| <b>Income and Endowments from:</b> |      |                            |                       |
| Donations and grants               | 3    | 5,053                      | 5,053                 |
| Charitable activities              | 4    | 478,349                    | 478,349               |
| Investment income                  | 5    | 4,614                      | 4,614                 |
| Other incoming resources           | 6    | 611                        | 611                   |
| Total income                       |      | <u>488,627</u>             | <u>488,627</u>        |
| <b>Expenditure on:</b>             |      |                            |                       |
| Raising funds                      |      | (216)                      | (216)                 |
| Charitable activities              | 7    | (445,455)                  | (445,455)             |
| Other expenditure                  | 8    | (4,299)                    | (4,299)               |
| Total expenditure                  |      | <u>(449,970)</u>           | <u>(449,970)</u>      |
| Net income                         |      | <u>38,657</u>              | <u>38,657</u>         |
| Net movement in funds              |      | 38,657                     | 38,657                |
| <b>Reconciliation of funds</b>     |      |                            |                       |
| Total funds brought forward        |      | <u>266,668</u>             | <u>266,668</u>        |
| Total funds carried forward        | 21   | <u><u>305,325</u></u>      | <u><u>305,325</u></u> |

The notes on pages 16 to 28 form an integral part of these financial statements.

## The Dyslexia Association

### Statement of Financial Activities for the Year Ended 31 December 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

|                                    | Note | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | Total<br>2022<br>£    |
|------------------------------------|------|----------------------------|--------------------------|-----------------------|
| <b>Income and Endowments from:</b> |      |                            |                          |                       |
| Donations and grants               | 3    | 37,570                     | -                        | 37,570                |
| Charitable activities              | 4    | 375,785                    | -                        | 375,785               |
| Investment income                  | 5    | 665                        | -                        | 665                   |
| Other incoming resources           | 6    | 9,627                      | -                        | 9,627                 |
| Total income                       |      | <u>423,647</u>             | <u>-</u>                 | <u>423,647</u>        |
| <b>Expenditure on:</b>             |      |                            |                          |                       |
| Raising funds                      |      | (216)                      | -                        | (216)                 |
| Charitable activities              | 7    | (431,544)                  | -                        | (431,544)             |
| Other expenditure                  | 8    | (3,845)                    | -                        | (3,845)               |
| Total expenditure                  |      | <u>(435,605)</u>           | <u>-</u>                 | <u>(435,605)</u>      |
| Net expenditure                    |      | (11,958)                   | -                        | (11,958)              |
| Transfers between funds            |      | 846                        | (846)                    | -                     |
| Net movement in funds              |      | (11,112)                   | (846)                    | (11,958)              |
| <b>Reconciliation of funds</b>     |      |                            |                          |                       |
| Total funds brought forward        |      | <u>277,780</u>             | <u>846</u>               | <u>278,626</u>        |
| Total funds carried forward        | 21   | <u><u>266,668</u></u>      | <u><u>-</u></u>          | <u><u>266,668</u></u> |

All of the charity's activities derive from continuing operations during the above two periods.

The notes on pages 16 to 28 form an integral part of these financial statements.

# The Dyslexia Association

(Registration number: 03941946)  
Balance Sheet as at 31 December 2023

|                                                       | Note | 2023<br>£       | 2022<br>£       |
|-------------------------------------------------------|------|-----------------|-----------------|
| <b>Fixed assets</b>                                   |      |                 |                 |
| Intangible assets                                     | 14   | -               | 912             |
| Tangible assets                                       | 15   | 6,300           | 3,661           |
|                                                       |      | <u>6,300</u>    | <u>4,573</u>    |
| <b>Current assets</b>                                 |      |                 |                 |
| Debtors                                               | 16   | 27,188          | 21,117          |
| Cash at bank and in hand                              | 17   | 304,639         | 255,348         |
|                                                       |      | 331,827         | 276,465         |
| <b>Creditors: Amounts falling due within one year</b> | 18   | <u>(32,802)</u> | <u>(14,370)</u> |
| <b>Net current assets</b>                             |      | <u>299,025</u>  | <u>262,095</u>  |
| <b>Net assets</b>                                     |      | <u>305,325</u>  | <u>266,668</u>  |
| <b>Funds of the charity:</b>                          |      |                 |                 |
| Unrestricted funds                                    |      | 305,325         | 266,668         |
| <b>Total funds</b>                                    | 21   | <u>305,325</u>  | <u>266,668</u>  |

The notes on pages 16 to 28 form an integral part of these financial statements.

**The Dyslexia Association**  
**(Registration number: 03941946)**  
**Balance Sheet as at 31 December 2023**

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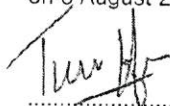
For the financial year ending 31 December 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 12 to 28 were approved by the trustees, and authorised for issue on 8 August 2024 and signed on their behalf by:



.....  
T W Hiles  
Trustee

# **The Dyslexia Association**

## **Notes to the Financial Statements for the Year Ended 31 December 2023**

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### **1 Charity status**

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Sherwood House  
7 Gregory Boulevard  
Nottingham  
NG7 6LB

These financial statements were authorised for issue by the trustees on 8 August 2024.

### **2 Accounting policies**

#### **Summary of significant accounting policies and key accounting estimates**

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

#### **Basis of preparation**

The financial statements have been prepared in accordance with 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 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

#### **Going concern**

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

#### **Exemption from preparing a cash flow statement**

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

## The Dyslexia Association

### Notes to the Financial Statements for the Year Ended 31 December 2023

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#### Key sources of estimation uncertainty

Preparation of the financial statements requires management to make significant judgements and estimates. During the preparation of these financial statements there have been no significant or material judgements and estimates that require disclosure. The carrying amount is £- (2022 -£-).

#### Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

#### Income and endowments

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

Donations and grants are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when the donor specifies that the grant or donation must be used in future accounting periods.

Income from charitable activities, being income from service delivery and dyslexia publications, is recognised on a receivable basis. Income from service users is included on the basis of sessions invoiced or work done in accordance with any contract terms.

Income from fundraising events is classified as other trading activities and is recognised on a receivable basis.

Income from investments is recognised on a receivable basis.

Government grants are accounted for using the accrual model.

#### Expenditure

All expenses are accounted for on an accruals basis.

Expenditure on raising funds are those costs incurred in attracting voluntary income.

Charitable activities include direct expenditure associated with service delivery being dyslexia assessment, screening, tuition, teaching and tutor training. A second charitable activity is dyslexia publications and includes direct expenditure associated with the sale of books and resources, newsletter subscriptions and library subscriptions.

Expenditure on other items include those incurred in the governance of the charity and its assets and are primarily associated with statutory requirements.

## The Dyslexia Association

### Notes to the Financial Statements for the Year Ended 31 December 2023

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#### Fixed assets

Fixed assets are initially recorded at cost.

#### Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

#### Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

#### Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

#### Intangible assets

Intangible assets are stated in the Balance Sheet at cost less accumulated amortisation and impairment. They are amortised on a straight line basis over their estimated useful lives.

#### Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

| Asset class           | Depreciation method and rate      |
|-----------------------|-----------------------------------|
| Office equipment      | 25% or 33.33% straight line basis |
| Fixtures and fittings | 25% straight line basis           |
| Other tangible asset  | 33.33% straight line basis        |

#### Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

## **The Dyslexia Association**

### **Notes to the Financial Statements for the Year Ended 31 December 2023**

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#### **Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

#### **Trade creditors**

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

#### **Pensions and other post-retirement obligations**

The charity operates a defined contribution pension scheme. Contributions are charged in the statement of financial activities as they become payable in accordance with the rules of the scheme.

## The Dyslexia Association

### Notes to the Financial Statements for the Year Ended 31 December 2023

#### 3 Income from donations and grants

|                      | Unrestricted Funds<br>£ | Restricted funds<br>£ | Total<br>2023<br>£ | Total<br>2022<br>£ |
|----------------------|-------------------------|-----------------------|--------------------|--------------------|
| Donations and grants | 5,053                   | -                     | 5,053              | 37,570             |
|                      | <u>5,053</u>            | <u>-</u>              | <u>5,053</u>       | <u>37,570</u>      |

#### 4 Income from charitable activities

|                                            | Unrestricted Funds<br>£ | Restricted funds<br>£ | Total<br>2023<br>£ | Total<br>2022<br>£ |
|--------------------------------------------|-------------------------|-----------------------|--------------------|--------------------|
| <b>Screening, assessment &amp; tuition</b> |                         |                       |                    |                    |
| Service delivery                           | 478,349                 | -                     | 478,349            | 375,785            |
|                                            | <u>478,349</u>          | <u>-</u>              | <u>478,349</u>     | <u>375,785</u>     |

#### 5 Income from investments

|                          | Unrestricted Funds<br>£ | Restricted funds<br>£ | Total<br>2023<br>£ | Total<br>2022<br>£ |
|--------------------------|-------------------------|-----------------------|--------------------|--------------------|
| Bank interest receivable | 4,614                   | -                     | 4,614              | 665                |
|                          | <u>4,614</u>            | <u>-</u>              | <u>4,614</u>       | <u>665</u>         |

#### 6 Other income

|                   | Unrestricted funds<br>£ | Restricted funds<br>£ | Total<br>2023<br>£ | Total<br>2022<br>£ |
|-------------------|-------------------------|-----------------------|--------------------|--------------------|
| Fees and supplies | 611                     | -                     | 611                | 9,627              |
|                   | <u>611</u>              | <u>-</u>              | <u>611</u>         | <u>9,627</u>       |

#### 7 Expenditure on charitable activities

|                                 | Note | Unrestricted funds<br>Designated<br>£ | General<br>£   | Total<br>2023<br>£ | Total<br>2022<br>£ |
|---------------------------------|------|---------------------------------------|----------------|--------------------|--------------------|
| Staff costs                     |      | -                                     | 262,831        | 262,831            | 250,891            |
| Screening, assessment & tuition | 9    | 4,714                                 | 174,790        | 179,504            | 177,743            |
| Governance costs                | 9    | -                                     | 3,120          | 3,120              | 2,910              |
|                                 |      | <u>4,714</u>                          | <u>440,741</u> | <u>445,455</u>     | <u>431,544</u>     |

## The Dyslexia Association

### Notes to the Financial Statements for the Year Ended 31 December 2023

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#### 8 Other expenditure

|                       | Unrestricted<br>Funds<br>£ | Total<br>2023<br>£ | Total<br>2022<br>£ |
|-----------------------|----------------------------|--------------------|--------------------|
| Other financial costs | 4,299                      | 4,299              | 3,845              |
|                       | <u>4,299</u>               | <u>4,299</u>       | <u>3,845</u>       |

#### 9 Analysis of governance and support costs

##### Governance costs

|                           | Unrestricted<br>funds<br>£ | Total<br>2023<br>£ | Total<br>2022<br>£ |
|---------------------------|----------------------------|--------------------|--------------------|
| Independent examiner fees | 3,120                      | 3,120              | 2,910              |
|                           | <u>3,120</u>               | <u>3,120</u>       | <u>2,910</u>       |

#### 10 Trustees remuneration and expenses

During the year the charity made the following transactions with trustees:

##### D Caunt

D Caunt received remuneration of £2,188 (2022: £Nil) during the year.

For services provided to the charity.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

## The Dyslexia Association

### Notes to the Financial Statements for the Year Ended 31 December 2023

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#### 11 Staff costs

The aggregate payroll costs were as follows:

|                                          | 2023<br>£      | 2022<br>£      |
|------------------------------------------|----------------|----------------|
| <b>Staff costs during the year were:</b> |                |                |
| Wages and salaries                       | 241,913        | 231,644        |
| Social security costs                    | 15,200         | 14,792         |
| Pension costs                            | 5,718          | 4,455          |
|                                          | <u>262,831</u> | <u>250,891</u> |

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year was as follows:

|         | 2023<br>No | 2022<br>No |
|---------|------------|------------|
| General | <u>15</u>  | <u>10</u>  |

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £47,253 (2022 - £47,545).

#### 12 Independent examiner's remuneration

|                                         | 2023<br>£    | 2022<br>£    |
|-----------------------------------------|--------------|--------------|
| Examination of the financial statements | <u>3,120</u> | <u>2,910</u> |

#### 13 Taxation

The charity is a registered charity and is therefore exempt from taxation.

## The Dyslexia Association

### Notes to the Financial Statements for the Year Ended 31 December 2023

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#### 14 Intangible fixed assets

|                         | Development<br>costs<br>£ | Total<br>£      |
|-------------------------|---------------------------|-----------------|
| <b>Cost</b>             |                           |                 |
| At 1 January 2023       | 11,142                    | 11,142          |
| Disposals               | <u>(11,142)</u>           | <u>(11,142)</u> |
| At 31 December 2023     | <u>-</u>                  | <u>-</u>        |
| <b>Amortisation</b>     |                           |                 |
| At 1 January 2023       | 10,230                    | 10,230          |
| Eliminated on disposals | <u>(10,230)</u>           | <u>(10,230)</u> |
| At 31 December 2023     | <u>-</u>                  | <u>-</u>        |
| <b>Net book value</b>   |                           |                 |
| At 31 December 2023     | <u>-</u>                  | <u>-</u>        |
| At 31 December 2022     | <u>912</u>                | <u>912</u>      |

## The Dyslexia Association

### Notes to the Financial Statements for the Year Ended 31 December 2023

#### 15 Tangible fixed assets

|                         | Office<br>equipment<br>£ | Fixtures and<br>fittings<br>£ | Other<br>tangible<br>asset<br>£ | Total<br>£    |
|-------------------------|--------------------------|-------------------------------|---------------------------------|---------------|
| <b>Cost</b>             |                          |                               |                                 |               |
| At 1 January 2023       | 18,038                   | 734                           | -                               | 18,772        |
| Additions               | -                        | -                             | 4,739                           | 4,739         |
| Disposals               | (1,862)                  | (123)                         | -                               | (1,985)       |
| At 31 December 2023     | <u>16,176</u>            | <u>611</u>                    | <u>4,739</u>                    | <u>21,526</u> |
| <b>Depreciation</b>     |                          |                               |                                 |               |
| At 1 January 2023       | 14,377                   | 734                           | -                               | 15,111        |
| Charge for the year     | 1,837                    | -                             | 263                             | 2,100         |
| Eliminated on disposals | (1,862)                  | (123)                         | -                               | (1,985)       |
| At 31 December 2023     | <u>14,352</u>            | <u>611</u>                    | <u>263</u>                      | <u>15,226</u> |
| <b>Net book value</b>   |                          |                               |                                 |               |
| At 31 December 2023     | <u>1,824</u>             | <u>-</u>                      | <u>4,476</u>                    | <u>6,300</u>  |
| At 31 December 2022     | <u>3,661</u>             | <u>-</u>                      | <u>-</u>                        | <u>3,661</u>  |

#### 16 Debtors

|               | 2023<br>£     | 2022<br>£     |
|---------------|---------------|---------------|
| Trade debtors | 26,996        | 20,925        |
| Other debtors | 192           | 192           |
|               | <u>27,188</u> | <u>21,117</u> |

#### 17 Cash and cash equivalents

|              | 2023<br>£      | 2022<br>£      |
|--------------|----------------|----------------|
| Cash at bank | <u>304,639</u> | <u>255,348</u> |

## The Dyslexia Association

### Notes to the Financial Statements for the Year Ended 31 December 2023

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#### 18 Creditors: amounts falling due within one year

|                                    | 2023<br>£     | 2022<br>£     |
|------------------------------------|---------------|---------------|
| Trade creditors                    | 4,513         | 2,315         |
| Other taxation and social security | 3,909         | 4,873         |
| Other creditors                    | 3,603         | 1,810         |
| Accruals                           | 20,777        | 5,372         |
|                                    | <u>32,802</u> | <u>14,370</u> |

At the balance sheet date, deferred income amounted to £20,777 (2022 - £5,372) with £5,372 released to income from charitable activities (2022 - £14,165). Deferred income relates to lessons paid for in advance or for a period that spanned the period end.

#### 19 Operating lease commitments

As at 31 December 2023 the charity had total commitments under non-cancellable operating leases as follows:

Within 1 year:

Land and building - £6,350 (2022 - £6,350)

Other - £1,411 (2022 - £1,411)

Within 2 and 5 years:

Land and building - £Nil (2022 - £Nil)

Other - £4,116 (2022 - £5,527)

#### 20 Pension and other schemes

##### Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £5,718 (2022 - £4,455).

Contributions totalling £2,234 (2022 - £1,584) were payable to the scheme at the end of the year and are included in creditors.

## The Dyslexia Association

### Notes to the Financial Statements for the Year Ended 31 December 2023

#### 21 Funds

|                                 | Balance at<br>1 January<br>2023<br>£ | Incoming<br>resources<br>£ | Resources<br>expended<br>£ | Transfers<br>£  | Balance at<br>31<br>December<br>2023<br>£ |
|---------------------------------|--------------------------------------|----------------------------|----------------------------|-----------------|-------------------------------------------|
| <b>Unrestricted funds</b>       |                                      |                            |                            |                 |                                           |
| <i><b>General</b></i>           |                                      |                            |                            |                 |                                           |
| General funds                   | 216,405                              | 483,176                    | (445,256)                  | (6,701)         | 247,624                                   |
| <i><b>Designated</b></i>        |                                      |                            |                            |                 |                                           |
| Dissolution fund                | 40,243                               | -                          | -                          | 6,701           | 46,944                                    |
| Bursary fund                    | 10,020                               | 5,451                      | (4,714)                    | -               | 10,757                                    |
|                                 | <u>50,263</u>                        | <u>5,451</u>               | <u>(4,714)</u>             | <u>6,701</u>    | <u>57,701</u>                             |
| <b>Total funds</b>              | <u>266,668</u>                       | <u>488,627</u>             | <u>(449,970)</u>           | <u>-</u>        | <u>305,325</u>                            |
|                                 |                                      |                            |                            |                 |                                           |
|                                 | Balance at<br>1 January<br>2022<br>£ | Incoming<br>resources<br>£ | Resources<br>expended<br>£ | Transfers<br>£  | Balance at<br>31<br>December<br>2022<br>£ |
| <b>Unrestricted funds</b>       |                                      |                            |                            |                 |                                           |
| <i><b>General</b></i>           |                                      |                            |                            |                 |                                           |
| General funds                   | 206,464                              | 423,647                    | (432,964)                  | 19,258          | 216,405                                   |
| <i><b>Designated</b></i>        |                                      |                            |                            |                 |                                           |
| Dissolution fund                | 59,501                               | -                          | -                          | (19,258)        | 40,243                                    |
| Rutland support group           | 2,167                                | -                          | -                          | (2,167)         | -                                         |
| Bursary fund                    | 9,648                                | -                          | (2,641)                    | 3,013           | 10,020                                    |
|                                 | <u>71,316</u>                        | <u>-</u>                   | <u>(2,641)</u>             | <u>(18,412)</u> | <u>50,263</u>                             |
| <b>Total unrestricted funds</b> | 277,780                              | 423,647                    | (435,605)                  | 846             | 266,668                                   |
| <b>Restricted</b>               |                                      |                            |                            |                 |                                           |
| Bursary fund                    | 846                                  | -                          | -                          | (846)           | -                                         |
| <b>Total funds</b>              | <u>278,626</u>                       | <u>423,647</u>             | <u>(435,605)</u>           | <u>-</u>        | <u>266,668</u>                            |

## The Dyslexia Association

### Notes to the Financial Statements for the Year Ended 31 December 2023

The specific purposes for which the funds are to be applied are as follows:

**Designated funds:**

**Dissolution Fund** - This fund represents the expected cost, should the charity cease to be a going concern, of satisfying all its legal obligations enabling proper notice to be given to the staff and beneficiaries and for all due payments to be made to staff and other organisations.

**Bursary Fund** - This fund is designated by the Trustees to award bursaries for dyslexia assessment, tuition and skills development to those people who are assessed as being in need but low of income. 10% of any surplus for each financial quarter is transferred from general reserves to the Bursary fund.

#### **22 Analysis of net assets between funds**

|                         | <b>Unrestricted funds</b> | <b>Total funds at 31 December 2023</b> |
|-------------------------|---------------------------|----------------------------------------|
|                         | <b>£</b>                  | <b>£</b>                               |
| Tangible fixed assets   | 6,300                     | 6,300                                  |
| Current assets          | 331,827                   | 331,827                                |
| Current liabilities     | <u>(32,802)</u>           | <u>(32,802)</u>                        |
| Total net assets        | <u>305,325</u>            | <u>305,325</u>                         |
|                         |                           |                                        |
|                         | <b>Unrestricted funds</b> | <b>Total funds at 31 December 2022</b> |
|                         | <b>£</b>                  | <b>£</b>                               |
| Intangible fixed assets | 912                       | 912                                    |
| Tangible fixed assets   | 3,661                     | 3,661                                  |
| Current assets          | 276,465                   | 276,465                                |
| Current liabilities     | <u>(14,370)</u>           | <u>(14,370)</u>                        |
| Total net assets        | <u>266,668</u>            | <u>266,668</u>                         |

## The Dyslexia Association

### Notes to the Financial Statements for the Year Ended 31 December 2023

#### 23 Analysis of net funds

|                          | At 1 January<br>2023<br>£ | Financing<br>cash flows<br>£ | At 31<br>December<br>2023<br>£ |
|--------------------------|---------------------------|------------------------------|--------------------------------|
| Cash at bank and in hand | 255,348                   | 49,291                       | 304,639                        |
| Net debt                 | <u>255,348</u>            | <u>49,291</u>                | <u>304,639</u>                 |
|                          | At 1 January<br>2022<br>£ | Financing<br>cash flows<br>£ | At 31<br>December<br>2022<br>£ |
| Cash at bank and in hand | 291,584                   | (36,236)                     | 255,348                        |
| Net debt                 | <u>291,584</u>            | <u>(36,236)</u>              | <u>255,348</u>                 |

**THE DYSLEXIA ASSOCIATION**

England & Wales - Charity number 1082345

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# Accounts

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Company registration number: 03941946

Charity registration number: 1082345

# The Dyslexia Association

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 December 2022

Page Kirk LLP  
Chartered accountants and chartered tax advisers  
Sherwood House  
7 Gregory Boulevard  
Nottingham  
NG7 6LB

# **The Dyslexia Association**

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# The Dyslexia Association

## Reference and Administrative Details

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**Charity Registration Number** 1082345

**Company Registration Number** 03941946

**Trustees**

D Caunt  
A J Kays  
T W Hiles  
J McMurray  
D Morley  
N J Purcell  
E B Rutherford  
D Warren

**Secretary** K E Carter

**Registered Office**

Sherwood House  
7 Gregory Boulevard  
Nottingham  
NG7 6LB

**Independent Examiner**

James Haywood ACA  
Page Kirk LLP  
Chartered accountants and chartered tax advisers  
Sherwood House  
7 Gregory Boulevard  
Nottingham  
NG7 6LB

**Bankers**

Barclays Bank Plc  
Nottingham Group  
PO Box 18  
High Street  
Nottingham  
NG1 6FF

# **The Dyslexia Association**

## **Trustees' Report**

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The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 December 2022.

### **Reference and Administrative Details**

Charity Registration Number: 1082345

Company Registration Number: 03941946

The charity is incorporated in England and Wales.

Registered Office: Sherwood House  
7 Gregory Boulevard  
Nottingham  
NG7 6LB

### **Trustees and officers**

The trustees who served the charity as directors of the company during the reporting period were as follows:

Trustees: K E Carter (resigned 18 September 2022)

D Caunt (appointed 1 January 2023)

A J Kays

T W Hiles

J McMurray

D Morley (appointed 1 January 2023)

N J Purcell (appointed 1 January 2023)

E B Rutherford

D Warren

Secretary: K E Carter (appointed 8 December 2022)

D Caunt (resigned 31 August 2022)

# The Dyslexia Association

## Trustees' Report

---

### **Chairman's Introduction for the year ending 31/12/2022**

Despite challenging financial times, The Dyslexia Association continues to meet its aims of supporting people of all ages with dyslexia, as well as their families/carers, their educators, their employers, and the wider community.

Our free Helpline and advice service remains a core activity of the charity. The Helpline is funded from other income streams (chargeable services) and general fundraising activities. We remain dedicated to supporting this activity together with the website as a means of informing and conducting a dialogue with individuals, parents, educators, employers, and the general public. The website acts as the 'shop window' for the Association and is often the first point of contact with clients.

The Dyslexia Association implemented a new strategic plan, with a short-term time scale to take the organisation to December 2023. The priorities and schedule of work was originally identified in 2021 and was formalised within agreed strategic priorities from September 2022.

The organisation made a good start towards the four strategic priorities identified within the strategic plan by the end of 2022.

### **Strategic Priority 1: Service Recruitment**

- A new interim CEO (Chief Executive Officer) was appointed on a 12-month temporary contract to begin the implementation of the strategic plan and lead the organisation through the transition from the outgoing CEO through to the appointment of a new permanent CEO.
- Appointment of a new treasurer and implement a finance committee with a clear term of reference to outline how this committee will work with the board of trustees to deliver on the outcomes of the strategic plan.
- We have Increased the number of qualified SpLD (Specific Learning Difference) assessors and trainers to increase our service delivery of diagnostic assessments, screenings, and specialist training. Further recruitment is planned for 2023.

### **Service Processes**

- New human resources and payroll systems have been identified and due to be implemented to improve office processes.
- Implementation of advanced dynamics reporting due to take place in 2023 to use the full advantages of the CRM system providing better analysis of data linking to recruitment and resources allocation.
- New reporting functions on dynamics to replace current double tasking within the bookings processes.
- A new staff handbook has been issued to all staff
- The IASME cyber essential certification has been renewed across the organisation providing cyber security for all staff and associates.

### **Service Development**

- The development of a new dyscalculia screener has been completed and implemented.
- Development of an online childrens screener has been completed and will include a more robust qualitative element to improve the quality of this service being provided to parents.
- A new website has been commissioned and due to be launched in 2023.

### **Service Delivery**

- Screening and diagnostic services have increased by 40% in 2022<sup>1</sup>
- Advice, awareness, and consultancy service increased by 36% in 2022<sup>2</sup>

# **The Dyslexia Association**

## **Trustees' Report**

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I want to thank my colleagues on the Dyslexia Association's Board of Trustees who continue to govern, giving their time, wisdom, and unconditional support. We look forward with confidence and anticipation to 2023.

Our work in 2023 will incorporate the elements of the strategic plan which have not been progressed in 2022 and will include:

- A new pay and performance review supported by new HR and payroll services
- Continued recruitment across all service delivery areas
- New data analysis and administrative processes to reduce double tasking across the different IT systems
- Implementation of new services including new assessments (and using new assessment materials)
- Expansion of existing services
- Launch of a new website

### **Structure, Governance and Management**

The Dyslexia Association ("TDA" or "Association") is a company limited by guarantee within the meaning of the Companies Act 2006 and a registered charity governed by the rules set out in our Memorandum and Articles of the company (last updated 18/07/2007). The Association has obtained a licence to omit the word "Limited" from its name under Section 30 of the Companies Act 1985. The Association has a Board of Trustees which is empowered to make decisions on behalf of the Association and does so at its regular meetings.

The board of trustees are responsible for the governance of the charity and have the right under the Companies Act to manage the charity how it sees fit, providing it falls in line with the Articles of Association and Charities Board guidance and rules of engagement.

The board of trustees meets every quarter to review the performance and strategic plans and objectives of the Association with a quorum of no less than 3 trustees.

<sup>1</sup> Data taken from budget figures against actual delivery from 01/01/22 to 31/12/22

<sup>2</sup> Data taken from budget figures against actual delivery from 01/01/22 to 31/12/22

# **The Dyslexia Association**

## **Trustees' Report**

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### ***Recruitment and appointment of trustees***

The TDA Board of Trustees is appointed in accordance with the Articles of Association of the Company and the agreed terms of reference.

The company shall have a board of trustees comprising no less than five and no more than ten members, as follows: -

- The Chairperson is nominated by the board of trustees as a person who possesses the necessary skills to lead the board of trustees and is officially appointed following an AGM (Annual General Meeting) or at a general meeting if the post is vacant.
- The board of trustee's shall comprise of a maximum of ten (10) trustees and a minimum of five (5) who shall be members of the Association.
- Proposed trustees shall be officially voted in and elected to the board as trustees at an Annual General Meeting (AGM).
- New trustees are interviewed in person by a minimum of 3 existing board of trustees.
- If the number of trustees falls below ten (10), then a maximum of four (4) trustees may be co-opted to fill the vacancies. The latter may or may not be members of the Association and will retire at the next AGM whereupon they may stand for re-election.
- Elections shall be conducted in accordance with such procedures as found within the current Articles of Association at that time.
- Members elected to the board of trustees shall serve for a period of three years.
- All trustee positions are advertised through the charity's network of members and supporters.
- If a trustee elects to retire, the trustee will be retired from the TDA Board of Directors at the next general meeting following their written confirmation and notification of retirement.
- Retiring trustees shall be eligible for re-election in line with the Articles of Association.
- The TDA Board of Trustees may appoint a new temporary trustee to fill a casual vacancy on the board in line with the Articles of Association.
- Prospective trustees will be invited to meet the current board of trustees and Association staff. The decision on whether to invite and subsequently co-opt the individual onto the board of trustees will be determined by the skill sets on offer and whether these match and would benefit the requirements of the Association. Where a candidate is considered suitable, the board of trustee will take a vote on whether to appoint the person. Where the board signifies its approval, the candidate will be appointed to the board of trustees.

We continue with eight trustees; however, we would welcome and are seeking to recruit suitable candidates with appropriate skills and experience to join the board. At present, the board is of the opinion that it can function effectively with the minimum number of trustees due to their experience and approach and will continue to do so pending the appointment of additional members.

### ***Trustee Induction and Training***

New trustees will undergo an induction process, including an overview of the Association and its Strategic Development Plan. It will also include appropriate guidance from the Charity Commission on the roles and responsibilities of trustees and The Dyslexia Association Code of practice for trustees and employees, which has been specifically written to ensure that there are no conflicts of interest.

# **The Dyslexia Association**

## **Trustees' Report**

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### **Management of the Charity**

The trustees have delegated the day-to-day management of the charity to the interim Chief Executive Officer Kay Carter.

A new term of reference has been agreed which lays out the responsibilities and requirements of the Trustees of The Dyslexia Association.

The board of trustees meet with the CEO quarterly at a pre-arranged date and time to discuss business affairs and conduct a review of the financial standing of the Association. Ad-hoc interim meetings are also called to address specific projects or topics as required.

The board of trustees have implemented a new finance committee the membership of which is taken from, and reports directly to, the full board. The finance committee mitigates any financial risk as identified within the risk management log.

# **The Dyslexia Association**

## **Trustees' Report**

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### **Corporate Governance**

Internal controls over all forms of commitment and expenditure continue to be refined to improve efficiency. Processes are in place to ensure that performance is monitored, and that appropriate management information is prepared and reviewed regularly by the CEO, the board of trustees, and the finance committee. TDA have appointed a treasurer in 2022, a role which has been vacant some a number of years. The role of treasurer will bolster the elements of financial compliance and control for the charity.

The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- a strategic plan and an annual budget approved by the trustees;
- regular consideration by the finance committee of financial results, variances from budgets, performance indicators and non-financial performance indicators;
- delegation of day-to-day management authority and segregation of duties;
- identification and management of risks; with a nominated lead trustee.

### **Risk Management**

The trustees have developed a risk management register to assess and manage business risk. The risk register is divided into the following sections:

1. Strategic
2. Compliance
3. Financial
4. Operational
5. People
6. Security
7. Environmental/political

Each trustee has a lead responsibility for specific risks. Where appropriate, systems and procedures have been established to mitigate the risks the charity faces. The risk register is updated every quarter and available to trustees at full board meetings.

# **The Dyslexia Association**

## **Trustees' Report**

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### **Objects, Strategic Objectives and Principal Activities of the Charity**

The trustees are keen to ensure that the work of the charity meets the public benefit requirement outlined in the guidance published by the Charity Commission - "Public Benefit: the public benefit requirement" (published September 2013) as far as the overall purposes of the Association

(a) remain beneficial in character; and

(b) that they benefit the public in general or a sufficient section of the general public; and

(c) in pursuing its objectives, the Association continues to have regard to Charities Commission guidance when exercising their powers and duties.

The objects and principal activities of the Association remain the provision of high quality, professional services for dyslexic people of all ages, their families, carers, educators, employers, and the wider community. The principal objective that underpins our work is to enrich the lives of all people with dyslexia by educating and informing the general public about the condition and where possible assisting children and adults with dyslexia to reach their full potential.

### **Activities to complete TDA goals**

The Association offers a number of services to its clients, these are summarised briefly below.

#### **Helpline**

A free, confidential service that acts as the first point of contact for many clients through a phone call, website enquiry or social media such as Facebook. Callers only pay the standard operator call charges. The service provides information, advice, and guidance on all aspects of dyslexia and other associated specific learning difficulties, as well as information about the paid-for services available which are provided by the Association. Approximately 50% of calls to the Helpline are from adults and employers, with the remainder being initiated by parents and schools, and in 2022 TDA supported 5424 individuals via our helpline services

#### **Advice Sessions**

These are provided free of charge to dyslexic clients and families as a service to de-brief diagnostic assessments and to provide Assistive Technology advice or by way of a pre-tuition interview. A voluntary donation towards the cost of the advice sessions is appreciated but is not a mandatory requirement.

#### **Screening**

The service is available for both adults and children to identify indicators of dyslexia or dyscalculia. This is a low-cost chargeable service, which can provide useful insight into general areas of difficulty and can include a recommendation as to whether a formal diagnostic assessment is required

#### **Diagnostic Assessments**

A definitive diagnosis of dyslexia for any individual requires a full diagnostic assessment to be carried out by a competent and suitably qualified professional. The assessment itself will explore a range of skills and cognitive processing capabilities. The resultant report will provide details on the nature and severity of any difficulties identified, as well as making recommendations as to how to best support the individual moving forward.

#### **Exam Access Assessments**

This assessment is for students who require written evidence and recommendations for Exams Access Arrangements.

# **The Dyslexia Association**

## **Trustees' Report**

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### **Workplace Needs Assessments**

This is an impartial assessment carried out in the workplace by a qualified & experienced dyslexia specialist. Its purpose is to identify solutions to difficulties experienced by an employee in carrying out their job & which arise because of their disability.

### **Workplace Support and Training**

This service is principally concerned with support and training in Assistive Technology and Coping Strategies in the workplace.

### **One-to-One Tuition Services (Adults and Children)**

For children, tuition may cover literacy, numeracy, study skills and attention to other areas of difficulty. For adults, the service covers literacy and numeracy as the primary focus.

Charges are made for other services such as assessment and tuition which provide an income to the Association; however, these charges are kept to the minimum levels possible that allow us to remain operational. Prices for the different services are set and reviewed by the senior management team. They are published on our website.

The Association's offices are located a mile from Nottingham city centre. The offices are in a shared building that is owned by a local firm of accountants. We rent a number of administrative and service delivery rooms within the building at a competitive rate given the square footage and its location. There is a large car park to the front of the building and disabled parking to the rear to facilitate access. The location of the office is well served by public transport having bus and tram stops nearby. The office has good facilities to host disabled clients.

### **The Criteria/Measures Used to Assess Success in the Reporting Period**

Success will be monitored and measured through a number of ways, including reporting both with outcome data and against financial budgets, including description and narrative to the CEO and the board of trustees at regular intervals. Outcome data will be quantified for each area of activity.

### **Public Benefit**

Current research suggests that between 10-15% of the general population experiences some level of dyslexia. Within the East Midlands, this means that there are an estimated 460,000 (population 4.6 million) individuals who may have indicators of dyslexia. The Association's charitable activities focus on the provision of services to these citizens, intending to provide the diagnosis, training, and support necessary to help them manage their condition as well as supporting parents, educators and employers and educating the wider community to raise awareness of the condition.

The trustees agreed that from January 2020, 10% of any profit made would be added to the Association's bursary funds each financial quarter. The funds will be used to support more clients on low incomes who would benefit from accessing our services.

### **Fundraising**

The Association raises funds through volunteers taking part in challenge events and voluntary donations from supporters. The charity adheres to the fundraising regulations, and no cold calling takes place.

# **The Dyslexia Association**

## **Trustees' Report**

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### **Achievements, Financial Performance and Future Plans**

#### **Financial highlights**

The deficit for the year ended 31 December 2022 is £11,958 compared to the surplus of £11,103 for the year ended 31 December 2021. The principal variances are detailed below:

- Donations and grants income has increased by £27,241 from £10,329 for 2021 to £37,570 for 2022
- Income from service delivery has increased by £41,291 from £334,494 in 2021 to £375,785 in 2022.
- The increase in service delivery has been offset by a larger increase in expenditure by £88,464 due to the following:
  - Staff costs and recruitment increased by £43,491
  - Computer and maintenance costs up by £7,788
  - An increase in the payment to associates for service deliverables increased by £34,176.

#### **Reserves Policy**

The charity requires reserves to allow TDA to function in the short term. The minimum level of reserves to be maintained should also satisfy all TDA's legal obligations should TDA cease to be a going concern, enabling proper notice to be given to staff and beneficiaries and for due payments to be made to staff (statutory redundancy) and to other organisations with whom we do business.

The trustees have considered the reserves currently held by the Association as of 31st December 2022 and have concluded that to meet corporate responsibilities and to ensure that the Association continues to operate as a going concern in the future, more work is needed to ensure growth. The trustees have also reviewed the requirements and the risks faced by the Association in both the short and medium-term and have a clear plan to execute in the event of a significant change in its financial position.

#### **Designated Dissolution Fund**

The unrestricted funds include a designated dissolution fund of £40,243. Should the charity cease to be a going concern at any stage this sum is required so that it can satisfy all its legal obligations, allowing proper notice to be given to staff and beneficiaries and for all due payments to be made to staff (staff redundancy) and to other organisations with whom we do business. This amount is reviewed annually to ensure the reserves remain accurate to the circumstances of the staff and the charity at the time they are reviewed.

#### **Bursary Fund**

The bursary fund on 31st December 2022 is £10,020. During 2022, the bursary fund provided financial support for 10 individuals (£4,175) part funding diagnostic assessments or tuition for both adults and children.

#### **General Fund**

As of 31st December 2022, the general fund was £216,405.

# **The Dyslexia Association**

## **Trustees' Report**

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### **Plans for the Future Periods**

The accounts show a balance of unrestricted funds at the year-end of £266,668. After the deduction of the designated dissolution and bursary funds, it leaves £216,405, equating to just over seven months total running costs.

Trustees have therefore committed to maintain the charity's long term reserve account and to re-assess the risks to which the organisation is exposed as it grows, retracts, or takes on new commitments. The Association currently banks with two financial organisations, with the majority of the funds in one bank. To gain the protection of the Financial Conduct Authority, the trustees have decided that funds should be spread across enough financial organisations to keep each under the £85,000 limit.

At the year-end £207,977 was held within two Barclays bank accounts. As mentioned in previous years under the Financial Conduct Authority (FCA) balances under £85,000 are protected under the deposit protection scheme, this means that should a bank, building society or credit union go bankrupt money held by the institution up to £85,000 would be protected and as such a claim for the funds can be made to the FCA. Amounts held in excess of £85,000 are not protected. Therefore, trustees intend to identify new investment opportunities, or bank accounts, to mitigate their exposure by spreading the charity's money across a range of financial institutions. The oversight for this will be provided via the finance committee.

### **Accounting Policies**

The trustees consider that there are no material uncertainties about the Association's ability to continue as a going concern.

### **Appreciation of Support**

The trustees wish to express their gratitude to all those who have supported the charity during the year. Supporters who have raised funds through personal challenges and payroll giving.

During 2022 the TDA received total donations of £37,570 from:

- individuals directly
- individuals via fundraising platforms (such as JustGiving)
- individuals via payroll giving
- corporate fundraising and other charitable trust giving
- fundraising events (4 events during 2022)
- Unsolicited legacy giving

### **Future Plans**

TDA will continue to work towards raising awareness of dyslexia and the impact it can have on individuals. We will continue our aim of providing high-quality services to meet the needs of people of all ages with dyslexia, as well as supporting their families/carers, educators, and employers.

# The Dyslexia Association

## Trustees' Report

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### Statement of trustees' responsibilities

The trustees (who are also the directors of The Dyslexia Association for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

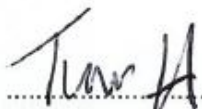
Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources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

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 that can disclose with reasonable accuracy at any time the financial position of the charitable company and 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.

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

The annual report was approved by the trustees of the charity on 14 August 2023 and signed on its behalf by:



T W Hiles  
Trustee

## The Dyslexia Association

### Independent Examiner's Report to the trustees of The Dyslexia Association (‘the Company’)

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2022.

#### Responsibilities and basis of report

As the charity’s trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 (‘the 2006 Act’).

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity’s accounts as carried out under section 145 of the Charities Act 2011 (‘the 2011 Act’). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### Independent examiner’s statement

Since the Company’s gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of , which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of The Dyslexia Association as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a ‘true and fair view’ which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



James Haywood ACA  
Chartered accountants and chartered tax advisers  
Sherwood House  
7 Gregory Boulevard  
Nottingham  
NG7 6LB

14 August 2023

## The Dyslexia Association

### Statement of Financial Activities for the Year Ended 31 December 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

|                                    | Note | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | Total<br>2022<br>£    |
|------------------------------------|------|----------------------------|--------------------------|-----------------------|
| <b>Income and Endowments from:</b> |      |                            |                          |                       |
| Donations and grants               | 3    | 37,570                     | -                        | 37,570                |
| Charitable activities              | 4    | 375,785                    | -                        | 375,785               |
| Investment income                  | 6    | 665                        | -                        | 665                   |
| Other incoming resources           | 7    | 9,627                      | -                        | 9,627                 |
| Total income                       |      | <u>423,647</u>             | <u>-</u>                 | <u>423,647</u>        |
| <b>Expenditure on:</b>             |      |                            |                          |                       |
| Raising funds                      |      | (216)                      | -                        | (216)                 |
| Charitable activities              | 8    | (431,544)                  | -                        | (431,544)             |
| Other expenditure                  | 9    | <u>(3,845)</u>             | <u>-</u>                 | <u>(3,845)</u>        |
| Total expenditure                  |      | <u>(435,605)</u>           | <u>-</u>                 | <u>(435,605)</u>      |
| Net expenditure                    |      | (11,958)                   | -                        | (11,958)              |
| Transfers between funds            |      | <u>846</u>                 | <u>(846)</u>             | <u>-</u>              |
| Net movement in funds              |      | (11,112)                   | (846)                    | (11,958)              |
| <b>Reconciliation of funds</b>     |      |                            |                          |                       |
| Total funds brought forward        |      | <u>277,780</u>             | <u>846</u>               | <u>278,626</u>        |
| Total funds carried forward        | 22   | <u><u>266,668</u></u>      | <u><u>-</u></u>          | <u><u>266,668</u></u> |

The notes on pages 18 to 29 form an integral part of these financial statements.

## The Dyslexia Association

### Statement of Financial Activities for the Year Ended 31 December 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

|                                    | Note | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | Total<br>2021<br>£    |
|------------------------------------|------|----------------------------|--------------------------|-----------------------|
| <b>Income and Endowments from:</b> |      |                            |                          |                       |
| Donations and grants               | 3    | 7,965                      | 2,364                    | 10,329                |
| Charitable activities              | 4    | 334,494                    | -                        | 334,494               |
| Fundraising activities             | 5    | 11,582                     | -                        | 11,582                |
| Investment income                  | 6    | 31                         | -                        | 31                    |
| Other incoming resources           | 7    | 330                        | -                        | 330                   |
| Total income                       |      | <u>354,402</u>             | <u>2,364</u>             | <u>356,766</u>        |
| <b>Expenditure on:</b>             |      |                            |                          |                       |
| Raising funds                      |      | (236)                      | -                        | (236)                 |
| Charitable activities              | 8    | (340,215)                  | (2,864)                  | (343,079)             |
| Other expenditure                  | 9    | <u>(2,348)</u>             | <u>-</u>                 | <u>(2,348)</u>        |
| Total expenditure                  |      | <u>(342,799)</u>           | <u>(2,864)</u>           | <u>(345,663)</u>      |
| Net income/(expenditure)           |      | <u>11,603</u>              | <u>(500)</u>             | <u>11,103</u>         |
| Net movement in funds              |      | 11,603                     | (500)                    | 11,103                |
| <b>Reconciliation of funds</b>     |      |                            |                          |                       |
| Total funds brought forward        |      | <u>266,177</u>             | <u>1,346</u>             | <u>267,523</u>        |
| Total funds carried forward        | 22   | <u><u>277,780</u></u>      | <u><u>846</u></u>        | <u><u>278,626</u></u> |

All of the charity's activities derive from continuing operations during the above two periods.

The notes on pages 18 to 29 form an integral part of these financial statements.

# The Dyslexia Association

## (Registration number: 03941946) Balance Sheet as at 31 December 2022

|                                                       | Note | 2022<br>£       | 2021<br>£       |
|-------------------------------------------------------|------|-----------------|-----------------|
| <b>Fixed assets</b>                                   |      |                 |                 |
| Intangible assets                                     | 15   | 912             | -               |
| Tangible assets                                       | 16   | <u>3,661</u>    | <u>2,617</u>    |
|                                                       |      | <u>4,573</u>    | <u>2,617</u>    |
| <b>Current assets</b>                                 |      |                 |                 |
| Stocks                                                | 17   | -               | 336             |
| Debtors                                               | 18   | 21,117          | 19,798          |
| Cash at bank and in hand                              | 19   | <u>255,348</u>  | <u>291,584</u>  |
|                                                       |      | 276,465         | 311,718         |
| <b>Creditors: Amounts falling due within one year</b> | 20   | <u>(14,370)</u> | <u>(35,709)</u> |
| <b>Net current assets</b>                             |      | <u>262,095</u>  | <u>276,009</u>  |
| <b>Net assets</b>                                     |      | <u>266,668</u>  | <u>278,626</u>  |
| <b>Funds of the charity:</b>                          |      |                 |                 |
| <b>Restricted income funds</b>                        |      |                 |                 |
| Restricted funds                                      | 22   | -               | 846             |
| <b>Unrestricted income funds</b>                      |      |                 |                 |
| Unrestricted funds                                    |      | <u>266,668</u>  | <u>277,780</u>  |
| <b>Total funds</b>                                    | 22   | <u>266,668</u>  | <u>278,626</u>  |

For the financial year ending 31 December 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The notes on pages 18 to 29 form an integral part of these financial statements.

## **The Dyslexia Association**

**(Registration number: 03941946)**  
**Balance Sheet as at 31 December 2022**

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The financial statements on pages 14 to 29 were approved by the trustees, and authorised for issue on 14 August 2023 and signed on their behalf by:

A handwritten signature in dark ink, appearing to read 'T W Hiles', is written over a horizontal dotted line.

T W Hiles  
Trustee

The notes on pages 18 to 29 form an integral part of these financial statements.

# **The Dyslexia Association**

## **Notes to the Financial Statements for the Year Ended 31 December 2022**

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### **1 Charity status**

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Sherwood House  
7 Gregory Boulevard  
Nottingham  
NG7 6LB

These financial statements were authorised for issue by the trustees on 14 August 2023.

### **2 Accounting policies**

#### **Summary of significant accounting policies and key accounting estimates**

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

#### **Basis of preparation**

The financial statements have been prepared in accordance with 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 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

#### **Going concern**

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

#### **Exemption from preparing a cash flow statement**

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

# **The Dyslexia Association**

## **Notes to the Financial Statements for the Year Ended 31 December 2022**

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### **Key sources of estimation uncertainty**

Preparation of the financial statements requires management to make significant judgements and estimates. During the preparation of these financial statements there have been no significant or material judgements and estimates that require disclosure. The carrying amount is £- (2021 -£-).

### **Fund structure**

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

### **Income and endowments**

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

Donations and grants are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when the donor specifies that the grant or donation must be used in future accounting periods.

Income from charitable activities, being income from service delivery and dyslexia publications, is recognised on a receivable basis. Income from service users is included on the basis of sessions invoiced or work done in accordance with any contract terms.

Income from fundraising events is classified as other trading activities and is recognised on a receivable basis.

Income from investments is recognised on a receivable basis.

Government grants are accounted for using the accrual model.

### **Expenditure**

All expenses are accounted for on an accruals basis.

Expenditure on raising funds are those costs incurred in attracting voluntary income.

Charitable activities include direct expenditure associated with service delivery being dyslexia assessment, screening, tuition, teaching and tutor training. A second charitable activity is dyslexia publications and includes direct expenditure associated with the sale of books and resources, newsletter subscriptions and library subscriptions.

Expenditure on other items include those incurred in the governance of the charity and its assets and are primarily associated with statutory requirements.

# The Dyslexia Association

## Notes to the Financial Statements for the Year Ended 31 December 2022

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### Fixed assets

Fixed assets are initially recorded at cost.

### Amortisation

Amortisation is provided on intangible fixed assets so as to write off the cost, less any estimated residual value, over their expected useful economic life as follows:

| Asset class       | Amortisation method and rate |
|-------------------|------------------------------|
| Development costs | 33.33% straight line basis   |

### Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

### Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

### Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

### Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

### Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

| Asset class           | Depreciation method and rate      |
|-----------------------|-----------------------------------|
| Office equipment      | 25% or 33.33% straight line basis |
| Fixtures and fittings | 25% straight line basis           |

# **The Dyslexia Association**

## **Notes to the Financial Statements for the Year Ended 31 December 2022**

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### **Research and development**

Development expenditure incurred on an individual project is carried forward when its future recoverability can reasonably be regarded as assured. Any expenditure carried forward is amortised in line with the expected future income from the related project.

### **Stock**

Stocks of educational materials are valued at cost.

### **Trade debtors**

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

### **Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

### **Trade creditors**

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

### **Pensions and other post retirement obligations**

The charity operates a defined contribution pension scheme. Contributions are charged in the statement of financial activities as they become payable in accordance with the rules of the scheme.

### **Financial instruments**

#### **Classification**

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

# The Dyslexia Association

## Notes to the Financial Statements for the Year Ended 31 December 2022

### Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

### 3 Income from donations and grants

|                      | Unrestricted<br>Funds<br>£ | Restricted<br>funds<br>£ | Total<br>2022<br>£ | Total<br>2021<br>£ |
|----------------------|----------------------------|--------------------------|--------------------|--------------------|
| Donations and grants | 37,570                     | -                        | 37,570             | 7,965              |
| Government grants    | -                          | -                        | -                  | 2,364              |
|                      | <u>37,570</u>              | <u>-</u>                 | <u>37,570</u>      | <u>10,329</u>      |

### 4 Income from charitable activities

|                                            | Unrestricted<br>Funds<br>£ | Restricted<br>funds<br>£ | Total<br>2022<br>£ | Total<br>2021<br>£ |
|--------------------------------------------|----------------------------|--------------------------|--------------------|--------------------|
| <b>Screening, assessment &amp; tuition</b> |                            |                          |                    |                    |
| Service delivery                           | <u>375,785</u>             | <u>-</u>                 | <u>375,785</u>     | <u>334,494</u>     |

### 5 Income from fundraising activities

|                    | Total<br>2022<br>£ | Total<br>2021<br>£ |
|--------------------|--------------------|--------------------|
| Fundraising events | <u>-</u>           | <u>11,582</u>      |

# The Dyslexia Association

## Notes to the Financial Statements for the Year Ended 31 December 2022

### 6 Income from investments

|                          | Unrestricted<br>Funds<br>£ | Restricted<br>funds<br>£ | Total<br>2022<br>£ | Total<br>2021<br>£ |
|--------------------------|----------------------------|--------------------------|--------------------|--------------------|
| Bank interest receivable | 665                        | -                        | 665                | 31                 |

### 7 Other income

|                   | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | Total<br>2022<br>£ | Total<br>2021<br>£ |
|-------------------|----------------------------|--------------------------|--------------------|--------------------|
| Fees and supplies | 9,627                      | -                        | 9,627              | 330                |

### 8 Expenditure on charitable activities

|                                       | Note | Unrestricted funds<br>Designated<br>£ | General<br>£ | Total<br>2022<br>£ | Total<br>2021<br>£ |
|---------------------------------------|------|---------------------------------------|--------------|--------------------|--------------------|
| Staff costs                           |      | -                                     | 250,891      | 250,891            | 207,400            |
| Screening,<br>assessment &<br>tuition | 10   | 2,641                                 | 175,102      | 177,743            | 132,691            |
| Governance costs                      | 10   | -                                     | 2,910        | 2,910              | 2,988              |
|                                       |      | 2,641                                 | 428,903      | 431,544            | 343,079            |

### 9 Other expenditure

|                       | Note | Unrestricted<br>Funds<br>£ | Total<br>2022<br>£ | Total<br>2021<br>£ |
|-----------------------|------|----------------------------|--------------------|--------------------|
| Other financial costs |      | 3,845                      | 3,845              | 2,348              |
|                       |      | 3,845                      | 3,845              | 2,348              |

### 10 Analysis of governance and support costs

#### Governance costs

|                           | Unrestricted<br>funds<br>£ | Total<br>2022<br>£ | Total<br>2021<br>£ |
|---------------------------|----------------------------|--------------------|--------------------|
| Independent examiner fees | 2,910                      | 2,910              | 2,988              |
|                           | 2,910                      | 2,910              | 2,988              |

# The Dyslexia Association

## Notes to the Financial Statements for the Year Ended 31 December 2022

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### 11 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

### 12 Staff costs

The aggregate payroll costs were as follows:

|                                          | 2022<br>£      | 2021<br>£      |
|------------------------------------------|----------------|----------------|
| <b>Staff costs during the year were:</b> |                |                |
| Wages and salaries                       | 231,644        | 193,207        |
| Social security costs                    | 14,792         | 10,694         |
| Pension costs                            | 4,455          | 3,499          |
|                                          | <u>250,891</u> | <u>207,400</u> |

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year was as follows:

|         | 2022<br>No | 2021<br>No |
|---------|------------|------------|
| General | <u>10</u>  | <u>10</u>  |

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £47,545 (2021 - £45,338).

### 13 Independent examiner's remuneration

|                                         | 2022<br>£    | 2021<br>£    |
|-----------------------------------------|--------------|--------------|
| Examination of the financial statements | <u>2,910</u> | <u>2,988</u> |

### 14 Taxation

The charity is a registered charity and is therefore exempt from taxation.

## The Dyslexia Association

### Notes to the Financial Statements for the Year Ended 31 December 2022

#### 15 Intangible fixed assets

|                       | Development<br>costs<br>£ | Total<br>£    |
|-----------------------|---------------------------|---------------|
| <b>Cost</b>           |                           |               |
| At 1 January 2022     | 10,230                    | 10,230        |
| Additions             | 912                       | 912           |
| At 31 December 2022   | <u>11,142</u>             | <u>11,142</u> |
| <b>Amortisation</b>   |                           |               |
| At 1 January 2022     | <u>10,230</u>             | <u>10,230</u> |
| At 31 December 2022   | <u>10,230</u>             | <u>10,230</u> |
| <b>Net book value</b> |                           |               |
| At 31 December 2022   | <u>912</u>                | <u>912</u>    |
| At 31 December 2021   | <u>-</u>                  | <u>-</u>      |

#### 16 Tangible fixed assets

|                         | Furniture and<br>equipment<br>£ | Fixtures and<br>fittings<br>£ | Total<br>£     |
|-------------------------|---------------------------------|-------------------------------|----------------|
| <b>Cost</b>             |                                 |                               |                |
| At 1 January 2022       | 16,620                          | 981                           | 17,601         |
| Additions               | 3,126                           | -                             | 3,126          |
| Disposals               | <u>(1,955)</u>                  | <u>-</u>                      | <u>(1,955)</u> |
| At 31 December 2022     | <u>17,791</u>                   | <u>981</u>                    | <u>18,772</u>  |
| <b>Depreciation</b>     |                                 |                               |                |
| At 1 January 2022       | 14,003                          | 981                           | 14,984         |
| Charge for the year     | 2,082                           | -                             | 2,082          |
| Eliminated on disposals | <u>(1,955)</u>                  | <u>-</u>                      | <u>(1,955)</u> |
| At 31 December 2022     | <u>14,130</u>                   | <u>981</u>                    | <u>15,111</u>  |
| <b>Net book value</b>   |                                 |                               |                |
| At 31 December 2022     | <u>3,661</u>                    | <u>-</u>                      | <u>3,661</u>   |
| At 31 December 2021     | <u>2,617</u>                    | <u>-</u>                      | <u>2,617</u>   |

# The Dyslexia Association

## Notes to the Financial Statements for the Year Ended 31 December 2022

### 17 Stock

|        | 2022<br>£ | 2021<br>£ |
|--------|-----------|-----------|
| Stocks | -         | 336       |

### 18 Debtors

|                | 2022<br>£     | 2021<br>£     |
|----------------|---------------|---------------|
| Trade debtors  | 20,925        | 18,874        |
| Prepayments    | -             | 192           |
| Accrued income | -             | 540           |
| Other debtors  | 192           | 192           |
|                | <u>21,117</u> | <u>19,798</u> |

### 19 Cash and cash equivalents

|              | 2022<br>£      | 2021<br>£      |
|--------------|----------------|----------------|
| Cash on hand | -              | 165            |
| Cash at bank | 255,348        | 291,419        |
|              | <u>255,348</u> | <u>291,584</u> |

### 20 Creditors: amounts falling due within one year

|                                    | 2022<br>£     | 2021<br>£     |
|------------------------------------|---------------|---------------|
| Trade creditors                    | 2,315         | 8,549         |
| Other taxation and social security | 4,873         | 4,631         |
| Other creditors                    | 1,810         | 8,364         |
| Accruals                           | 5,372         | 14,165        |
|                                    | <u>14,370</u> | <u>35,709</u> |

At the balance sheet date, deferred income amounted to £5,372 (2021 - £14,165) with £14,165 released to income from charitable activities (2021 - £12,859). Deferred income relates to lessons paid for in advance or for a period that spanned the period end.

# The Dyslexia Association

## Notes to the Financial Statements for the Year Ended 31 December 2022

### 21 Pension and other schemes

#### Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £4,455 (2021 - £3,499).

Contributions totalling £1,584 (2021 - £5,970) were payable to the scheme at the end of the year and are included in creditors.

### 22 Funds

#### Unrestricted funds

|                                 | Balance at<br>1 January<br>2022<br>£ | Incoming<br>resources<br>£ | Resources<br>expended<br>£ | Transfers<br>£  | Balance at<br>31<br>December<br>2022<br>£ |
|---------------------------------|--------------------------------------|----------------------------|----------------------------|-----------------|-------------------------------------------|
| <b>Unrestricted funds</b>       |                                      |                            |                            |                 |                                           |
| <i><b>General</b></i>           |                                      |                            |                            |                 |                                           |
| General funds                   | 206,464                              | 423,647                    | (432,964)                  | 19,258          | 216,405                                   |
| <i><b>Designated</b></i>        |                                      |                            |                            |                 |                                           |
| Dissolution fund                | 59,501                               | -                          | -                          | (19,258)        | 40,243                                    |
| Rutland support group           | 2,167                                | -                          | -                          | (2,167)         | -                                         |
| Bursary fund                    | 9,648                                | -                          | (2,641)                    | 3,013           | 10,020                                    |
|                                 | <u>71,316</u>                        | <u>-</u>                   | <u>(2,641)</u>             | <u>(18,412)</u> | <u>50,263</u>                             |
| <b>Total unrestricted funds</b> | <b>277,780</b>                       | <b>423,647</b>             | <b>(435,605)</b>           | <b>846</b>      | <b>266,668</b>                            |
| <b>Restricted funds</b>         |                                      |                            |                            |                 |                                           |
| Bursary fund                    | <u>846</u>                           | <u>-</u>                   | <u>-</u>                   | <u>(846)</u>    | <u>-</u>                                  |
| <b>Total funds</b>              | <b><u>278,626</u></b>                | <b><u>423,647</u></b>      | <b><u>(435,605)</u></b>    | <b><u>-</u></b> | <b><u>266,668</u></b>                     |

## The Dyslexia Association

### Notes to the Financial Statements for the Year Ended 31 December 2022

|                                 | Balance at<br>1 January<br>2021<br>£ | Incoming<br>resources<br>£ | Resources<br>expended<br>£ | Transfers<br>£  | Balance at<br>31<br>December<br>2021<br>£ |
|---------------------------------|--------------------------------------|----------------------------|----------------------------|-----------------|-------------------------------------------|
| <b>Unrestricted funds</b>       |                                      |                            |                            |                 |                                           |
| <i><b>General</b></i>           |                                      |                            |                            |                 |                                           |
| General funds                   | 192,948                              | 354,402                    | (342,799)                  | 1,913           | 206,464                                   |
| <i><b>Designated</b></i>        |                                      |                            |                            |                 |                                           |
| Dissolution fund                | 66,331                               | -                          | -                          | (6,830)         | 59,501                                    |
| Rutland support group           | 2,167                                | -                          | -                          | -               | 2,167                                     |
| Bursary fund                    | 4,731                                | -                          | -                          | 4,917           | 9,648                                     |
|                                 | <u>73,229</u>                        | <u>-</u>                   | <u>-</u>                   | <u>(1,913)</u>  | <u>71,316</u>                             |
| <b>Total unrestricted funds</b> | <u>266,177</u>                       | <u>354,402</u>             | <u>(342,799)</u>           | <u>-</u>        | <u>277,780</u>                            |
| <b>Restricted</b>               |                                      |                            |                            |                 |                                           |
| Bursary fund                    | 1,346                                | -                          | (500)                      | -               | 846                                       |
| COVID-19 furlough scheme        | <u>-</u>                             | <u>2,364</u>               | <u>(2,364)</u>             | <u>-</u>        | <u>-</u>                                  |
| <b>Total restricted funds</b>   | <u>1,346</u>                         | <u>2,364</u>               | <u>(2,864)</u>             | <u>-</u>        | <u>846</u>                                |
| <b>Total funds</b>              | <u><u>267,523</u></u>                | <u><u>356,766</u></u>      | <u><u>(345,663)</u></u>    | <u><u>-</u></u> | <u><u>278,626</u></u>                     |

The specific purposes for which the funds are to be applied are as follows:

#### Designated funds

**Dissolution Fund:** This fund represents the expected cost, should the charity cease to be a going concern, of satisfying all its legal obligations enabling proper notice to be given to the staff and beneficiaries and for all due payments to be made to staff and other organisations.

**Rutland Support Group:** This fund can be used for testing and supporting people who live in the county of Rutland.

**Bursary Fund:** This fund is designated by the Trustees to award bursaries for dyslexia assessment, tuition and skills development to those people who are assessed as being in need but low of income. 10% of any surplus for each financial quarter is transferred from general reserves to the Bursary fund.

#### Restricted funds

The Bursary Fund is used to award bursaries for dyslexia assessment, tuition and skills development to those people who are assessed as being in need but of low income.

The COVID-19 furlough scheme fund has been used to cover the salaries costs of employees that were furloughed during the COVID-19 pandemic.

# The Dyslexia Association

## Notes to the Financial Statements for the Year Ended 31 December 2022

### 23 Analysis of net assets between funds

|                         | Unrestricted funds<br>£ | Total funds<br>at 31<br>December<br>2022<br>£ |
|-------------------------|-------------------------|-----------------------------------------------|
| Intangible fixed assets | 912                     | 912                                           |
| Tangible fixed assets   | 3,661                   | 3,661                                         |
| Current assets          | 276,465                 | 276,465                                       |
| Current liabilities     | (14,370)                | (14,370)                                      |
| Total net assets        | <u>266,668</u>          | <u>266,668</u>                                |

|                       | Unrestricted funds<br>£ | Restricted funds<br>£ | Total funds<br>at 31<br>December<br>2021<br>£ |
|-----------------------|-------------------------|-----------------------|-----------------------------------------------|
| Tangible fixed assets | 2,617                   | -                     | 2,617                                         |
| Current assets        | 310,872                 | 846                   | 311,718                                       |
| Current liabilities   | (35,709)                | -                     | (35,709)                                      |
| Total net assets      | <u>277,780</u>          | <u>846</u>            | <u>278,626</u>                                |

### 24 Analysis of net funds

|                          | At 1 January<br>2022<br>£ | At 31<br>December<br>2022<br>£ |
|--------------------------|---------------------------|--------------------------------|
| Cash at bank and in hand | <u>291,584</u>            | <u>291,584</u>                 |
| Net debt                 | <u>291,584</u>            | <u>291,584</u>                 |

|          | At 1 January<br>2021<br>£ | At 31<br>December<br>2021<br>£ |
|----------|---------------------------|--------------------------------|
| Net debt | <u>-</u>                  | <u>-</u>                       |

## The Dyslexia Association

### Statement of Financial Activities by fund for the Year Ended 31 December 2022

| Unrestricted Funds                 |                                             |                                             |
|------------------------------------|---------------------------------------------|---------------------------------------------|
|                                    | Total<br>Unrestricted<br>Funds<br>2022<br>£ | Total<br>Unrestricted<br>Funds<br>2021<br>£ |
| <b>Income and Endowments from:</b> |                                             |                                             |
| Donations and legacies             | 37,570                                      | 7,965                                       |
| Charitable activities              | 375,785                                     | 334,494                                     |
| Other trading activities           | -                                           | 11,582                                      |
| Investment income                  | 665                                         | 31                                          |
| Other income                       | 9,627                                       | 330                                         |
| Total income                       | <u>423,647</u>                              | <u>354,402</u>                              |
| <b>Expenditure on:</b>             |                                             |                                             |
| Raising funds                      | (216)                                       | (236)                                       |
| Charitable activities              | (431,544)                                   | (340,215)                                   |
| Other expenditure                  | (3,845)                                     | (2,348)                                     |
| Total expenditure                  | <u>(435,605)</u>                            | <u>(342,799)</u>                            |
| Net (expenditure)/income           | (11,958)                                    | 11,603                                      |
| Transfers between funds            | 846                                         | -                                           |
| Net movement in funds              | (11,112)                                    | 11,603                                      |
| <b>Reconciliation of funds</b>     |                                             |                                             |
| Total funds brought forward        | <u>277,780</u>                              | <u>266,177</u>                              |
| Total funds carried forward        | <u><u>266,668</u></u>                       | <u><u>277,780</u></u>                       |

# The Dyslexia Association

## Statement of Financial Activities by fund for the Year Ended 31 December 2022

| Restricted Funds                   |                                           |                                           |
|------------------------------------|-------------------------------------------|-------------------------------------------|
|                                    | Total<br>Restricted<br>Funds<br>2022<br>£ | Total<br>Restricted<br>Funds<br>2021<br>£ |
| <b>Income and Endowments from:</b> |                                           |                                           |
| Donations and legacies             | -                                         | 2,364                                     |
| Total income                       | -                                         | 2,364                                     |
| <b>Expenditure on:</b>             |                                           |                                           |
| Charitable activities              | -                                         | (2,864)                                   |
| Total expenditure                  | -                                         | (2,864)                                   |
| Net expenditure                    | -                                         | (500)                                     |
| Transfers between funds            | (846)                                     | -                                         |
| Net movement in funds              | (846)                                     | (500)                                     |
| <b>Reconciliation of funds</b>     |                                           |                                           |
| Total funds brought forward        | 846                                       | 1,346                                     |
| Total funds carried forward        | -                                         | 846                                       |

## The Dyslexia Association

### Detailed Statement of Financial Activities for the Year Ended 31 December 2022

|                                           | Total<br>2022<br>£    | Total<br>2021<br>£    |
|-------------------------------------------|-----------------------|-----------------------|
| <b>Income and Endowments from:</b>        |                       |                       |
| Donations and legacies (analysed below)   | 37,570                | 10,329                |
| Charitable activities (analysed below)    | 375,785               | 334,494               |
| Other trading activities (analysed below) | -                     | 11,582                |
| Investment income (analysed below)        | 665                   | 31                    |
| Other income (analysed below)             | 9,627                 | 330                   |
| Total income                              | <u>423,647</u>        | <u>356,766</u>        |
| <b>Expenditure on:</b>                    |                       |                       |
| Raising funds (analysed below)            | (216)                 | (236)                 |
| Charitable activities (analysed below)    | (431,544)             | (343,079)             |
| Other expenditure (analysed below)        | (3,845)               | (2,348)               |
| Total expenditure                         | <u>(435,605)</u>      | <u>(345,663)</u>      |
| Net (expenditure)/income                  | <u>(11,958)</u>       | <u>11,103</u>         |
| Net movement in funds                     | (11,958)              | 11,103                |
| <b>Reconciliation of funds</b>            |                       |                       |
| Total funds brought forward               | <u>278,626</u>        | <u>267,523</u>        |
| Total funds carried forward               | <u><u>266,668</u></u> | <u><u>278,626</u></u> |

# The Dyslexia Association

## Detailed Statement of Financial Activities for the Year Ended 31 December 2022

|                                                                                 | Total<br>2022<br>£ | Total<br>2021<br>£ |
|---------------------------------------------------------------------------------|--------------------|--------------------|
| <b>Donations and legacies</b>                                                   |                    |                    |
| Committed giving                                                                | 37,570             | 7,965              |
| Coronavirus Job Retention Scheme                                                | -                  | 2,364              |
|                                                                                 | <u>37,570</u>      | <u>10,329</u>      |
| <b>Charitable activities</b>                                                    |                    |                    |
| Sale of goods and services made or provided by the beneficiaries of the charity | 375,785            | 334,494            |
|                                                                                 | <u>375,785</u>     | <u>334,494</u>     |
| <b>Other trading activities</b>                                                 |                    |                    |
| Fundraising events                                                              | -                  | 11,582             |
|                                                                                 | <u>-</u>           | <u>11,582</u>      |
| <b>Investment income</b>                                                        |                    |                    |
| Interest on cash deposits                                                       | 665                | 31                 |
|                                                                                 | <u>665</u>         | <u>31</u>          |
| <b>Other income</b>                                                             |                    |                    |
| Other income                                                                    | 9,627              | 330                |
|                                                                                 | <u>9,627</u>       | <u>330</u>         |
| <b>Raising funds</b>                                                            |                    |                    |
| Other fundraising costs                                                         | (216)              | (236)              |
|                                                                                 | <u>(216)</u>       | <u>(236)</u>       |
| <b>Charitable activities</b>                                                    |                    |                    |
| Wages and salaries                                                              | -                  | (2,364)            |
| Wages and salaries                                                              | (231,644)          | (190,843)          |
| Staff NIC (Employers)                                                           | (14,792)           | (10,694)           |
| Staff pensions (Defined contribution) - pension scheme 1                        | (4,455)            | (3,499)            |
| Recruitment & staff training                                                    | (12,820)           | (9,838)            |
| Bursaries                                                                       | (2,641)            | -                  |
| Bursaries                                                                       | -                  | (500)              |
| Freight and carriage                                                            | (40)               | -                  |
| Hospitality                                                                     | (440)              | (32)               |
| Associate costs                                                                 | (115,048)          | (80,872)           |
| Assessment and teaching resources                                               | (4,936)            | (10,656)           |
| Rent                                                                            | (13,204)           | (12,244)           |
| Rates                                                                           | (269)              | (269)              |

This page does not form part of the statutory financial statements.

## The Dyslexia Association

### Detailed Statement of Financial Activities for the Year Ended 31 December 2022

|                                  | Total<br>2022<br>£ | Total<br>2021<br>£ |
|----------------------------------|--------------------|--------------------|
| Light, heat and power            | (1,800)            | (300)              |
| Insurance                        | (2,152)            | (1,945)            |
| Depreciation of office equipment | (2,083)            | (2,746)            |
| Communications costs             | (2,122)            | (2,314)            |
| Office expenses                  | (7,670)            | (6,192)            |
| Computer expenses                | (11,819)           | (4,031)            |
| Trade subscriptions              | (144)              | (244)              |
| Website/marketing                | (496)              | (460)              |
| Legal and professional fees      | (48)               | (48)               |
| Other interest payable           | (11)               | -                  |
| Accountancy fees                 | (2,910)            | (2,988)            |
|                                  | <u>(431,544)</u>   | <u>(343,079)</u>   |
| <b>Other expenditure</b>         |                    |                    |
| Bank charges                     | (3,845)            | (2,348)            |
|                                  | <u>(3,845)</u>     | <u>(2,348)</u>     |

**THE DYSLEXIA ASSOCIATION**

England & Wales - Charity number 1082345

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# Accounts

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Company registration number: 03941946  
Charity registration number: 1082345

# The Dyslexia Association

(A company limited by guarantee)

## Annual Report and Financial Statements

Year Ended 31 December 2021

Page Kirk LLP  
Chartered Accountants  
Sherwood House  
7 Gregory Boulevard  
Nottingham  
NG7 6LB

# **THE DYSLEXIA ASSOCIATION**

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**THE DYSLEXIA ASSOCIATION**  
**REFERENCE AND ADMINISTRATIVE DETAILS**

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|                                        |                                                                                                                               |
|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|
| <b>Charity name</b>                    | The Dyslexia Association                                                                                                      |
| <b>Charity registration number</b>     | 1082345                                                                                                                       |
| <b>Company registration number</b>     | 03941946                                                                                                                      |
| <b>Principal and registered office</b> | Sherwood House<br>7 Gregory Boulevard<br>Nottingham<br>NG6 7LB                                                                |
| <b>Trustees</b>                        | K E Carter<br>T Hiles<br>A J Kays<br>J McMurray (appointed 7 October 2021)<br>E Rutherford<br>D Warren                        |
| <b>Secretary</b>                       | D Caunt                                                                                                                       |
| <b>Bankers</b>                         | Barclays Bank Plc<br>Nottingham Group<br>PO Box 18<br>High Street<br>Nottingham<br>NG1 6FF                                    |
| <b>Independent examiner</b>            | James Haywood ACA<br>Page Kirk LLP<br>Chartered Accountants<br>Sherwood House<br>7 Gregory Boulevard<br>Nottingham<br>NG7 6LB |

## THE DYSLEXIA ASSOCIATION

### TRUSTEES' REPORT

The Trustees are also directors for the charity for the purposes of company law. We present their report and unaudited financial statements of the charity for the period commencing 1 January 2021 and ending 31 December 2021.

#### REFERENCE AND ADMINISTRATIVE DETAILS

Charity Name: The Dyslexia Association

Registered Charity Number: 1082345

Company Number: 03941946

Principal/Registered Address: Sherwood House, 7 Gregory Boulevard, Nottingham, NG7 6LB

The Trustees who served the charity as directors of the company during the reporting period were as follows:

| Name         | Appointed  | Resigned |
|--------------|------------|----------|
| K E Carter   | 04/07/2012 |          |
| T Hiles      | 03/12/2015 |          |
| A J Kays     | 22/09/2020 |          |
| J McMurray   | 07/10/2021 |          |
| E Rutherford | 14/01/2001 |          |
| D Warren     | 27/10/2020 |          |
| Secretary    |            |          |
| D Caunt      | 07/03/2000 |          |

#### Chairman's Introduction for the year ending 31 December 2021

Despite challenging financial times, The Dyslexia Association continues to meet its aims of supporting people of all ages with dyslexia, as well as their families/carers, their educators, their employers and the wider community.

Our free Helpline and advice service remains a core activity of the charity. The Helpline is funded from other income streams (chargeable services) and general fundraising activities. We remain dedicated to supporting this activity together with the website as a means of informing and conducting a dialogue with individuals, parents, educators, employers and the general public. The website, in particular, acts as the 'shop window' for the Association and is more often than not the first point of contact with clients.

One of our aims during 2021 was to set our strategic priorities and therefore identify the short, medium and long-term objectives for the charity. This was a crucial activity undertaken in October 2021, and completed with TDA staff members, moving the organisation forwards into 2022.

The strategic priorities were identified as:

- Service Recruitment**
  - Recognising the talent and skills of the TDA staff team, expanding recruitment and planning for the succession of key TDA roles.
- Service Processes**
  - Discovering new operational efficiencies, and finding innovative ways of working to support service delivery.
- Service Development**
  - Identifying new products and packages for schools, and exploring the diversification of services.

# THE DYSLEXIA ASSOCIATION

## TRUSTEES' REPORT

### Service Delivery

Doing more of what we do well, and expanding our remote services and tuition.

From these priorities, a new strategic plan has been devised, with activities mapped across these four key aspects.

The TDA has said 'Goodbye' to a number of key individuals this year and although it is always sad to see our incredible and dedicated colleagues leave, the Trustees would like to recognise their amazing contribution over the years. Such dedication to supporting people of all ages with dyslexia definitely deserves a well-earned retirement.

It does mean that we have had the pleasure of new people joining our organisation, and this has included providing more workplace and administrative support. We hope to be able to welcome more new, talented people to our organisation through our priority 1 – recruitment into the coming year. We have also been fortunate to welcome a new Trustee who was previously an employee and she will bring great insight and contributions to our new strategic plan.

The TDA continues to experience a high demand for services which in turn requires more operational support to be able to help even more people and this is firmly our aim for the next few years. Growth and expansion. We will not be able to achieve this without the expertise and skills of our staff and Associates, and we hope the team will continue on this journey with TDA into 2022.

I want to thank my colleagues on the Board of Trustees who continue to govern the Association, giving their time, wisdom and unconditional support. We look forward with confidence and anticipation to 2022.

### STRUCTURE GOVERNANCE AND MANAGEMENT

The Dyslexia Association ("TDA" or "Association") is a company limited by guarantee within the meaning of the Companies Act 2006 and a registered charity governed by the rules set out in our Memorandum and Articles of the company (last updated 18/07/2007). The Association obtained a licence to omit the word "Limited" from its name under Section 30 of the Companies Act 1985. The Association has a Board of Trustees which is empowered to make decisions on behalf of the Association and does so at its regular meetings.

The Board of Trustees are responsible for the governance of the charity and have the right under the Companies Act to manage the charity how it sees fit, provided this falls in line with the Articles of Association and Charities Board guidance and rules of engagement.

The Board of Trustees meets every quarter to review the performance and strategic plans and objectives of the Association with a quorum of no less than 3 Trustees.

### Recruitment and Appointment of Trustees

The Board of Trustees is appointed in accordance with the Articles of Association of the Company.

The company shall have a Board of Trustees comprising no less than five and no more than ten members, as follows: -

- The Chairperson is nominated by the Board of Trustees as a person who possesses the necessary skills to lead the Board of Trustees and is officially appointed following an AGM or at a general meeting if the post is vacant.
- The Board of Trustees shall comprise of a maximum of ten (10) Trustees and a minimum of five (5) who shall be members of the Association.

## **THE DYSLEXIA ASSOCIATION**

### **TRUSTEES' REPORT**

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- Proposed Trustees shall be officially voted in and elected to the Board as Trustees at an Annual General Meeting.
  - New Trustees are interviewed in person by a minimum of 3 existing members of the Board of Trustees
  - In the event that the number of Trustees falls below ten (10), then a maximum of four (4) Trustees may be co-opted to fill the vacancies. The latter may or may not be members of the Association and will retire at the next AGM whereupon they may stand for re-election.
  - Elections shall be conducted in accordance with such procedures as found within the current Articles of Association at that time.
  - Members elected to the Board of Trustees shall serve for a period of three years.
  - All Trustee positions are advertised through the charity's network of members and supporters.
  - If a Trustee elects to retire, the Trustee will be retired from the Board of Directors at the next General Meeting following their written confirmation and notification of retirement.
  - Retiring Trustees shall be eligible for re-election in line with the Articles of Association.
  - The Board of Trustees may appoint a new temporary Trustee to fill a casual vacancy on the board in line with the Articles of Association
  - Prospective Trustees will be invited to meet the current Board of Trustees and Association staff. The decision on whether to actually invite and subsequently co-opt the individual onto the Board of Trustees will be determined by the skill sets on offer and whether these match current requirements and would benefit the Association. Where a candidate is considered suitable, the Board of Trustees will take a vote on whether to appoint the person. Where the board signifies its approval, the candidate will be appointed to the Board of Trustees.

We continue with six Trustees; however, we would welcome and are seeking to recruit suitable candidates with appropriate skills and experience to join the board. At present, the board is of the opinion that it is able to function effectively with the minimum number of Trustees due to their experience and approach and will continue to do so pending the appointment of additional members.

#### **Trustee Induction and Training**

New Trustees will undergo a formal induction process, including an overview of the Association and its Strategic Development Plan. Induction will also include appropriate guidance from the Charity Commission on the roles and responsibilities of Trustees and The Dyslexia Association Code of Practice for Trustees and employees, which has been specifically written to ensure that there are no conflicts of interest.

#### **Management of the Charity**

The Trustees have delegated the day-to-day management of the charity to the Chief Executive Officer, currently Mrs Dee Caunt.

The Board of Trustees usually meets with the CEO quarterly at a pre-arranged date and time to discuss business affairs and conduct a review of the financial standing of the Association. Ad-hoc interim meetings are also called to address specific projects or topics as required. During the covid pandemic, trustees have been meeting monthly.

# **THE DYSLEXIA ASSOCIATION**

## **TRUSTEES' REPORT**

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### **Corporate Governance**

Internal controls over all forms of commitment and expenditure continue to be refined to improve efficiency. Processes are in place to ensure that performance is monitored, and that appropriate management information is prepared and reviewed regularly by the CEO and the Board of Trustees.

The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- a strategic plan and an annual budget approved by the trustees.
- regular consideration by the trustees of financial results, variances from budgets, performance indicators and non-financial performance indicators.
- delegation of day-to-day management authority and segregation of duties.
- Identification and management of risks.

### **Risk Management**

The trustees have developed a risk management process to assess and manage business risk. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Internal control risks are minimised by the implementation of procedures for the authorisation of all transactions. In addition, procedures are in place to ensure compliance with the health and safety of staff, volunteers, clients, and visitors to TDA's offices.

The principal risks currently faced by the Association are all manageable. The Trustees and management team will be taking steps to address them during the coming year. These can be summarised as:

- Succession planning: the likely retirement of key senior personnel over the next few years. This was flagged up as a risk in the 2017 Trustee Report and continues to be a pressing concern. A succession plan has been prepared; however, the covid pandemic has temporarily halted its implementation.
- The need to recruit and retain additional suitably qualified specialist tutors/trainers who can deliver assessment and training continues to be a priority. Without the availability of the right resources, we are limited in the services we can provide, which impacts our ability to meet the needs of our clients and our expansion plans. Therefore, the recruitment of appropriate specialists remains an ongoing challenge.

### **OBJECTS, STRATEGIC OBJECTIVES AND PRINCIPAL ACTIVITIES OF THE CHARITY**

The Trustees are keen to ensure that the work of the charity meets the public benefit requirement outlined in the guidance published by the Charity Commission - "Public benefit: the public benefit requirement" (published September 2013) insofar as the overall purposes of the Association

- (a) remain beneficial in character; and
- (b) that they benefit the public in general or a sufficient section of the general public; and
- (c) In pursuing its objectives, the Association continues to have regard to Charities Commission guidance in the exercise of their powers and duties.

## THE DYSLEXIA ASSOCIATION

### TRUSTEES' REPORT

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The objects and principal activities of the Association remain the provision of high quality, professional services for dyslexic people of all ages, their families, carers, educators, employers, and the wider community. The principal objective that underpins our work is to enrich the lives of all people with dyslexia by educating and informing the general public about it and assisting children and adults with dyslexia to reach their full potential.

#### Activities to complete TDA goals

The Association offers a number of services to its clients; these are summarised briefly below.

|                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|---------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Helpline</b>                       | A free, confidential service that acts as the first point of contact for many clients through a phone call, website enquiry or social media such as Facebook. Callers only pay the standard operator call charges. The service provides information, advice and guidance on all aspects of dyslexia and other associated specific learning difficulties, as well as information about the paid-for services available which are provided by the Association. Approximately 50% of calls to the Helpline are from adults and employers, with the remainder being initiated by parents and schools. Service delivery hours were reduced at the beginning of the covid pandemic from 6½ to 4 hours per day, Monday to Friday, and remained at this level in 2021. |
| <b>Advice Sessions</b>                | These are generally provided free of charge to dyslexic clients and families as a service to de-brief diagnostic assessments and to provide Assistive Technology advice or by way of a pre-tuition interview. A voluntary donation towards the cost of the advice sessions is appreciated but is not a mandatory requirement.                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Screening</b>                      | The service is available for both adults and children to identify indicators of dyslexia or dyscalculia. Online screenings are a low-cost chargeable service that can provide helpful insight into general areas of difficulty and include a recommendation as to whether a formal diagnostic assessment is required.                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Diagnostic Assessments</b>         | A definitive diagnosis of dyslexia for any individual requires a full diagnostic assessment to be carried out by a competent and suitably qualified professional. The assessment itself will explore a range of skills and cognitive processing capabilities. The resultant report will provide details on the nature and severity of any difficulties identified and make recommendations as to how to best support the individual moving forward.                                                                                                                                                                                                                                                                                                            |
| <b>Exam Access Assessments</b>        | This assessment is for students who require written evidence and recommendations for Exams Access Arrangements. These can now be provided remotely.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Workplace Needs Assessments</b>    | This is an impartial assessment carried out in the workplace by a qualified & experienced dyslexia specialist. Its purpose is to identify solutions to work-related difficulties experienced by an employee in carrying out their job that arise because of their disability.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Workplace Support and Training</b> | This service is principally concerned with support and training in Assistive Technology and Coping Strategies in the workplace.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

# THE DYSLEXIA ASSOCIATION

## TRUSTEES' REPORT

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|                                                                          |                                                                                                                                                                                                                                                                                                                                                                |
|--------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>One-to-One<br/>Tuition<br/>Services<br/>(Adults and<br/>Children)</b> | For children, tuition may cover literacy, numeracy, study skills and attention to other areas of difficulty. For adults, the service covers literacy and numeracy as the primary focus.                                                                                                                                                                        |
| <b>Awareness<br/>Training</b>                                            | We aim to raise awareness of dyslexia, the impact it can have on an individual and the many solutions available to overcome any difficulties/challenges/barriers. Training is suitable for employers, line managers, occupational health and HR teams, employees, as well as educational establishments, teachers, teaching assistants and the general public. |

Charges are made for services such as assessment and tuition which provide an income to the Association; however, these charges are kept to the minimum levels possible that allow us to remain operational. Prices for the different services will be set and reviewed by the management team. They are published on our website.

The Association's offices are located approximately a mile from Nottingham city centre. The offices are located in a shared building that is owned by a local firm of accountants. We rent a number of administrative and service delivery rooms within the building at a competitive rate given the square footage and its location. There is a large car park to the front of the building and disabled parking to the rear to facilitate access. The location of the office is well served by public transport having bus and tram stops nearby. The office has good facilities to host clients with disabilities.

### THE CRITERIA/MEASURES USED TO ASSESS SUCCESS IN THE REPORTING PERIOD

Success will be monitored and measured in a number of ways, including reporting both with outcome data and against financial budgets, including description and narrative to the CEO and the Board of Trustees at regular intervals. Outcome data will be quantified for each area of activity (e.g. the number of calls to our Helpline, the number of individuals supported, number of businesses supported, geographical reach, our social media reach, and the quantity of each specific service delivered). Financial reporting mechanisms include internal processes.

### Public Benefit

Current research suggests that between 10-15% of the general population experiences some level of dyslexia. Within the East Midlands, this means that there are an estimated 460,000 (population 4.6 million) individuals who may have indicators of dyslexia. The Association's charitable activities focus on the provision of services to these citizens, intending to provide the diagnosis, training and support necessary to help them manage their condition as well as supporting parents, educators and employers and educating the wider community to raise awareness of the condition.

The Trustees agreed that from January 2020, 10% of any profit made would be added to the Association's bursary funds. The funds will be used to support more clients on low incomes who would benefit from accessing our services.

### Fundraising

The Association raises funds through volunteers taking part in challenge events and voluntary donations from supporters. The charity adheres to the fundraising regulations, and no cold calling takes place.

# THE DYSLEXIA ASSOCIATION

## TRUSTEES' REPORT

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### Achievements, Financial Performance and Future Plans

#### Financial highlights

The surplus for the year ended 31 December 2021 is £11,103 compared to £37,940 for the year ended 31 December 2020. The principal variances are detailed below:

- Income from furlough grants in 2020 was £13,472, compared to £2,364 in 2021, as the funding came to an end in March.
- Income from charitable activities has increased by £18,214 from £316,280 to £334,494 due to the charity not being able to deliver many services during the first lockdown in April-June 2020.
- Expenditure on charitable activities has also increased £44,776 from £298,303 to £343,079. This is due to the following:
  - Staff costs in total have increased by £35,468 due to the creation of a new Workplace Assessor/Trainer role, as well as an increase in employer's NIC as no staff were on statutory maternity leave in 2021.
  - Recruitment and training costs have risen by £9,024 to £9,838 in 2021 due to £3k of recruitment costs being realised during the year as well as expenses relating to a new HR support service.

#### Reserves Policy

The charity requires reserves to allow TDA to function in the short term. The minimum level of reserves to be maintained should also satisfy all TDA's legal obligations should TDA cease to be a going concern, enabling proper notice to be given to staff and beneficiaries and for due payments to be made to staff (statutory redundancy) and to other organisations with whom we do business.

The Trustees have considered the reserves currently held by the Association as of 31 December 2021 and have concluded that in order to meet corporate responsibilities and to ensure that the Association continues to operate as a going concern in the future, more work is needed to ensure growth. The Trustees have also reviewed the requirements and the risks faced by the Association in both the short and medium-term and have a clear plan to execute in the event of a significant change in its financial position.

#### Designated Dissolution Fund

The unrestricted funds include a designated dissolution fund of £59,501. Should the charity cease to be a going concern at any stage this sum is required so that it can satisfy all its legal obligations, allowing proper notice to be given to staff and beneficiaries and for all due payments to be made to staff (staff redundancy) and to other organisations with whom we do business.

#### Bursary Fund

The bursary fund on 31 December 2021 is £9,648. In 2021, the bursary fund provided financial support for two families part funding either diagnostic assessments or tuition for their children. This is in contrast to 2020 when the fund supported three families.

From January 2020 the Trustees agreed to contribute 10% of any profits made each quarter to the association's bursary fund. The funds will support more families on low incomes who would benefit from accessing our services.

# **THE DYSLEXIA ASSOCIATION**

## **TRUSTEES' REPORT**

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### **General Fund**

Currently holds £206,464.

### **Plans for the Future periods**

The accounts show a balance of unrestricted funds at the year-end of £277,780. After the deduction of the designated funds (dissolution, bursary and Ruland), it leaves £206,464, equating to seven months' future running costs.

Trustees have therefore committed to maintain the charity's long-term reserve account and to re-assess the risks to which the organisation is exposed as it grows, retracts or takes on new commitments. The Association currently banks with two financial organisations, with the majority of the funds in one bank. To gain the protection of the Financial Conduct Authority, the Trustees have decided that funds should be spread across enough financial organisations to keep each under the £85,000 limit.

### **Accounting Policies**

The trustees consider that there are no material uncertainties about the Association's ability to continue as a going concern.

### **Appreciation of Support**

The trustees wish to express their gratitude to all those who have supported the charity during the course of the year. In particular, supporters who have raised funds through personal challenges and payroll giving.

### **Risks and plans/strategies to reduce these**

#### **Risk 1**

##### **Succession plan for current CEO**

The Trustees have been working on plans for the succession of the CEO role and have a development plan in place for 2022. This has been a regular agenda item for Trustee meetings since 2017 and several options have been explored. This exploration will continue into 2022 and has been included in the new strategic priority plan.

#### **Risk 2**

##### **Recruitment of additional assessors**

Trustees have also explored different options to increase the recruitment of assessors for both the workplace and children's diagnostic assessments. The recruitment of a full-time workplace assessor/trainer has taken place and will increase capacity for this area of the organisation. It has been acknowledged that the increase in any recruitment activity will require additional capacity within the HR function. This has been identified within the new strategic priority plan for 2022.

### **Future Plans**

TDA will continue to work towards raising awareness of dyslexia and the impact it can have on individuals. We will continue our aim of providing high-quality services to meet the needs of people of all ages with dyslexia, as well as supporting their families/carers, educators, and employers.

### **Small company provisions**

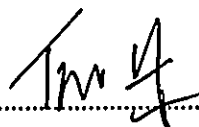
This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

## THE DYSLEXIA ASSOCIATION

### TRUSTEES' REPORT

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Approved by the Board on 18 August 2022 and signed on its behalf by:

A handwritten signature in black ink, appearing to be 'T Hiles', written over a dotted line.

T Hiles  
Trustee

## **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE DYSLEXIA ASSOCIATION**

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I report on the accounts of the company for the year ended 31 December 2021, which are set out on pages 13 to 30.

This report is made solely to the charitable company's Trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and the charitable company's Trustees as a body in accordance with section 154 of the Charities Act 2011. My independent examiner's work has been undertaken so that I might state to the charitable company's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body and the charitable company's Trustees as a body for my independent examiner's work, for this report, or for the opinions I have formed.

### **Responsibilities and basis of report**

As the charity's Trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

## INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE DYSLEXIA ASSOCIATION

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### Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- (1) accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- (2) the accounts do not accord with those records; or
- (3) the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an Independent examination; or
- (4) the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



James Haywood ACA  
Page Kirk LLP  
Chartered Accountants

18 August 2022

Sherwood House  
7 Gregory Boulevard  
Nottingham  
NG7 6LB

**THE DYSLEXIA ASSOCIATION**  
**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND**  
**EXPENDITURE ACCOUNT)**  
**YEAR ENDED 31 DECEMBER 2021**

|                                |       | Unrestricted<br>Funds | Restricted<br>funds | Total Funds<br>2021 | Total Funds<br>2020 |
|--------------------------------|-------|-----------------------|---------------------|---------------------|---------------------|
|                                | Note  | £                     | £                   | £                   | £                   |
| <b>Income from</b>             |       |                       |                     |                     |                     |
| Donations and grants           | 3,4   | 7,965                 | 2,364               | 10,329              | 20,270              |
| Charitable activities          | 5     | 334,494               | -                   | 334,494             | 316,280             |
| Fundraising activities         | 6     | 11,582                | -                   | 11,582              | 1,756               |
| Investments                    | 7     | 31                    | -                   | 31                  | 404                 |
| Other incoming resources       | 8     | 330                   | -                   | 330                 | -                   |
| <b>Total</b>                   |       | <u>354,402</u>        | <u>2,364</u>        | <u>356,766</u>      | <u>338,710</u>      |
| <b>Expenditure on</b>          |       |                       |                     |                     |                     |
| Raising funds                  | 11    | 236                   | -                   | 236                 | 550                 |
| Charitable activities          | 9,11  | 340,215               | 2,864               | 343,079             | 298,303             |
| Other                          | 10,11 | 2,348                 | -                   | 2,348               | 1,917               |
| <b>Total</b>                   |       | <u>342,799</u>        | <u>2,864</u>        | <u>345,663</u>      | <u>300,770</u>      |
| <b>Net income</b>              |       | <u>11,603</u>         | <u>(500)</u>        | <u>11,103</u>       | <u>37,940</u>       |
| <b>Net movements in funds</b>  |       | <u>11,603</u>         | <u>(500)</u>        | <u>11,103</u>       | <u>37,940</u>       |
| <b>Reconciliation of funds</b> |       |                       |                     |                     |                     |
| Total funds brought forward    |       | <u>266,177</u>        | <u>1,346</u>        | <u>267,523</u>      | <u>229,583</u>      |
| Total funds carried forward    |       | <u>277,780</u>        | <u>846</u>          | <u>278,626</u>      | <u>267,523</u>      |

The notes on pages 17 to 30 form an integral part of these financial statements.

**THE DYSLEXIA ASSOCIATION**  
**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND**  
**EXPENDITURE ACCOUNT)**  
**YEAR ENDED 31 DECEMBER 2021**

..... continued

|                                |       | Unrestricted<br>Funds | Restricted<br>funds | Total Funds<br>2020 |
|--------------------------------|-------|-----------------------|---------------------|---------------------|
|                                | Note  | £                     | £                   | £                   |
| <b>Income from</b>             |       |                       |                     |                     |
| Donations and grants           | 3     | 6,798                 | 13,472              | 20,270              |
| Charitable activities          | 5     | 316,280               | -                   | 316,280             |
| Fundraising activities         | 6     | 1,756                 | -                   | 1,756               |
| Investments                    | 7     | 404                   | -                   | 404                 |
| Other incoming resources       | 8     | -                     | -                   | -                   |
| <b>Total</b>                   |       | <b>325,238</b>        | <b>13,472</b>       | <b>338,710</b>      |
| <b>Expenditure on</b>          |       |                       |                     |                     |
| Raising funds                  | 11    | 550                   | -                   | 550                 |
| Charitable activities          | 9,11  | 284,022               | 14,281              | 298,303             |
| Other                          | 10,11 | 1,917                 | -                   | 1,917               |
| <b>Total</b>                   |       | <b>286,489</b>        | <b>14,281</b>       | <b>300,770</b>      |
| <b>Net income</b>              |       | <b>38,749</b>         | <b>(809)</b>        | <b>37,940</b>       |
| <b>Net movements in funds</b>  |       | <b>38,749</b>         | <b>(809)</b>        | <b>37,940</b>       |
| <b>Reconciliation of funds</b> |       |                       |                     |                     |
| Total funds brought forward    |       | 227,428               | 2,155               | 229,583             |
| Total funds carried forward    |       | 266,177               | 1,346               | 267,523             |

The notes on pages 17 to 30 form an integral part of these financial statements.

**THE DYSPLEXIA ASSOCIATION (REGISTRATION NUMBER:  
03941946)**

**BALANCE SHEET  
31 DECEMBER 2021**

|                                                       |      | 2021            |                | 2020            |                |
|-------------------------------------------------------|------|-----------------|----------------|-----------------|----------------|
|                                                       | Note | £               | £              | £               | £              |
| <b>Fixed assets</b>                                   |      |                 |                |                 |                |
| Tangible assets                                       | 14   |                 | 2,617          |                 | 5,363          |
| <b>Current assets</b>                                 |      |                 |                |                 |                |
| Stocks                                                |      | 336             |                | 343             |                |
| Debtors                                               | 15   | 19,798          |                | 12,146          |                |
| Cash at bank and in hand                              |      | <u>291,584</u>  |                | <u>279,066</u>  |                |
|                                                       |      | 311,718         |                | 291,555         |                |
| <b>Creditors: Amounts falling due within one year</b> | 16   | <u>(35,709)</u> |                | <u>(29,395)</u> |                |
| <b>Net current assets</b>                             |      |                 | <u>276,009</u> |                 | <u>262,160</u> |
| <b>Net assets</b>                                     |      |                 | <u>278,626</u> |                 | <u>267,523</u> |
| <b>The funds of the charity:</b>                      |      |                 |                |                 |                |
| Restricted funds                                      |      |                 | 846            |                 | 1,346          |
| Unrestricted funds                                    |      |                 | <u>277,780</u> |                 | <u>266,177</u> |
| <b>Total charity funds</b>                            |      |                 | <u>278,626</u> |                 | <u>267,523</u> |

The notes on pages 17 to 30 form an integral part of these financial statements.

**THE DYSLEXIA ASSOCIATION (REGISTRATION NUMBER:  
03941946)**

**BALANCE SHEET  
31 DECEMBER 2021**

*..... continued*

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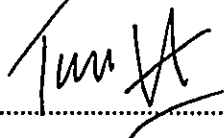
For the financial year ended 31 December 2021, the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared and delivered in accordance with the provisions applicable to companies subject to the small companies' regime.

Approved by the Board on 18 August 2022 and signed on its behalf by:



.....  
T Hiles  
Trustee

The notes on pages 17 to 30 form an integral part of these financial statements.

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2021**

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**1 GENERAL INFORMATION**

The charity is a company limited by guarantee and is incorporated in England and Wales.

The address of its registered office is:

Sherwood House  
7 Gregory Boulevard  
Nottingham  
NG6 7LB

These financial statements were authorised for issue by the Board of Trustees on 18 August 2022.

The charity is a company limited by guarantee and has no share capital. Each of the Trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

**2 ACCOUNTING POLICIES**

**Summary of significant accounting policies and key accounting estimates**

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

**Basis of preparation**

The financial statements have been prepared in accordance with 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 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

# **THE DYSLEXIA ASSOCIATION**

## **NOTES TO THE FINANCIAL STATEMENTS**

### **YEAR ENDED 31 DECEMBER 2021**

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#### **Preparation of the accounts on the going concern basis**

The Trustees consider that there are no material uncertainties about the trust's ability to continue as a going concern. The most significant areas of operational uncertainty are:

- Succession planning: The Trustees have been working on plans for the succession of the CEO role and have a development plan in place for 2022. This has been a regular agenda item for Trustee meetings since 2017 and several options have been explored. This exploration will continue into 2022 and has been included in the new strategic priority plan.
- Trustees have also explored different options to increase the recruitment of assessors for both the workplace and children's diagnostic assessments. The recruitment of a full-time workplace assessor/trainer has taken place and will increase capacity for this area of the organisation. It has been acknowledged that the increase in any recruitment activity will require additional capacity within the HR function. This has been identified within the new strategic priority plan for 2022.

#### **Exemption from preparing a cash flow statement**

The charity opted to adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

#### **Critical accounting judgements and key sources of estimation uncertainty**

Preparation of the financial statements requires management to make significant judgements and estimates. During the preparation of these financial statements there have been no significant or material judgements and estimates that require disclosure.

#### **Fund accounting policy**

Restricted funds are accounted for in accordance with the particular terms of trust arising from the express or implied wishes of donors insofar as they are intended to be binding on the Trustees.

Designated funds are established by the Trustees for expenditure on future projects.

Further details of each fund are disclosed in note 21.1.

#### **Income**

Donations and grants are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when the donor specifies that the grant or donation must be used in future accounting periods.

Income from charitable activities, being income from service delivery and dyslexia publications, is recognised on a receivable basis. Income from service users is included on the basis of sessions invoiced or work done in accordance with any contract terms.

Income from fundraising events is classified as other trading activities and is recognised on a receivable basis.

Income from investments is recognised on a receivable basis.

Government grants are accounted for using the accrual model.

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2021**

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**Expenditure**

All expenses are accounted for on an accruals basis.

Expenditure on raising funds are those costs incurred in attracting voluntary income.

Charitable activities include direct expenditure associated with service delivery being dyslexia assessment, screening, tuition, teaching and tutor training. A second charitable activity is dyslexia publications and includes direct expenditure associated with the sale of books and resources, newsletter subscriptions and library subscriptions.

Expenditure on other items include those incurred in the governance of the charity and its assets and are primarily associated with statutory requirements.

**Fixed assets**

Fixed assets are initially recorded at cost.

**Amortisation**

Amortisation is provided on intangible fixed assets so as to write off the cost, less any estimated residual value, over their expected useful economic life as follows:

|                   |                            |
|-------------------|----------------------------|
| Development costs | 33.33% straight line basis |
|-------------------|----------------------------|

**Depreciation**

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

|                       |                                   |
|-----------------------|-----------------------------------|
| Office equipment      | 25% or 33.33% straight line basis |
| Fixtures and fittings | 25% straight line basis           |

**Research and development expenditure**

Development expenditure incurred on an individual project is carried forward when its future recoverability can reasonably be regarded as assured. Any expenditure carried forward is amortised in line with the expected future sales from the related project.

**Stock**

Stocks of educational materials are valued at cost.

**Operating leases**

Rentals payable under operating leases are charged in the statement of financial activities on a straight line basis over the lease term.

**Pensions**

The charity operates a defined contribution pension scheme. Contributions are charged in the statement of financial activities as they become payable in accordance with the rules of the scheme.

# THE DYSLEXIA ASSOCIATION

## NOTES TO THE FINANCIAL STATEMENTS

### YEAR ENDED 31 DECEMBER 2021

#### Financial Instruments

##### *Classification*

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

##### *Recognition and measurement*

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

### 3 INCOME FROM DONATIONS AND GRANTS

|                      | Unrestricted<br>Funds<br>£ | Restricted<br>funds<br>£ | Total Funds<br>2021<br>£ | Total Funds<br>2020<br>£ |
|----------------------|----------------------------|--------------------------|--------------------------|--------------------------|
| Donations and grants | 7,965                      | -                        | 7,965                    | 6,798                    |
| Government grants    | -                          | 2,364                    | 2,364                    | 13,472                   |
|                      | <u>7,965</u>               | <u>2,364</u>             | <u>10,329</u>            | <u>20,270</u>            |

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2021**

**4 GRANTS RECEIVABLE**

|                                  | Unrestricted<br>Funds<br>£ | Restricted<br>funds<br>£ | Total Funds<br>2021<br>£ | Total Funds<br>2020<br>£ |
|----------------------------------|----------------------------|--------------------------|--------------------------|--------------------------|
| Coronavirus Job Retention Scheme | -                          | 2,364                    | 2,364                    | 13,472                   |

During the year, the charity obtained £2,364 (2020 - £13,472) in government grants.

**5 INCOME FROM CHARITABLE ACTIVITIES**

|                                                        | Unrestricted<br>Funds<br>£ | Restricted<br>funds<br>£ | Total Funds<br>2021<br>£ | Total Funds<br>2020<br>£ |
|--------------------------------------------------------|----------------------------|--------------------------|--------------------------|--------------------------|
| Screening,<br>assessment & tuition<br>Service delivery | 334,494                    | -                        | 334,494                  | 316,280                  |

**6 INCOME FROM FUNDRAISING ACTIVITIES**

|                    | Unrestricted<br>Funds<br>£ | Restricted<br>funds<br>£ | Total Funds<br>2021<br>£ | Total Funds<br>2020<br>£ |
|--------------------|----------------------------|--------------------------|--------------------------|--------------------------|
| Fundraising events | 11,582                     | -                        | 11,582                   | 1,756                    |

**7 INCOME FROM INVESTMENTS**

|                             | Unrestricted<br>Funds<br>£ | Restricted<br>funds<br>£ | Total Funds<br>2021<br>£ | Total Funds<br>2020<br>£ |
|-----------------------------|----------------------------|--------------------------|--------------------------|--------------------------|
| Bank Interest<br>receivable | 31                         | -                        | 31                       | 404                      |

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2021**

**8 OTHER INCOMING RESOURCES**

|              | Unrestricted<br>Funds<br>£ | Restricted<br>funds<br>£ | Total Funds<br>2021<br>£ | Total Funds<br>2020<br>£ |
|--------------|----------------------------|--------------------------|--------------------------|--------------------------|
| Other income | 330                        | -                        | 330                      | -                        |

**9 COST OF CHARITABLE ACTIVITIES**

|                                 | Activities<br>undertaken<br>directly<br>£ | 2021<br>£ | 2020<br>£ |
|---------------------------------|-------------------------------------------|-----------|-----------|
| Screening, assessment & tuition | 343,079                                   | 343,079   | 298,303   |

**10 OTHER**

|                       | Unrestricted<br>Funds<br>£ | Restricted<br>funds<br>£ | Total Funds<br>2021<br>£ | Total Funds<br>2020<br>£ |
|-----------------------|----------------------------|--------------------------|--------------------------|--------------------------|
| Other financial costs | 2,348                      | -                        | 2,348                    | 1,917                    |

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2021**

**11 TOTAL RESOURCES EXPENDED**

|                                     | Raising<br>funds | Screening,<br>assessment<br>& tuition | Other        | Total          |
|-------------------------------------|------------------|---------------------------------------|--------------|----------------|
|                                     | £                | £                                     | £            | £              |
| <b>Direct costs</b>                 |                  |                                       |              |                |
| Fundraising costs                   | 236              | -                                     | -            | 236            |
| Staff costs - wages & salaries      | -                | 193,207                               | -            | 193,207        |
| Staff costs - employer's NIC        | -                | 10,694                                | -            | 10,694         |
| Staff pensions                      | -                | 3,498                                 | -            | 3,498          |
| Recruitment & training              | -                | 9,838                                 | -            | 9,838          |
| Bursaries                           | -                | 500                                   | -            | 500            |
| Office expenses - other             | -                | 6,192                                 | -            | 6,192          |
| Operating leases - land & buildings | -                | 12,244                                | -            | 12,244         |
| Motor and travel costs - other      | -                | 32                                    | -            | 32             |
| Associate costs                     | -                | 80,872                                | -            | 80,872         |
| Office expenses - telephone         | -                | 2,314                                 | -            | 2,314          |
| Computer expenses                   | -                | 4,031                                 | -            | 4,031          |
| Advertising/Marketing               | -                | 461                                   | -            | 461            |
| Subscriptions                       | -                | 244                                   | -            | 244            |
| Assessment and teaching resources   | -                | 10,656                                | -            | 10,656         |
| Establishment - rates & water       | -                | 269                                   | -            | 269            |
| Establishment - light & heat        | -                | 300                                   | -            | 300            |
| Establishment - insurance           | -                | 1,945                                 | -            | 1,945          |
| Depreciation                        | -                | 2,746                                 | -            | 2,746          |
| Accountancy fees                    | -                | 2,988                                 | -            | 2,988          |
| Legal and professional fees         | -                | 48                                    | -            | 48             |
| Bank charges                        | -                | -                                     | 2,348        | 2,348          |
|                                     | <u>236</u>       | <u>343,079</u>                        | <u>2,348</u> | <u>345,663</u> |

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2021**

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**12 EMPLOYEES' REMUNERATION**

The average number of persons employed by the charity (including Trustees) during the year was as follows:

|         | <b>2021<br/>No.</b> | <b>2020<br/>No.</b> |
|---------|---------------------|---------------------|
| General | <u>10</u>           | <u>10</u>           |

The aggregate payroll costs of these persons were as follows:

|                     | <b>2021<br/>£</b>     | <b>2020<br/>£</b>     |
|---------------------|-----------------------|-----------------------|
| Wages and salaries  | 193,207               | 165,185               |
| Social security     | 10,694                | 3,624                 |
| Other pension costs | <u>3,498</u>          | <u>3,122</u>          |
|                     | <u><b>207,399</b></u> | <u><b>171,931</b></u> |

**Trustees' remuneration and expenses**

No Trustees received any remuneration or had expenses reimbursed during the year.

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2021**

**13 INTANGIBLE FIXED ASSETS**

|                                                            | Development<br>costs |
|------------------------------------------------------------|----------------------|
|                                                            | £                    |
| <b>Cost</b>                                                |                      |
| As at 1 January, 2021 and 31 December, 2021                | <u>10,230</u>        |
| <b>Amortisation</b>                                        |                      |
| As at 1 January, 2021 and 31 December, 2021                | <u>10,230</u>        |
| <b>Net book value</b>                                      |                      |
| As at 31 December, 2021                                    | <u>-</u>             |
| As at 31 December, 2020                                    | <u>-</u>             |
| Development costs relate to the creation of a new website. |                      |

**14 TANGIBLE FIXED ASSETS**

|                         | Fixtures and<br>fittings<br>£ | Equipment<br>£ | Total<br>£     |
|-------------------------|-------------------------------|----------------|----------------|
| <b>Cost</b>             |                               |                |                |
| As at 1 January, 2021   | 981                           | 20,610         | 21,591         |
| Disposals               | <u>-</u>                      | <u>(3,990)</u> | <u>(3,990)</u> |
| As at 31 December, 2021 | <u>981</u>                    | <u>16,620</u>  | <u>17,601</u>  |
| <b>Depreciation</b>     |                               |                |                |
| As at 1 January, 2021   | 981                           | 15,247         | 16,228         |
| Eliminated on disposals | <u>-</u>                      | <u>(3,990)</u> | <u>(3,990)</u> |
| Charge for the year     | <u>-</u>                      | <u>2,746</u>   | <u>2,746</u>   |
| As at 31 December, 2021 | <u>981</u>                    | <u>14,003</u>  | <u>14,984</u>  |
| <b>Net book value</b>   |                               |                |                |
| As at 31 December, 2021 | <u>-</u>                      | <u>2,617</u>   | <u>2,617</u>   |
| As at 31 December, 2020 | <u>-</u>                      | <u>5,363</u>   | <u>5,363</u>   |

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2021**

**15 DEBTORS**

|               | 2021<br>£     | 2020<br>£     |
|---------------|---------------|---------------|
| Trade debtors | 18,874        | 12,146        |
| Other debtors | 192           | -             |
| Prepayments   | 732           | -             |
|               | <u>19,798</u> | <u>12,146</u> |

**16 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

|                              | 2021<br>£     | 2020<br>£     |
|------------------------------|---------------|---------------|
| Trade creditors              | 8,549         | 6,813         |
| Taxation and social security | 4,631         | 3,338         |
| Other creditors              | 8,364         | 6,385         |
| Accruals and deferred income | 14,165        | 12,859        |
|                              | <u>35,709</u> | <u>29,395</u> |

At the year end, deferred income amounted to £14,164 (2020 - £12,859) with £12,859 released to income from charitable activities (2020 - £20,098). Deferred income relates to lessons paid for in advance or for a period that spanned the period end.

**17 OPERATING LEASE COMMITMENTS**

As at 31 December 2021 the charity had total commitments under non-cancellable operating leases as follows:

|                           | Land and Buildings |              | Other      |              |
|---------------------------|--------------------|--------------|------------|--------------|
|                           | 2021<br>£          | 2020<br>£    | 2021<br>£  | 2020<br>£    |
| Within one year           | 5,600              | 5,450        | 558        | 744          |
| Within two and five years | -                  | -            | -          | 558          |
|                           | <u>5,600</u>       | <u>5,450</u> | <u>558</u> | <u>1,302</u> |

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2021**

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**18 PENSION SCHEME**

**Defined contribution pension scheme**

The charity operates a defined contribution pension scheme. The pension cost charge for the period represents contributions payable by the charity to the scheme and amounted to £3,498 (2020 - £3,122).

Contributions totalling £5,970 (2020 - £5,985) were payable to the scheme at the end of the period and are included in creditors.

**19 FINANCIAL INSTRUMENTS**

**Categorisation of financial instruments**

|                                                  | <b>2021</b>   | <b>2020</b>   |
|--------------------------------------------------|---------------|---------------|
|                                                  | <b>£</b>      | <b>£</b>      |
| Financial assets measured at amortised cost      | 311,190       | 291,212       |
| Financial liabilities measured at amortised cost | <u>31,078</u> | <u>26,057</u> |

**Items of income, expense, gains or losses**

The total interest income for financial assets not measured at fair value through profit or loss is £31 (2020 - £404).

**20 RELATED PARTIES**

**Controlling entity**

The charity is controlled by the Trustees who are all directors of the company.

**Key management personnel**

|                                                          | <b>2021</b>   | <b>2020</b>   |
|----------------------------------------------------------|---------------|---------------|
|                                                          | <b>£</b>      | <b>£</b>      |
| Total employee benefits paid to key management personnel | <u>45,338</u> | <u>41,392</u> |

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2021**

**21 ANALYSIS OF FUNDS**

|                          | At 1 January<br>2021 | Income         | Expenditure      | Transfers      | At 31<br>December<br>2021 |
|--------------------------|----------------------|----------------|------------------|----------------|---------------------------|
|                          | £                    | £              | £                | £              | £                         |
| <b>Designated funds</b>  |                      |                |                  |                |                           |
| Dissolution fund         | 66,331               | -              | -                | (6,830)        | 59,501                    |
| Rutland Support Group    | 2,167                | -              | -                | -              | 2,167                     |
| Bursary fund             | 4,731                | -              | -                | 4,917          | 9,648                     |
|                          | <u>73,229</u>        | <u>-</u>       | <u>-</u>         | <u>(1,913)</u> | <u>71,316</u>             |
| <b>General funds</b>     |                      |                |                  |                |                           |
| General funds            | <u>192,948</u>       | <u>354,402</u> | <u>(342,799)</u> | <u>1,913</u>   | <u>206,464</u>            |
| <b>Restricted funds</b>  |                      |                |                  |                |                           |
| Bursary fund             | 1,346                | -              | (500)            | -              | 846                       |
| COVID-19 furlough scheme | -                    | 2,364          | (2,364)          | -              | -                         |
|                          | <u>1,346</u>         | <u>2,364</u>   | <u>(2,864)</u>   | <u>-</u>       | <u>846</u>                |
|                          | <u>267,523</u>       | <u>356,766</u> | <u>(345,663)</u> | <u>-</u>       | <u>278,626</u>            |

|                          | At 1 January<br>2020 | Income         | Expenditure      | Transfers      | At 31<br>December<br>2020 |
|--------------------------|----------------------|----------------|------------------|----------------|---------------------------|
|                          | £                    | £              | £                | £              | £                         |
| <b>Designated funds</b>  |                      |                |                  |                |                           |
| Dissolution fund         | 66,331               | -              | -                | -              | 66,331                    |
| Rutland Support Group    | 2,167                | -              | -                | -              | 2,167                     |
| Bursary fund             | -                    | -              | -                | 4,731          | 4,731                     |
|                          | <u>68,498</u>        | <u>-</u>       | <u>-</u>         | <u>4,731</u>   | <u>73,229</u>             |
| <b>General funds</b>     |                      |                |                  |                |                           |
| General funds            | <u>158,930</u>       | <u>325,238</u> | <u>(286,489)</u> | <u>(4,731)</u> | <u>192,948</u>            |
| <b>Restricted funds</b>  |                      |                |                  |                |                           |
| Bursary fund             | 2,155                | -              | (809)            | -              | 1,346                     |
| COVID-19 furlough scheme | -                    | 13,472         | (13,472)         | -              | -                         |
|                          | <u>2,155</u>         | <u>13,472</u>  | <u>(14,281)</u>  | <u>-</u>       | <u>1,346</u>              |
|                          | <u>229,583</u>       | <u>338,710</u> | <u>(300,770)</u> | <u>-</u>       | <u>267,523</u>            |

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2021**

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**Designated funds**

**Dissolution Fund:** This fund represents the expected cost, should the charity cease to be a going concern, of satisfying all its legal obligations enabling proper notice to be given to the staff and beneficiaries and for all due payments to be made to staff and other organisations.

**Rutland Support Group:** This fund can be used for testing and supporting people who live in the county of Rutland.

**Bursary Fund:** This fund is designated by the Trustees to award bursaries for dyslexia assessment, tuition and skills development to those people who are assessed as being in need but low of income. 10% of any surplus for each financial quarter is transferred from general reserves to the Bursary fund.

**Restricted funds**

The Bursary Fund is used to award bursaries for dyslexia assessment, tuition and skills development to those people who are assessed as being in need but of low income.

The COVID-19 furlough scheme fund has been used to cover the salaries costs of employees that were furloughed during the COVID-19 pandemic.

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2021**

**22 NET ASSETS BY FUND**

|                                                   | Unrestricted<br>Funds | Restricted<br>funds | Total Funds 2021 | Total Funds<br>2020 |
|---------------------------------------------------|-----------------------|---------------------|------------------|---------------------|
|                                                   | £                     | £                   | £                | £                   |
| Intangible assets                                 | -                     | -                   | -                | -                   |
| Tangible assets                                   | 2,617                 | -                   | 2,617            | 5,363               |
| Current assets                                    | 310,872               | 846                 | 311,718          | 291,555             |
| Creditors: Amounts falling<br>due within one year | (35,709)              | -                   | (35,709)         | (29,395)            |
| Net assets                                        | <u>277,780</u>        | <u>846</u>          | <u>278,626</u>   | <u>267,523</u>      |

|                                                   | Unrestricted<br>Funds | Restricted<br>funds | Total Funds<br>2020 |
|---------------------------------------------------|-----------------------|---------------------|---------------------|
|                                                   | £                     | £                   | £                   |
| Intangible assets                                 | -                     | -                   | -                   |
| Tangible assets                                   | 5,363                 | -                   | 5,363               |
| Current assets                                    | 290,209               | 1,346               | 291,555             |
| Creditors: Amounts falling due within one<br>year | (29,395)              | -                   | (29,395)            |
| Net assets                                        | <u>266,177</u>        | <u>1,346</u>        | <u>267,523</u>      |

**THE DYSLEXIA ASSOCIATION**  
**DETAILED STATEMENT OF FINANCIAL ACTIVITIES BY FUND**  
**YEAR ENDED 31 DECEMBER 2021**

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|                   | Year ended 31<br>December 2021 | Year ended 31<br>December<br>2021 | Year ended 31<br>December 2021 | Year ended 31<br>December<br>2020 |
|-------------------|--------------------------------|-----------------------------------|--------------------------------|-----------------------------------|
|                   | Unrestricted<br>Funds          | Restricted<br>Funds               | Total                          | Total                             |
|                   | £                              | £                                 | £                              | £                                 |
| Raising funds     |                                |                                   |                                |                                   |
| Fundraising costs | 236                            | -                                 | 236                            | 550                               |
|                   | <u>236</u>                     | <u>-</u>                          | <u>236</u>                     | <u>550</u>                        |

This page does not form part of the statutory financial statements.

**THE DYSLEXIA ASSOCIATION**  
**DETAILED STATEMENT OF FINANCIAL ACTIVITIES BY FUND**  
**YEAR ENDED 31 DECEMBER 2021**

..... continued

|                                                           | Year ended 31<br>December 2021 | Year ended 31<br>December<br>2021 | Year ended 31<br>December 2021 | Year ended 31<br>December<br>2020 |
|-----------------------------------------------------------|--------------------------------|-----------------------------------|--------------------------------|-----------------------------------|
|                                                           | Unrestricted<br>Funds          | Restricted<br>Funds               | Total                          | Total                             |
|                                                           | £                              | £                                 | £                              | £                                 |
| <b>Charitable activities</b>                              |                                |                                   |                                |                                   |
| <b>Screening, assessment &amp;<br/>skills development</b> |                                |                                   |                                |                                   |
| Staff costs - employer's NIC                              | 10,694                         | -                                 | 10,694                         | 3,624                             |
| Recruitment & training                                    | 9,838                          | -                                 | 9,838                          | 814                               |
| Bursaries                                                 | -                              | 500                               | 500                            | 809                               |
| External Agency Payments                                  | -                              | -                                 | -                              | 100                               |
| Staff costs - wages & salaries                            | 190,843                        | 2,364                             | 193,207                        | 165,185                           |
| Staff pensions                                            | 3,498                          | -                                 | 3,498                          | 3,122                             |
| Operating leases - land &<br>buildings                    | 12,244                         | -                                 | 12,244                         | 10,900                            |
| Associate costs                                           | 80,872                         | -                                 | 80,872                         | 89,206                            |
| Computer expenses                                         | 4,031                          | -                                 | 4,031                          | 2,184                             |
| Assessment and teaching<br>resources                      | 10,656                         | -                                 | 10,656                         | 6,183                             |
| Motor and travel costs - other                            | 32                             | -                                 | 32                             | 74                                |
| Advertising/Marketing                                     | 461                            | -                                 | 461                            | 704                               |
| Office expenses - telephone                               | 2,314                          | -                                 | 2,314                          | 2,258                             |
| Office expenses - other                                   | 6,192                          | -                                 | 6,192                          | 5,311                             |
| Subscriptions                                             | 244                            | -                                 | 244                            | 157                               |
| Establishment - light & heat                              | 300                            | -                                 | 300                            | 540                               |
| Establishment - insurance                                 | 1,945                          | -                                 | 1,945                          | 1,805                             |
| Establishment - rates & water                             | 269                            | -                                 | 269                            | 269                               |
| Depreciation                                              | 2,746                          | -                                 | 2,746                          | 2,401                             |
| Accountancy fees                                          | 2,988                          | -                                 | 2,988                          | 2,622                             |
| Legal and professional fees                               | 48                             | -                                 | 48                             | 35                                |
|                                                           | <u>340,215</u>                 | <u>2,864</u>                      | <u>343,079</u>                 | <u>298,303</u>                    |

This page does not form part of the statutory financial statements.

**THE DYSLEXIA ASSOCIATION**  
**DETAILED STATEMENT OF FINANCIAL ACTIVITIES BY FUND**  
**YEAR ENDED 31 DECEMBER 2021**

..... continued

|                                 | Year ended 31<br>December 2021 | Year ended 31<br>December<br>2021 | Year ended 31<br>December 2021 | Year ended 31<br>December<br>2020 |
|---------------------------------|--------------------------------|-----------------------------------|--------------------------------|-----------------------------------|
|                                 | Unrestricted<br>Funds          | Restricted<br>Funds               | Total                          | Total                             |
|                                 | £                              | £                                 | £                              | £                                 |
| <b>Other</b>                    |                                |                                   |                                |                                   |
| Bank charges                    | 2,348                          | -                                 | 2,348                          | 1,917                             |
|                                 | <u>2,348</u>                   | <u>-</u>                          | <u>2,348</u>                   | <u>1,917</u>                      |
| <b>Total resources expended</b> | <u>342,799</u>                 | <u>2,864</u>                      | <u>345,663</u>                 | <u>300,770</u>                    |

This page does not form part of the statutory financial statements.

**THE DYSLEXIA ASSOCIATION**

England & Wales - Charity number 1082345

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# Accounts

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Company registration number: 03941946  
Charity registration number: 1082345

# The Dyslexia Association

(A company limited by guarantee)

Annual Report and Financial Statements

Year Ended 31 December 2020

Page Kirk LLP  
Chartered Accountants  
Sherwood House  
7 Gregory Boulevard  
Nottingham  
NG7 6LB

# THE DYSLEXIA ASSOCIATION

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## THE DYSLEXIA ASSOCIATION

### REFERENCE AND ADMINISTRATIVE DETAILS

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|                                        |                                                                                                                                                                                                     |
|----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Charity name</b>                    | The Dyslexia Association                                                                                                                                                                            |
| <b>Charity registration number</b>     | 1082345                                                                                                                                                                                             |
| <b>Company registration number</b>     | 03941946                                                                                                                                                                                            |
| <b>Principal and registered office</b> | Sherwood House<br>7 Gregory Boulevard<br>Nottingham<br>NG6 7LB                                                                                                                                      |
| <b>Trustees</b>                        | R Brown (resigned 31 December 2020)<br>K E Carter<br>T Hiles<br>A Lamont (resigned 23 March 2020)<br>A J Kays (appointed 22 September 2020)<br>E Rutherford<br>D Warren (appointed 27 October 2020) |
| <b>Secretary</b>                       | D Caunt                                                                                                                                                                                             |
| <b>Bankers</b>                         | Barclays Bank Plc<br>Nottingham Group<br>PO Box 18<br>High Street<br>Nottingham<br>NG1 6FF                                                                                                          |
| <b>Independent examiner</b>            | John Wallis FCA<br>Page Kirk LLP<br>Chartered Accountants<br>Sherwood House<br>7 Gregory Boulevard<br>Nottingham<br>NG7 6LB                                                                         |

# THE DYSLEXIA ASSOCIATION

## TRUSTEES' REPORT

The Trustees are also directors for the charity for the purposes of company law. We present their report and unaudited financial statements of the charity for the period commencing 1 January 2020 and ending 31 December 2020.

### REFERENCE AND ADMINISTRATIVE DETAILS

Charity Name: The Dyslexia Association

Registered Charity Number: 1082345

Company Number: 03941946

Principal/Registered Address: Sherwood House, 7 Gregory Boulevard, Nottingham, NG7 6LB

The Trustees who served the charity as directors of the company during the reporting period were as follows:

| Name         | Appointed  | Resigned   |
|--------------|------------|------------|
| R D Brown    | 05/11/2015 | 31/12/2020 |
| K E Carter   | 04/07/2012 |            |
| T W Hiles    | 03/12/2015 |            |
| A E Lamont   | 27/01/2010 | 23/03/2020 |
| A J Kays     | 22/09/2020 |            |
| E Rutherford | 14/01/2001 |            |
| D Warren     | 27/10/2020 |            |
| Secretary    |            |            |
| D Caunt      | 07/03/2000 |            |

### Chair of Trustee's Introduction for the year ending 31 December 2020

The year 2020 began much the same as the year before. Staff had enjoyed the break over Christmas, with service delivery from January to mid-March as predicted, and operations supporting people as usual. Then in March, COVID-19 and lockdown arrangements hit the UK, and everything changed.

When the pandemic began, none of us could have imagined the impact it would have or the challenges it would present to the Association. Fortunately, in 2019, we had completed the process of moving all IT, phone, and customer service infrastructure to a cloud-based system. This meant that in line with Government recommendations, we were able to close the office and ask all staff to work from home with the communications and client management facilities needed to support remote working already in place.

By way of immediate response, we contacted all clients who had face-to-face services scheduled and cancelled them until further notice. Then we began the process of working out what services we could effectively deliver via online platforms. Within a couple of weeks, trainers had received the necessary equipment and training to move all of our Workplace Needs Assessments and workplace training (assistive technology and coping strategies) online to permit arms-length secure delivery via Microsoft Teams.

The process of setting up the delivery of children's tuition online was more complicated, as there were other specific considerations to take into account, such as safeguarding when working with a child remotely. However, the staff worked intensively on this over the Easter holidays, and as a consequence of their efforts we were 'good to go' when the children began home schooling in April.

# **THE DYSLEXIA ASSOCIATION**

## **TRUSTEES' REPORT**

Unfortunately, certain services were casualties of the pandemic arrangements. We had to cancel all appointments for diagnostic assessments until further notice. Assessments involve an assessor working closely with a child or adult for three to four hours. Conducting them online was not permitted by the test publishers, which left us with no possible alternative. The cancellation of all diagnostic assessments resulted in a loss of income and the beginning of what would become a long waiting list as further lockdowns succeeded the initial response. Fortunately, by way of mitigation, we have offered online screening tests and workplace needs assessments as alternative ways for some of our clients to have their needs identified and ongoing training facilitated.

Due to the unforeseen reduction in income, we had to make the difficult decision to furlough some administrative and helpline staff from April. As we became busier over the summer, these furloughed staff have been moved to more flexible working patterns to help prepare the way to a return to more normal working practices.

In summary, it has been an extremely challenging year, particularly for those members of staff who continued to work throughout the lockdown periods, each carrying increased workloads and tackling new problems in uncharted waters as well as the heavy responsibility of keeping the charity on course as a going concern. It was October 2020 before all staff had returned from furlough and workloads began to return to more normal levels.

At this point in our Report, the Trustees would like to formally record our sincere appreciation and thanks to all our staff and associates, who willingly embraced working remotely and learnt how to support our clients in new and innovative ways. Without their dedication and effort TDA would not have been able to respond to the changed environment or been in a position to continue its operations. Its very survival would have been threatened. I would also like to personally thank my fellow Trustees who diligently met every month rather than quarterly throughout the pandemic, providing guidance and support for the staff during this unprecedented period for the Association.

### **STRUCTURE GOVERNANCE AND MANAGEMENT**

The Dyslexia Association ("TDA" or "Association") is a company limited by guarantee within the meaning of the Companies Act 2006 and a registered charity governed by the rules set out in our Memorandum and Articles of the company (last updated 18/07/2007). The Association obtained a licence to omit the word "Limited" from its name under Section 30 of the Companies Act 1985. The Association has a Board of Trustees which is empowered to make decisions on behalf of the Association and does so at its regular meetings.

The Board of Trustees are responsible for the governance of the charity and have the right under the Companies Act to manage the charity how it sees fit, provided this falls in line with the Articles of Association and Charities Board guidance and rules of engagement.

The Board of Trustees meets every quarter to review the performance and strategic plans and objectives of the Association with a quorum of no less than 3 Trustees.

### **Recruitment and Appointment of Trustees**

The Board of Trustees is appointed in accordance with the Articles of Association of the Company.

These require that the company shall have a Board of Trustees comprising no less than five and no more than ten members, as follows: -

- The Chairperson is nominated by the Board of Trustees as a person who possesses the necessary skills to lead the Board of Trustees and is officially appointed following an AGM or at a general meeting if the post is vacant.
- The Board of Trustees shall comprise of a maximum of ten (10) Trustees and a minimum of five (5) who shall be members of the Association.

# THE DYSLEXIA ASSOCIATION

## TRUSTEES' REPORT

- 
- Proposed Trustees shall be officially voted in and elected to the Board as Trustees at an Annual General Meeting.
  - New Trustees are interviewed in person by a minimum of 3 existing members of the Board of Trustees
  - In the event that the number of Trustees falls below ten (10), then a maximum of four (4) Trustees may be co-opted to fill the vacancies. The latter may or may not be members of the Association and will retire at the next AGM whereupon they may stand for re-election.
  - Elections shall be conducted in accordance with such procedures as found within the current Articles of Association at that time.
  - Members elected to the Board of Trustees shall serve for a period of three years.
  - All Trustee positions are advertised through the charity's network of members and supporters.
  - If a Trustee elects to retire, the Trustee will be retired from the Board of Directors at the next General Meeting following their written confirmation and notification of retirement.
  - Retiring Trustees shall be eligible for re-election in line with the Articles of Association.
  - The Board of Trustees may appoint a new temporary Trustee to fill a casual vacancy on the board in line with the Articles of Association
  - Prospective Trustees will be invited to meet the current Board of Trustees and Association staff. The decision on whether to actually invite and subsequently co-opt the individual onto the Board of Trustees will be determined by the skill sets on offer and whether these match current requirements and would benefit the Association. Where a candidate is considered suitable, the Board of Trustees will take a vote on whether to appoint the person. Where the board signifies its approval, the candidate will be appointed to the Board of Trustees.

We continue with five Trustees; however, we would welcome and are seeking to recruit suitable candidates with appropriate skills and experience to join the board. At present, the board is of the opinion that it is able to function effectively with the minimum number of Trustees due to their experience and approach and will continue to do so pending the appointment of additional members.

### Trustee Induction and Training

New Trustees will undergo a formal induction process, including an overview of the Association and its Strategic Development Plan. Induction will also include appropriate guidance from the Charity Commission on the roles and responsibilities of Trustees and The Dyslexia Association Code of Practice for Trustees and employees, which has been specifically written to ensure that there are no conflicts of interest.

### Management of the Charity

The Trustees have delegated the day-to-day management of the charity to the Chief Executive Officer, currently Mrs Dee Caunt.

The Board of Trustees usually meets with the CEO quarterly at a pre-arranged date and time to discuss business affairs and conduct a review of the financial standing of the Association. Ad-hoc interim meetings are also called to address specific projects or topics as required. During the covid pandemic, trustees have been meeting monthly.

# **THE DYSLEXIA ASSOCIATION**

## **TRUSTEES' REPORT**

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### **Corporate Governance**

Internal controls over all forms of commitment and expenditure continue to be refined to improve efficiency. Processes are in place to ensure that performance is monitored, and that appropriate management information is prepared and reviewed regularly by the CEO and the Board of Trustees.

The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- a strategic plan and an annual budget approved by the trustees.
- regular consideration by the trustees of financial results, variances from budgets, performance indicators and non-financial performance indicators.
- delegation of day-to-day management authority and segregation of duties.
- identification and management of risks.

### **Risk Management**

The trustees have developed a risk management process to assess and manage business risk. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Internal control risks are minimised by the implementation of procedures for the authorisation of all transactions. In addition, procedures are in place to ensure compliance with the health and safety of staff, volunteers, clients, and visitors to TDA's offices.

The principal risks currently faced by the Association are all manageable. The Trustees and management team will be taking steps to address them during the coming year. These can be summarised as:

- Succession planning: the likely retirement of key senior personnel over the next few years. This was flagged up as a risk in the 2017 Trustee Report and continues to be a pressing concern. A succession plan has been prepared; however, the covid pandemic has temporarily halted its implementation.
- The need to recruit and retain additional suitably qualified specialist tutors/trainers who can deliver assessment and training continues to be a priority. Without the availability of the right resources, we are limited in the services we can provide, which impacts our ability to meet the needs of our clients and our expansion plans. Therefore, the recruitment of appropriate specialists remains an ongoing challenge.
- Covid-19: the pandemic had the potential to cause severe damage to the charity. However, this was diminished by the rapid development of new ways of providing services. The charity will continue to remain flexible in its approach to supporting clients, generating income, and reducing risk

### **OBJECTS, STRATEGIC OBJECTIVES AND PRINCIPAL ACTIVITIES OF THE CHARITY**

The Trustees are keen to ensure that the work of the charity meets the public benefit requirement outlined in the guidance published by the Charity Commission - "Public benefit: the public benefit requirement" (published September 2013) insofar as the overall purposes of the Association

- (a) remain beneficial in character; and
- (b) that they benefit the public in general or a sufficient section of the general public; and
- (c) in pursuing its objectives, the Association continues to have regard to Charities Commission guidance in the exercise of their powers and duties.

# THE DYSLEXIA ASSOCIATION

## TRUSTEES' REPORT

The objects and principal activities of the Association remain the provision of high quality, professional services for dyslexic people of all ages, their families, carers, educators, employers, and the wider community. The principal objective that underpins our work is to enrich the lives of all people with dyslexia by educating and informing the general public about it and assisting children and adults with dyslexia to reach their full potential.

### Activities to complete TDA goals

The Association offers a number of services to its clients; these are summarised briefly below.

|                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|---------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Helpline</b>                       | <p>A free, confidential service that acts as the first point of contact for many clients through a phone call, website enquiry or social media such as Facebook. Callers only pay the standard operator call charges.</p> <p>Helpline advisors, who are dyslexia qualified specialists, provide information, advice, and guidance on all aspects of dyslexia and other associated specific learning difficulties, as well as information about the paid-for services, the Association offers.</p> <p>The service is usually available weekdays from 09:30 until 16:30, although these hours reduced during the pandemic due to staff furlough arrangements. We hope to increase them later in 2021 as staffing resource becomes available.</p> <p>Approximately 50% of calls to the Helpline are from adults and employers, with the remainder being initiated by parents and schools.</p> |
| <b>Advice Sessions</b>                | <p>These are generally provided free of charge to dyslexic clients and families as a service to de-brief diagnostic assessments and to provide Assistive Technology advice or by way of a pre-tuition interview. A voluntary donation towards the cost of the advice sessions is appreciated but is not a mandatory requirement.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Screening</b>                      | <p>The service is available for both adults and children to identify indicators of dyslexia or dyscalculia. Online screenings are a low-cost chargeable service that can provide helpful insight into general areas of difficulty and include a recommendation as to whether a formal diagnostic assessment is required.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Diagnostic Assessments</b>         | <p>A definitive diagnosis of dyslexia for any individual requires a full diagnostic assessment to be carried out by a competent and suitably qualified professional. The assessment itself will explore a range of skills and cognitive processing capabilities. The resultant report will provide details on the nature and severity of any difficulties identified and make recommendations as to how to best support the individual moving forward.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Exam Access Assessments</b>        | <p>This assessment is for students who require written evidence and recommendations for Exams Access Arrangements. These can now be provided remotely.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Workplace Needs Assessments</b>    | <p>This is an impartial assessment carried out in the workplace by a qualified &amp; experienced dyslexia specialist. Its purpose is to identify solutions to work-related difficulties experienced by an employee in carrying out their job that arise because of their disability.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Workplace Support and Training</b> | <p>This service is principally concerned with support and training in Assistive Technology and Coping Strategies in the workplace.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

# THE DYSLLEXIA ASSOCIATION

## TRUSTEES' REPORT

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|                                                          |                                                                                                                                                                                                                                                                                                     |
|----------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>One-to-One Tuition Services (Adults and Children)</b> | For children, tuition may cover literacy, numeracy, study skills and attention to other areas of difficulty. For adults, the service covers literacy and numeracy as the primary focus. The Touch-Type Read & Spell course, (particularly the online version) continues to be popular for children. |
|----------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

Charges are made for other services such as assessment and tuition, which provide an income to the Association; however, these charges are kept to the minimum levels possible to cover operational costs. Prices for the different services will be set and reviewed by the management team. They are then published on our website to provide transparency to clients.

As a direct consequence of the development work initiated during the pandemic, several services can now be delivered remotely using standard video conferencing platforms, thus enabling us to support clients in geographical areas we had not previously been able to service with a more traditional face-to-face model. These virtual sessions have also proved to be more convenient for both associates and clients.

The Association's offices are located approximately a mile from Nottingham city centre. The offices are located in a shared building owned by a local firm of accountants. We rent a number of administrative and service delivery rooms within the building at a competitive rate given the square footage and its location. There is a large car park to the front of the building and disabled parking to the rear to facilitate access. The location of the office is well served by public transport having bus and tram stops nearby. The office has good facilities to host disabled clients.

### THE CRITERIA/MEASURES USED TO ASSESS SUCCESS IN THE REPORTING PERIOD

Success is monitored and measured through a number of mechanisms, including reporting showing outcome data and comparisons against financial budgets, including suitable description and narrative to the CEO and the Board of Trustees at regular intervals. Outcome data will be quantified for each area of business activity (e.g., the number of calls to our Helpline, the number of individuals supported, number of businesses supported, geographical reach, our social media reach, the quantity of each specific service delivered etc.). Financial reporting mechanisms include agreed internal processes and checks as well as annual external audit.

### Public Benefit

Current research suggests that between 10-15% of the general population suffers from some level of dyslexia. Within England, this means at least 6.7 million individuals with dyslexia.

The Association's charitable activities focus on the provision of services to these citizens, intending to provide the diagnosis, training, and support necessary to help them manage their dyslexia and support parents, educators, and employers and educate the wider community to raise awareness of the condition.

The Trustees agreed that from January 2020 a minimum of 10% of any surplus made would be added to the Association's bursary fund. The fund will be allocated to support those clients on low incomes who would benefit from accessing our services but who might otherwise struggle to meet the minimum charges.

### Fundraising

The Association raises funds through volunteers taking part in challenge events and voluntary donations from supporters. The charity adheres to the fundraising regulations, and no cold calling takes place.

# **THE DYSLEXIA ASSOCIATION**

## **TRUSTEES' REPORT**

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### **Achievements, Financial Performance and Future Plans**

#### **Financial highlights**

The surplus for the year ended 31st December 2020 is £37,940 compared to £13,404 in 2019.

The principal variances are detailed below:

- The pandemic had a detrimental effect on our income. Income from charitable activities was £316,280, compared to £370,430 in 2019, a reduction of £54,150.
- Donations and non-government grants were £6,798, compared to £25,087 in 2019 when we received two large donations (£12,000 gift aid & £5,000 from Nixinfinity).
- Furlough funding of £13,472 helped the charity to offset employment costs that would otherwise have been met from reduced income. This contributed to the small profit recorded for the year.
- Expenditure decreased by £86,328 from £384,102 in 2019, to £298,303, mainly due to reduced service delivery costs made possible by the adoption of virtual technologies.

#### **Reserves Policy**

The charity requires reserves to allow TDA to function in the short term. However, the minimum level of reserves to be maintained should also satisfy all TDA's legal obligations should TDA cease to be a going concern, enabling proper notice to be given to staff and beneficiaries and for due payments to be made to staff (statutory redundancy) and to other organisations with whom we do business.

The Trustees have considered the reserves currently held by the Association as of 31st December 2020 and have concluded that to meet corporate responsibilities and ensure that the Association continues to operate as a going concern in the future, a strategy is needed to ensure future growth. Trustees have reviewed the requirements and the risks faced by the Association in both the short and medium-term and have a clear plan in place to execute in the event of a significant change in its financial position.

#### **Designated Dissolution Fund**

The unrestricted funds include a designated dissolution fund of £66,331. Should the charity cease to be a going concern at any stage this is the sum required to satisfy all its outstanding legal obligations, allowing proper notice to be given to staff and beneficiaries and for all due payments to be made to staff (staff redundancy) and to other organisations with whom we do business.

#### **Bursary Fund**

Currently holds £6,077. In 2020, the bursary fund provided financial support for three families.

#### **Rutland Support Group**

Currently holds £2,167, donated to support people with dyslexia living or working in the county of Rutland.

#### **General Fund**

Currently holds £192,948.

#### **Plans for the Future periods**

The accounts show a balance of unrestricted funds at the year-end of £192,948, equating to approximately six months running costs at the pre covid pandemic rate of expenditure.

# **THE DYSLEXIA ASSOCIATION**

## **TRUSTEES' REPORT**

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The Trustees have therefore committed to maintaining the charity's long-term reserve account and to re-assess the risks to which the organisation is exposed as it grows, retracts, or takes on new commitments. The Association currently banks with two financial organisations, with the majority of the funds in one bank. To gain the protection of the Financial Conduct Authority, the Trustees have decided that funds should be spread across enough financial organisations to keep each under the current £85,000 financial guarantee limit.

### **Accounting Policies**

At the time of publishing this report, the world is still in the grip of the COVID-19 pandemic. However, restrictions in the UK are starting to be lifted, and some staff are back working in the office environment.

We are pleased to state that profit for the period 01/01/2021 to 31/06/2021 is higher than originally forecast in the budget.

The trustees consider that there are no material uncertainties about the Association's ability to continue as a going concern.

### **Appreciation of Support**

The trustees wish to express their gratitude to all those who have supported the charity during the course of the year. In particular, supporters who have raised funds through personal challenges and payroll giving.

### **Risks and plans/strategies to reduce these**

The following risks were identified:

**Risk 1:** Despite having a healthy order book, the difficulties encountered in trying to recruit additional suitably qualified and experienced specialists continue to cause delays with the timely delivery of services and constrain future business expansion.

**Plan:** We will continue our endeavours to recruit specialists, providing in-house training to fill the gaps in new recruits' knowledge.

**Risk 2:** Succession plans for senior key staff were adversely affected by the pandemic, causing delays to the CEO's retirement plans.

**Plan:** A steering group comprising trustees and senior management has been formed, with plans to work on TDAs strategic development and operational plans for 2022-2024. This will include an update of the succession plan for the CEO's post.

### **Future Plans**

TDA will continue to work towards raising awareness of dyslexia and the impact it can have on individuals. We will continue our aim of providing high-quality services to meet the needs of people of all ages with dyslexia, as well as supporting their families/carers, educators, and employers.

### **RESPONSIBILITIES OF THE TRUSTEES**

The Trustees (who are also the directors of the Dyslexia Association for the purposes of company law) are responsible for preparing the Report of the Board of Trustees and the financial statements in accordance with applicable law and regulations.

## **THE DYSLEXIA ASSOCIATION**

### **TRUSTEES' REPORT**

---

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 these financial statements, the Trustees are required to:

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

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

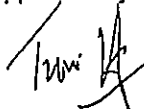
#### **INDEPENDENT EXAMINER**

John Wallis FCA has expressed his willingness to continue as independent examiner for the next financial year.

#### **Small company provisions**

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

Approved by the Board on 26 July 2021 and signed on its behalf by:



.....  
T Hiles  
Trustee

## **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE DYSLEXIA ASSOCIATION**

---

I report on the accounts of the company for the year ended 31 December 2020, which are set out on pages 13 to 28.

This report is made solely to the charitable company's Trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and the charitable company's Trustees as a body in accordance with section 154 of the Charities Act 2011. My independent examiner's work has been undertaken so that I might state to the charitable company's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body and the charitable company's Trustees as a body for my independent examiner's work, for this report, or for the opinions I have formed.

### **Responsibilities and basis of report**

As the charity's Trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

# INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE DYSLEXIA ASSOCIATION

..... continued

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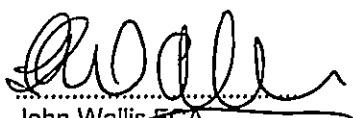
## Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- (1) accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- (2) the accounts do not accord with those records; or
- (3) the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
- (4) the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



John Wallis FCA  
Page Kirk LLP  
Chartered Accountants

26 July 2021

Sherwood House  
7 Gregory Boulevard  
Nottingham  
NG7 6LB

**THE DYSLEXIA ASSOCIATION**  
**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND**  
**EXPENDITURE ACCOUNT)**  
**YEAR ENDED 31 DECEMBER 2020**

|                                |      | Unrestricted<br>Funds | Restricted<br>funds | Total Funds<br>2020 | Total Funds<br>2019 |
|--------------------------------|------|-----------------------|---------------------|---------------------|---------------------|
|                                | Note | £                     | £                   | £                   | £                   |
| <b>Income from</b>             |      |                       |                     |                     |                     |
| Donations and grants           | 3    | 6,798                 | 13,472              | 20,270              | 25,087              |
| Charitable activities          | 5    | 316,280               | -                   | 316,280             | 370,430             |
| Other trading activities       | 6    | 1,756                 | -                   | 1,756               | 4,119               |
| Investments                    | 7    | 404                   | -                   | 404                 | 866                 |
| <b>Total</b>                   |      | <u>325,238</u>        | <u>13,472</u>       | <u>338,710</u>      | <u>400,502</u>      |
| <b>Expenditure on</b>          |      |                       |                     |                     |                     |
| Raising funds                  | 10   | 550                   | -                   | 550                 | 1,062               |
| Charitable activities          | 8,10 | 284,022               | 14,281              | 298,303             | 384,102             |
| Other                          | 9,10 | 1,917                 | -                   | 1,917               | 1,934               |
| <b>Total</b>                   |      | <u>286,489</u>        | <u>14,281</u>       | <u>300,770</u>      | <u>387,098</u>      |
| <b>Net income</b>              |      | <u>38,749</u>         | <u>(809)</u>        | <u>37,940</u>       | <u>13,404</u>       |
| <b>Net movements in funds</b>  |      | <u>38,749</u>         | <u>(809)</u>        | <u>37,940</u>       | <u>13,404</u>       |
| <b>Reconciliation of funds</b> |      |                       |                     |                     |                     |
| Total funds brought forward    |      | <u>227,428</u>        | <u>2,155</u>        | <u>229,583</u>      | <u>216,179</u>      |
| Total funds carried forward    |      | <u>266,177</u>        | <u>1,346</u>        | <u>267,523</u>      | <u>229,583</u>      |

The notes on pages 17 to 28 form an integral part of these financial statements.

**THE DYSLEXIA ASSOCIATION**  
**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND**  
**EXPENDITURE ACCOUNT)**  
**YEAR ENDED 31 DECEMBER 2020**

..... continued

|                                |      | Unrestricted<br>Funds | Restricted<br>funds | Total Funds<br>2019 |
|--------------------------------|------|-----------------------|---------------------|---------------------|
|                                | Note | £                     | £                   | £                   |
| <b>Income from</b>             |      |                       |                     |                     |
| Donations and grants           | 3    | 25,087                | -                   | 25,087              |
| Charitable activities          | 5    | 370,430               | -                   | 370,430             |
| Other trading activities       | 6    | 4,119                 | -                   | 4,119               |
| Investments                    | 7    | 866                   | -                   | 866                 |
| Total                          |      | <u>400,502</u>        | <u>-</u>            | <u>400,502</u>      |
| <b>Expenditure on</b>          |      |                       |                     |                     |
| Raising funds                  | 10   | 1,062                 | -                   | 1,062               |
| Charitable activities          | 8,10 | 383,412               | 690                 | 384,102             |
| Other                          | 9,10 | 1,934                 | -                   | 1,934               |
| Total                          |      | <u>386,408</u>        | <u>690</u>          | <u>387,098</u>      |
| Net income                     |      | <u>14,094</u>         | <u>(690)</u>        | <u>13,404</u>       |
| Net movements in funds         |      | 14,094                | (690)               | 13,404              |
| <b>Reconciliation of funds</b> |      |                       |                     |                     |
| Total funds brought forward    |      | <u>213,334</u>        | <u>2,845</u>        | <u>216,179</u>      |
| Total funds carried forward    |      | <u>227,428</u>        | <u>2,155</u>        | <u>229,583</u>      |

The notes on pages 17 to 28 form an integral part of these financial statements.

**THE DYSLEXIA ASSOCIATION (REGISTRATION NUMBER:  
03941946)**

**BALANCE SHEET  
31 DECEMBER 2020**

|                                                       |      | 2020            |                | 2019            |                |
|-------------------------------------------------------|------|-----------------|----------------|-----------------|----------------|
|                                                       | Note | £               | £              | £               | £              |
| <b>Fixed assets</b>                                   |      |                 |                |                 |                |
| Tangible assets                                       | 13   |                 | 5,363          |                 | 5,068          |
| <b>Current assets</b>                                 |      |                 |                |                 |                |
| Stocks                                                |      | 343             |                | 354             |                |
| Debtors                                               | 14   | 12,146          |                | 31,937          |                |
| Cash at bank and in hand                              |      | <u>279,066</u>  |                | <u>231,668</u>  |                |
|                                                       |      | 291,555         |                | 263,959         |                |
| <b>Creditors: Amounts falling due within one year</b> | 15   | <u>(29,395)</u> |                | <u>(39,444)</u> |                |
| <b>Net current assets</b>                             |      |                 | <u>262,160</u> |                 | <u>224,515</u> |
| <b>Net assets</b>                                     |      |                 | <u>267,523</u> |                 | <u>229,583</u> |
| <b>The funds of the charity:</b>                      |      |                 |                |                 |                |
| Restricted funds                                      |      |                 | 1,346          |                 | 2,155          |
| Unrestricted funds                                    |      |                 | <u>266,177</u> |                 | <u>227,428</u> |
| <b>Total charity funds</b>                            |      |                 | <u>267,523</u> |                 | <u>229,583</u> |

The notes on pages 17 to 28 form an integral part of these financial statements.

**THE DYSLEXIA ASSOCIATION (REGISTRATION NUMBER:  
03941946)**

**BALANCE SHEET  
31 DECEMBER 2020**

*..... continued*

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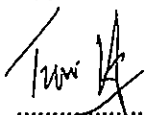
For the financial year ended 31 December 2020, the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared and delivered in accordance with the provisions applicable to companies subject to the small companies' regime.

Approved by the Board on 26 July 2021 and signed on its behalf by:



.....  
T Hiles  
Trustee

The notes on pages 17 to 28 form an integral part of these financial statements.

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2020**

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**1 GENERAL INFORMATION**

The charity is a company limited by guarantee and is incorporated in England and Wales.

The address of its registered office is:  
Sherwood House  
7 Gregory Boulevard  
Nottingham  
NG6 7LB

These financial statements were authorised for issue by the Board of Trustees on 26 July 2021.

The charity is a company limited by guarantee and has no share capital. Each of the Trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

**2 ACCOUNTING POLICIES**

**Summary of significant accounting policies and key accounting estimates**

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

**Basis of preparation**

The financial statements have been prepared in accordance with 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 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2020**

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**Preparation of the accounts on the going concern basis**

The Trustees consider that there are no material uncertainties about the trust's ability to continue as a going concern. The most significant areas of operational uncertainty are:

- Succession planning: the likely retirement of senior personnel over the next few years. This was flagged up as a risk in the 2017 Trustee Report and continues to be a pressing concern. As reported above, a succession plan has been developed and the implementation of it has begun.
- The need to recruit and retain additional suitably qualified specialist tutors/trainers who can deliver assessment and training continues to be a priority. Without the availability of the right resources, we are limited in the services we can deliver, which impacts on our ability to meet the needs of our clients and our expansion plans. Recruitment of specialists is an on-going challenge.
- Covid-19: the pandemic had the potential to cause severe damage to the charity. However, this was diminished by the rapid development of new ways of providing services. The charity will continue to remain flexible in its approach to supporting clients, generating income, and reducing risk.

**Exemption from preparing a cash flow statement**

The charity opted to adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

**Critical accounting judgements and key sources of estimation uncertainty**

Preparation of the financial statements requires management to make significant judgements and estimates. During the preparation of these financial statements there have been no significant or material judgements and estimates that require disclosure.

**Fund accounting policy**

Restricted funds are accounted for in accordance with the particular terms of trust arising from the express or implied wishes of donors insofar as they are intended to be binding on the Trustees.

Designated funds are established by the Trustees for expenditure on future projects.

Further details of each fund are disclosed in note 20.1.

**Income**

Donations and grants are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when the donor specifies that the grant or donation must be used in future accounting periods.

Income from charitable activities, being income from service delivery and dyslexia publications, is recognised on a receivable basis. Income from service users is included on the basis of sessions invoiced or work done in accordance with any contract terms.

Income from fundraising events is classified as other trading activities and is recognised on a receivable basis.

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2020**

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Income from investments is recognised on a receivable basis.

Government grants are accounted for using the accruals model.

**Expenditure**

All expenses are accounted for on an accruals basis.

Expenditure on raising funds are those costs incurred in attracting voluntary income.

Charitable activities include direct expenditure associated with service delivery being dyslexia assessment, screening, tuition, teaching and tutor training. A second charitable activity is dyslexia publications and includes direct expenditure associated with the sale of books and resources, newsletter subscriptions and library subscriptions.

Expenditure on other items include those incurred in the governance of the charity and its assets and are primarily associated with statutory requirements.

**Support costs**

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

**Fixed assets**

Fixed assets are initially recorded at cost.

**Amortisation**

Amortisation is provided on intangible fixed assets so as to write off the cost, less any estimated residual value, over their expected useful economic life as follows:

|                   |                            |
|-------------------|----------------------------|
| Development costs | 33.33% straight line basis |
|-------------------|----------------------------|

**Depreciation**

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

|                       |                                   |
|-----------------------|-----------------------------------|
| Office equipment      | 25% or 33.33% straight line basis |
| Fixtures and fittings | 25% straight line basis           |

**Research and development expenditure**

Development expenditure incurred on an individual project is carried forward when its future recoverability can reasonably be regarded as assured. Any expenditure carried forward is amortised in line with the expected future sales from the related project.

**Stock**

Stocks of educational materials are valued at cost.

**Operating leases**

Rentals payable under operating leases are charged in the statement of financial activities on a straight line basis over the lease term.

# THE DYSLEXIA ASSOCIATION

## NOTES TO THE FINANCIAL STATEMENTS

### YEAR ENDED 31 DECEMBER 2020

#### Pensions

The charity operates a defined contribution pension scheme. Contributions are charged in the statement of financial activities as they become payable in accordance with the rules of the scheme.

#### Financial Instruments

##### *Classification*

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

##### *Recognition and measurement*

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

### 3 INCOME FROM DONATIONS AND GRANTS

|                      | Unrestricted<br>Funds<br>£ | Restricted<br>funds<br>£ | Total Funds<br>2020<br>£ | Total Funds<br>2019<br>£ |
|----------------------|----------------------------|--------------------------|--------------------------|--------------------------|
| Donations and grants | 6,798                      | -                        | 6,798                    | 25,087                   |
| Government grants    | -                          | 13,472                   | 13,472                   | -                        |
|                      | <u>6,798</u>               | <u>13,472</u>            | <u>20,270</u>            | <u>25,087</u>            |

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2020**

**4 GRANTS RECEIVABLE**

|                                  | Unrestricted<br>Funds<br>£ | Restricted<br>funds<br>£ | Total Funds<br>2020<br>£ | Total Funds<br>2019<br>£ |
|----------------------------------|----------------------------|--------------------------|--------------------------|--------------------------|
| Coronavirus Job Retention Scheme | -                          | 13,472                   | 13,472                   | -                        |

During the year, the charity obtained £13,472 (2019 - £nil) in government grants.

**5 INCOME FROM CHARITABLE ACTIVITIES**

|                                                       | Unrestricted<br>Funds<br>£ | Restricted<br>funds<br>£ | Total Funds<br>2020<br>£ | Total Funds<br>2019<br>£ |
|-------------------------------------------------------|----------------------------|--------------------------|--------------------------|--------------------------|
| Screening,<br>assessment & tuition                    |                            |                          |                          |                          |
| Income from teaching<br>resources and<br>publications | -                          | -                        | -                        | 22                       |
| Service delivery                                      | 316,280                    | -                        | 316,280                  | 370,408                  |
|                                                       | <u>316,280</u>             | <u>-</u>                 | <u>316,280</u>           | <u>370,430</u>           |

**6 INCOME FROM OTHER TRADING ACTIVITIES**

|                    | Unrestricted<br>Funds<br>£ | Restricted<br>funds<br>£ | Total Funds<br>2020<br>£ | Total Funds<br>2019<br>£ |
|--------------------|----------------------------|--------------------------|--------------------------|--------------------------|
| Fundraising events | 1,756                      | -                        | 1,756                    | 4,119                    |

**7 INCOME FROM INVESTMENTS**

|                             | Unrestricted<br>Funds<br>£ | Restricted<br>funds<br>£ | Total Funds<br>2020<br>£ | Total Funds<br>2019<br>£ |
|-----------------------------|----------------------------|--------------------------|--------------------------|--------------------------|
| Bank interest<br>receivable | 404                        | -                        | 404                      | 866                      |

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2020**

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**8 COST OF CHARITABLE ACTIVITIES**

|                                 | Activities<br>undertaken<br>directly<br>£ | 2020<br>£ | 2019<br>£ |
|---------------------------------|-------------------------------------------|-----------|-----------|
| Screening, assessment & tuition | 298,303                                   | 298,303   | 384,102   |

**9 OTHER**

|                       | Unrestricted<br>Funds<br>£ | Restricted<br>funds<br>£ | Total Funds<br>2020<br>£ | Total Funds<br>2019<br>£ |
|-----------------------|----------------------------|--------------------------|--------------------------|--------------------------|
| Other financial costs | 1,917                      | -                        | 1,917                    | 1,934                    |

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2020**

**10 TOTAL RESOURCES EXPENDED**

|                                     | Raising<br>funds | Screening,<br>assessment<br>& tuition | Other        | Total          |
|-------------------------------------|------------------|---------------------------------------|--------------|----------------|
|                                     | £                | £                                     | £            | £              |
| <b>Direct costs</b>                 |                  |                                       |              |                |
| Fundraising costs                   | 550              | -                                     | -            | 550            |
| Staff costs - wages & salaries      | -                | 165,185                               | -            | 165,185        |
| Staff costs - employer's NIC        | -                | 3,624                                 | -            | 3,624          |
| Staff pensions                      | -                | 3,122                                 | -            | 3,122          |
| Recruitment & training              | -                | 814                                   | -            | 814            |
| External Agency Payments            | -                | 100                                   | -            | 100            |
| Bursaries                           | -                | 809                                   | -            | 809            |
| Office expenses - other             | -                | 5,311                                 | -            | 5,311          |
| Operating leases - land & buildings | -                | 10,900                                | -            | 10,900         |
| Motor and travel costs - other      | -                | 74                                    | -            | 74             |
| Associate costs                     | -                | 89,206                                | -            | 89,206         |
| Office expenses - telephone         | -                | 2,258                                 | -            | 2,258          |
| Computer expenses                   | -                | 2,184                                 | -            | 2,184          |
| Advertising/Marketing               | -                | 704                                   | -            | 704            |
| Subscriptions                       | -                | 157                                   | -            | 157            |
| Assessment and teaching resources   | -                | 6,183                                 | -            | 6,183          |
| Establishment - rates & water       | -                | 269                                   | -            | 269            |
| Establishment - light & heat        | -                | 540                                   | -            | 540            |
| Establishment - insurance           | -                | 1,805                                 | -            | 1,805          |
| Depreciation                        | -                | 2,401                                 | -            | 2,401          |
| Accountancy fees                    | -                | 2,622                                 | -            | 2,622          |
| Legal and professional fees         | -                | 35                                    | -            | 35             |
| Bank charges                        | -                | -                                     | 1,917        | 1,917          |
|                                     | <u>550</u>       | <u>298,303</u>                        | <u>1,917</u> | <u>300,770</u> |

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2020**

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**11 EMPLOYEES' REMUNERATION**

The average number of persons employed by the charity (including Trustees) during the year was as follows:

|         | 2020<br>No. | 2019<br>No. |
|---------|-------------|-------------|
| General | <u>10</u>   | <u>11</u>   |

The aggregate payroll costs of these persons were as follows:

|                     | 2020<br>£      | 2019<br>£      |
|---------------------|----------------|----------------|
| Wages and salaries  | 165,185        | 178,040        |
| Social security     | 3,624          | 9,693          |
| Other pension costs | <u>3,122</u>   | <u>2,997</u>   |
|                     | <u>171,931</u> | <u>190,730</u> |

**Trustees' remuneration and expenses**

No Trustees received any remuneration or had expenses reimbursed during the year.

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2020**

**12 INTANGIBLE FIXED ASSETS**

|                                                            | Development<br>costs<br>£ |
|------------------------------------------------------------|---------------------------|
| <b>Cost</b>                                                |                           |
| As at 1 January, 2020 and 31 December, 2020                | <u>10,230</u>             |
| <b>Amortisation</b>                                        |                           |
| As at 1 January, 2020 and 31 December, 2020                | <u>10,230</u>             |
| <b>Net book value</b>                                      |                           |
| As at 31 December, 2020                                    | <u>-</u>                  |
| As at 31 December, 2019                                    | <u>-</u>                  |
| Development costs relate to the creation of a new website. |                           |

**13 TANGIBLE FIXED ASSETS**

|                         | Fixtures and<br>fittings<br>£ | Equipment<br>£ | Total<br>£    |
|-------------------------|-------------------------------|----------------|---------------|
| <b>Cost</b>             |                               |                |               |
| As at 1 January, 2020   | 4,519                         | 27,271         | 31,790        |
| Additions               | -                             | 2,696          | 2,696         |
| Disposals               | (3,538)                       | (9,357)        | (12,895)      |
| As at 31 December, 2020 | <u>981</u>                    | <u>20,610</u>  | <u>21,591</u> |
| <b>Depreciation</b>     |                               |                |               |
| As at 1 January, 2020   | 4,519                         | 22,203         | 26,722        |
| Eliminated on disposals | (3,538)                       | (9,357)        | (12,895)      |
| Charge for the year     | -                             | 2,401          | 2,401         |
| As at 31 December, 2020 | <u>981</u>                    | <u>15,247</u>  | <u>16,228</u> |
| <b>Net book value</b>   |                               |                |               |
| As at 31 December, 2020 | <u>-</u>                      | <u>5,363</u>   | <u>5,363</u>  |
| As at 31 December, 2019 | <u>-</u>                      | <u>5,068</u>   | <u>5,068</u>  |

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2020**

**14 DEBTORS**

|               | 2020<br>£     | 2019<br>£     |
|---------------|---------------|---------------|
| Trade debtors | <u>12,146</u> | <u>31,937</u> |

**15 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

|                              | 2020<br>£     | 2019<br>£     |
|------------------------------|---------------|---------------|
| Trade creditors              | 6,813         | 11,469        |
| Taxation and social security | 3,338         | 2,307         |
| Other creditors              | 6,385         | 5,570         |
| Accruals and deferred income | <u>12,859</u> | <u>20,098</u> |
|                              | <u>29,395</u> | <u>39,444</u> |

At the year end, deferred income amounted to £12,859 (2019 - £20,098) with £20,098 released to income from charitable activities (2019 - £20,445). Deferred income relates to lessons paid for in advance or for a period that spanned the period end.

**16 OPERATING LEASE COMMITMENTS**

As at 31 December 2020 the charity had total commitments under non-cancellable operating leases as follows:

|                           | Land and Buildings |              | Other        |              |
|---------------------------|--------------------|--------------|--------------|--------------|
|                           | 2020<br>£          | 2019<br>£    | 2020<br>£    | 2019<br>£    |
| Within one year           | 5,450              | 6,530        | 744          | 744          |
| Within two and five years | <u>-</u>           | <u>-</u>     | <u>558</u>   | <u>1,302</u> |
|                           | <u>5,450</u>       | <u>6,530</u> | <u>1,302</u> | <u>2,046</u> |

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2020**

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**17 PENSION SCHEME**

**Defined contribution pension scheme**

The charity operates a defined contribution pension scheme. The pension cost charge for the period represents contributions payable by the charity to the scheme and amounted to £3,122 (2019 - £2,997).

Contributions totalling £5,985 (2019 - £5,570) were payable to the scheme at the end of the period and are included in creditors.

**18 FINANCIAL INSTRUMENTS**

**Categorisation of financial instruments**

|                                                  | <b>2020</b>   | <b>2019</b>   |
|--------------------------------------------------|---------------|---------------|
|                                                  | <b>£</b>      | <b>£</b>      |
| Financial assets measured at amortised cost      | 291,212       | 263,605       |
| Financial liabilities measured at amortised cost | <u>26,057</u> | <u>41,091</u> |

**Items of income, expense, gains or losses**

The total interest income for financial assets not measured at fair value through profit or loss is £404 (2019 - £866).

**19 RELATED PARTIES**

**Controlling entity**

The charity is controlled by the Trustees who are all directors of the company.

**Key management personnel**

|                                                          | <b>2020</b>   | <b>2019</b>   |
|----------------------------------------------------------|---------------|---------------|
|                                                          | <b>£</b>      | <b>£</b>      |
| Total employee benefits paid to key management personnel | <u>41,392</u> | <u>42,540</u> |

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2020**

**20 ANALYSIS OF FUNDS**

|                          | At 1 January<br>2020 | Income         | Expenditure      | Transfers      | At 31<br>December<br>2020 |
|--------------------------|----------------------|----------------|------------------|----------------|---------------------------|
|                          | £                    | £              | £                | £              | £                         |
| <b>Designated funds</b>  |                      |                |                  |                |                           |
| Dissolution fund         | 66,331               | -              | -                | -              | 66,331                    |
| Rutland Support Group    | 2,167                | -              | -                | -              | 2,167                     |
| Bursary fund             | -                    | -              | -                | 4,731          | 4,731                     |
|                          | <u>68,498</u>        | <u>-</u>       | <u>-</u>         | <u>4,731</u>   | <u>73,229</u>             |
| <b>General funds</b>     |                      |                |                  |                |                           |
| General funds            | <u>158,930</u>       | <u>325,238</u> | <u>(286,489)</u> | <u>(4,731)</u> | <u>192,948</u>            |
| <b>Restricted funds</b>  |                      |                |                  |                |                           |
| Bursary fund             | 2,155                | -              | (809)            | -              | 1,346                     |
| COVID-19 furlough scheme | -                    | 13,472         | (13,472)         | -              | -                         |
|                          | <u>2,155</u>         | <u>13,472</u>  | <u>(14,281)</u>  | <u>-</u>       | <u>1,346</u>              |
|                          | <u>229,583</u>       | <u>338,710</u> | <u>(300,770)</u> | <u>-</u>       | <u>267,523</u>            |

|                          | At 1 January<br>2019 | Income         | Expenditure      | At 31<br>December<br>2019 |
|--------------------------|----------------------|----------------|------------------|---------------------------|
|                          | £                    | £              | £                | £                         |
| <b>Designated funds</b>  |                      |                |                  |                           |
| Dissolution fund         | 55,871               | 10,460         | -                | 66,331                    |
| Rutland Support Group    | -                    | 2,167          | -                | 2,167                     |
| Bursary fund             | -                    | -              | -                | -                         |
|                          | <u>55,871</u>        | <u>12,627</u>  | <u>-</u>         | <u>68,498</u>             |
| <b>General funds</b>     |                      |                |                  |                           |
| General funds            | <u>157,463</u>       | <u>387,875</u> | <u>(386,408)</u> | <u>158,930</u>            |
| <b>Restricted funds</b>  |                      |                |                  |                           |
| Bursary fund             | 2,845                | -              | (690)            | 2,155                     |
| COVID-19 furlough scheme | -                    | -              | -                | -                         |
|                          | <u>2,845</u>         | <u>-</u>       | <u>(690)</u>     | <u>2,155</u>              |
|                          | <u>216,179</u>       | <u>400,502</u> | <u>(387,098)</u> | <u>229,583</u>            |

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2020**

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**Designated funds**

**Dissolution Fund:** This fund represents the expected cost, should the charity cease to be a going concern, of satisfying all its legal obligations enabling proper notice to be given to the staff and beneficiaries and for all due payments to be made to staff and other organisations.

**Rutland Support Group:** This fund can be used for testing and supporting people who live in the county of Rutland.

**Bursary Fund:** This fund is designated by the trustees to award bursaries for dyslexia assessment, tuition and skills development to those people who are assessed as being in need but low of income.

**Restricted funds**

The Bursary Fund is used to award bursaries for dyslexia assessment, tuition and skills development to those people who are assessed as being in need but of low income.

The COVID-19 furlough scheme fund has been used to cover the salaries costs of employees that were furloughed during the COVID-19 pandemic.

**THE DYSLEXIA ASSOCIATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 DECEMBER 2020**

**21 NET ASSETS BY FUND**

|                                                   | Unrestricted<br>Funds | Restricted<br>funds | Total Funds 2020 | Total Funds<br>2019 |
|---------------------------------------------------|-----------------------|---------------------|------------------|---------------------|
|                                                   | £                     | £                   | £                | £                   |
| Intangible assets                                 | -                     | -                   | -                | -                   |
| Tangible assets                                   | 5,363                 | -                   | 5,363            | 5,068               |
| Current assets                                    | 290,209               | 1,346               | 291,555          | 263,959             |
| Creditors: Amounts falling<br>due within one year | (29,395)              | -                   | (29,395)         | (39,444)            |
| Net assets                                        | <u>266,177</u>        | <u>1,346</u>        | <u>267,523</u>   | <u>229,583</u>      |

|                                                   | Unrestricted<br>Funds | Restricted<br>funds | Total Funds<br>2019 |
|---------------------------------------------------|-----------------------|---------------------|---------------------|
|                                                   | £                     | £                   | £                   |
| Intangible assets                                 | -                     | -                   | -                   |
| Tangible assets                                   | 5,068                 | -                   | 5,068               |
| Current assets                                    | 261,804               | 2,155               | 263,959             |
| Creditors: Amounts falling due within one<br>year | (39,444)              | -                   | (39,444)            |
| Net assets                                        | <u>227,428</u>        | <u>2,155</u>        | <u>229,583</u>      |

**THE DYSLEXIA ASSOCIATION**  
**DETAILED STATEMENT OF FINANCIAL ACTIVITIES BY FUND**  
**YEAR ENDED 31 DECEMBER 2020**

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|                         | Year ended 31<br>December 2020 | Year ended 31<br>December<br>2020 | Year ended 31<br>December 2020 | Year ended 31<br>December<br>2019 |
|-------------------------|--------------------------------|-----------------------------------|--------------------------------|-----------------------------------|
|                         | Unrestricted<br>Funds          | Restricted<br>Funds               | Total                          | Total                             |
|                         | £                              | £                                 | £                              | £                                 |
| Raising funds           |                                |                                   |                                |                                   |
| Fundraising costs       | 550                            | -                                 | 550                            | -                                 |
| Office expenses - other | -                              | -                                 | -                              | 1,062                             |
|                         | <u>550</u>                     | <u>-</u>                          | <u>550</u>                     | <u>1,062</u>                      |

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**THE DYSLEXIA ASSOCIATION**  
**DETAILED STATEMENT OF FINANCIAL ACTIVITIES BY FUND**  
**YEAR ENDED 31 DECEMBER 2020**

..... continued

|                                                           | Year ended 31<br>December 2020 | Year ended 31<br>December<br>2020 | Year ended 31<br>December 2020 | Year ended 31<br>December<br>2019 |
|-----------------------------------------------------------|--------------------------------|-----------------------------------|--------------------------------|-----------------------------------|
|                                                           | Unrestricted<br>Funds          | Restricted<br>Funds               | Total                          | Total                             |
|                                                           | £                              | £                                 | £                              | £                                 |
| <b>Charitable activities</b>                              |                                |                                   |                                |                                   |
| <b>Screening, assessment &amp;<br/>skills development</b> |                                |                                   |                                |                                   |
| Staff costs - employer's NIC                              | 3,490                          | 134                               | 3,624                          | 9,693                             |
| Recruitment & training                                    | 814                            | -                                 | 814                            | 3,204                             |
| Bursaries                                                 | -                              | 809                               | 809                            | 690                               |
| External Agency Payments                                  | 100                            | -                                 | 100                            | 100                               |
| Staff costs - wages & salaries                            | 151,885                        | 13,300                            | 165,185                        | 178,040                           |
| Staff pensions                                            | 3,084                          | 38                                | 3,122                          | 2,997                             |
| Operating leases - land &<br>buildings                    | 10,900                         | -                                 | 10,900                         | 10,900                            |
| Associate costs                                           | 89,206                         | -                                 | 89,206                         | 136,617                           |
| Computer expenses                                         | 2,184                          | -                                 | 2,184                          | 2,752                             |
| Assessment and teaching<br>resources                      | 6,183                          | -                                 | 6,183                          | 11,378                            |
| Motor and travel costs - other                            | 74                             | -                                 | 74                             | 5,684                             |
| Advertising/Marketing                                     | 704                            | -                                 | 704                            | 2,212                             |
| Office expenses - telephone                               | 2,258                          | -                                 | 2,258                          | 2,756                             |
| Office expenses - other                                   | 5,311                          | -                                 | 5,311                          | 4,586                             |
| Subscriptions                                             | 157                            | -                                 | 157                            | 169                               |
| Establishment - light & heat                              | 540                            | -                                 | 540                            | 2,160                             |
| Establishment - insurance                                 | 1,805                          | -                                 | 1,805                          | 1,719                             |
| Establishment - rates & water                             | 269                            | -                                 | 269                            | 265                               |
| Depreciation                                              | 2,401                          | -                                 | 2,401                          | 1,709                             |
| Accountancy fees                                          | 2,622                          | -                                 | 2,622                          | 2,496                             |
| Legal and professional fees                               | 35                             | -                                 | 35                             | 1,125                             |
| Other interest payable                                    | -                              | -                                 | -                              | 8                                 |
| Amortisation of development costs                         | -                              | -                                 | -                              | 2,842                             |
|                                                           | <u>284,022</u>                 | <u>14,281</u>                     | <u>298,303</u>                 | <u>384,102</u>                    |

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**THE DYSLEXIA ASSOCIATION**  
**DETAILED STATEMENT OF FINANCIAL ACTIVITIES BY FUND**  
**YEAR ENDED 31 DECEMBER 2020**

..... continued

|                          | Year ended 31<br>December 2020 | Year ended 31<br>December<br>2020 | Year ended 31<br>December 2020 | Year ended 31<br>December<br>2019 |
|--------------------------|--------------------------------|-----------------------------------|--------------------------------|-----------------------------------|
|                          | Unrestricted<br>Funds          | Restricted<br>Funds               | Total                          | Total                             |
|                          | £                              | £                                 | £                              | £                                 |
| Other                    |                                |                                   |                                |                                   |
| Bank charges             | 1,917                          | -                                 | 1,917                          | 1,934                             |
|                          | <u>1,917</u>                   | <u>-</u>                          | <u>1,917</u>                   | <u>1,934</u>                      |
| Total resources expended | <u>286,489</u>                 | <u>14,281</u>                     | <u>300,770</u>                 | <u>387,098</u>                    |

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