

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 7 Gregory Boulevard Nottingham NG6 7LB
<b>Trustees</b>	K E Carter T Hiles A J Kays J McMurray (appointed 7 October 2021) E Rutherford D Warren
<b>Secretary</b>	D Caunt
<b>Bankers</b>	Barclays Bank Plc Nottingham Group PO Box 18 High Street Nottingham NG1 6FF
<b>Independent examiner</b>	James Haywood ACA Page Kirk LLP Chartered Accountants Sherwood House 7 Gregory Boulevard Nottingham 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 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.
<b>Awareness 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**

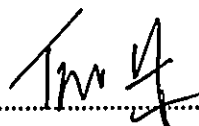
This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

## 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 read 'T Hiles', written over a horizontal 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 Funds	Restricted funds	Total Funds 2021	Total Funds 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>		11,603	(500)	11,103	37,940
<b>Reconciliation of funds</b>					
Total funds brought forward		266,177	1,346	267,523	229,583
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 Funds	Restricted funds	Total Funds 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**

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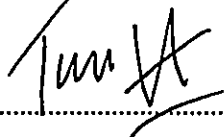
For the financial year ended 31 December 2021, the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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
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**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 Funds £	Restricted funds £	Total Funds 2021 £	Total Funds 2020 £
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 Funds £	Restricted funds £	Total Funds 2021 £	Total Funds 2020 £
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 Funds £	Restricted funds £	Total Funds 2021 £	Total Funds 2020 £
Screening, assessment & tuition Service delivery	334,494	-	334,494	316,280

**6 INCOME FROM FUNDRAISING ACTIVITIES**

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

**7 INCOME FROM INVESTMENTS**

	Unrestricted Funds £	Restricted funds £	Total Funds 2021 £	Total Funds 2020 £
Bank Interest receivable	31	-	31	404

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

**8 OTHER INCOMING RESOURCES**

	Unrestricted Funds £	Restricted funds £	Total Funds 2021 £	Total Funds 2020 £
Other income	330	-	330	-

**9 COST OF CHARITABLE ACTIVITIES**

	Activities undertaken directly £	2021 £	2020 £
Screening, assessment & tuition	343,079	343,079	298,303

**10 OTHER**

	Unrestricted Funds £	Restricted funds £	Total Funds 2021 £	Total Funds 2020 £
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 funds	Screening, assessment & 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 No.</b>	<b>2020 No.</b>
General	<u>10</u>	<u>10</u>

The aggregate payroll costs of these persons were as follows:

	<b>2021 £</b>	<b>2020 £</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 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 fittings £	Equipment £	Total £
<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	-	(3,990)	(3,990)
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 £	2020 £
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 £	2020 £
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 £	2020 £	2021 £	2020 £
Within one year	5,600	5,450	558	744
Within two and five years	<u>-</u>	<u>-</u>	<u>-</u>	<u>558</u>
	<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**

	2021 £	2020 £
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**

	2021 £	2020 £
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 2021	Income	Expenditure	Transfers	At 31 December 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 2020	Income	Expenditure	Transfers	At 31 December 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**

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**22 NET ASSETS BY FUND**

	Unrestricted Funds	Restricted funds	Total Funds 2021	Total Funds 2020
	£	£	£	£
Intangible assets	-	-	-	-
Tangible assets	2,617	-	2,617	5,363
Current assets	310,872	846	311,718	291,555
Creditors: Amounts falling 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 Funds	Restricted funds	Total Funds 2020
	£	£	£
Intangible assets	-	-	-
Tangible assets	5,363	-	5,363
Current assets	290,209	1,346	291,555
Creditors: Amounts falling due within one 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 December 2021	Year ended 31 December 2021	Year ended 31 December 2021	Year ended 31 December 2020
	Unrestricted Funds	Restricted 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 December 2021	Year ended 31 December 2021	Year ended 31 December 2021	Year ended 31 December 2020
	Unrestricted Funds	Restricted Funds	Total	Total
	£	£	£	£
<b>Charitable activities</b>				
<b>Screening, assessment &amp; 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 & 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 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 December 2021	Year ended 31 December 2021	Year ended 31 December 2021	Year ended 31 December 2020
	Unrestricted Funds	Restricted 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.