

REPORT & ACCOUNTS
FOR YEAR ENDED 31 JULY 2021

THE AUDITORY VERBAL CENTRE
Company Number 04569764 (England and Wales)
Charity Number 1095133

LEGAL AND ADMINISTRATIVE DETAILS	3
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)	4
ANNUAL REVIEW 2020/21	4
TRUSTEES' RESPONSIBILITIES	11
STATEMENT OF FINANCIAL ACTIVITIES	15
BALANCE SHEET AT 31 JULY 2021	16
STATEMENT OF CASH FLOWS	16
NOTES FORMING PART OF THE FINANCIAL STATEMENTS	18
OUR SUPPORTERS	31

LEGAL AND ADMINISTRATIVE DETAILS

Trustees	Jane Barry (Chair) Paul Clifford (Treasurer) Eleanor Conroy Elizabeth Delaney Emma Hardaker-Jones (retired 10 February 2021) Frances Owen Samantha Pryke (retired 1 January 2021) Jorge Villon Amanda Wilkinson
Secretary	Elizabeth Delaney
Chief Executive	Anita Grover
Company Number	04569764 (England and Wales)
Charity Number	1095133
Registered Office	Bignell Park Barns Chesterton Oxfordshire OX26 1TD
Business Address	Bignell Park Barns Chesterton Oxfordshire OX26 1TD
Bankers	Lloyds Bank 1 High Street Oxford OX1 4AA
Auditor	Wenn Townsend St Giles' Oxford OX1 3LE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)

The trustees present their report and the audited financial statements of the charity for the year ended 31 July 2021. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity. The financial statements have been prepared in accordance with the accounting policies set out in note 1 of the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

STRUCTURE, GOVERNANCE & MANAGEMENT

The organisation is a company limited by guarantee and a registered charity. It is registered as The Auditory Verbal Centre and uses the working name, Auditory Verbal UK. The members of the company are the same as its directors who are its trustees for the purposes of charity law, and are as listed on page 3 and served throughout the year and up to the date of approval of this report, unless otherwise stated. The company is established under a memorandum of association, which sets out the objects and powers of the charitable company and is governed under its articles of association. The board is responsible for oversight of the management of all the affairs of the charity. It seeks to ensure that all activities are within UK law and come within agreed charitable objectives.

Our work includes setting strategic direction, agreeing the financial plan and ensuring that activities are carried out within agreed governance frameworks. The charity is governed by its board of trustees who meet on average once every three months. These meetings comprise the trustees with the Chief Executive and Director of Finance and Operations in attendance. The meetings make decisions about the policies and strategic direction of the charity. The board delegates all other operational and management matters to the Chief Executive. All decisions are recorded in the minutes of the meeting. Decisions on employment and remuneration are discussed by the Chair, Treasurer and Chief Executive with senior appointments involving the wider Board.

Other members of the Auditory Verbal UK team are invited to attend board meetings to present new proposals, plans, and research. Trustees also meet members of the team outside of board meetings and keep abreast of new developments through online media and by visiting the centres. This year we have introduced a Town Hall style event with team members and will be further developing our programme of engagement across the staff team. The trustees seek to act independently and impartially with their sole interest being the furtherance of the charity's objectives. In addition, all trustees have declared that there is nothing that, to their knowledge, could conflict with trustee independence before they were appointed as a trustee. Any potential conflict of interest must be declared in advance of any agenda item and, in such an event, an individual trustee may be excluded from the decision-making process. Any conflict of interest is discussed at the start of each board meeting.

The trustees have considered the major risks to which the charity is exposed. These have been reviewed and a range of measures and systems are in place to manage them. The strategic risk register is reviewed in detail, twice a year and major issues are discussed as they arise, to ensure swift remedial action where required. Financial risk is mitigated by a multi-donor strategy, minimising reliance on one income stream. A system of monthly current and forecast financial reporting is in place and trustees review the data from this at trustee meetings. The Chair, Chief Executive, Treasurer and Director of Finance and Operations, ensure a regular dialogue in between meetings. Policies on reserves and fundraising/administrative expenditure are in operation (see later in this report). Trustee and staff policies include child safeguarding measures and criminal records checks. The trustees take into account the Charity Commission's guidance on public benefit and believe that the activities of Auditory Verbal UK (AVUK) are in line with that guidance. This year, the Board has also undertaken a review of effectiveness against the Charity Code of Governance.

Safeguarding children at AVUK takes a number of forms. We have written policies for parents and staff, based on mandatory government procedures and practice guidance. Day-to-day responsibility for ensuring policies and procedures are adhered to is shared between the Chief Executive and the Family Support Manager, with support in each centre. Amanda Wilkinson is the lead trustee for safeguarding on the Board. All staff are kept aware of their recording and reporting responsibilities through formal supervision and informal discussions. Any immediate safeguarding concerns are discussed with families at the earliest opportunity, and we use our parent consultations to address any areas of potential concern. As part of liaison with local services, staff have contributed to 'Team around the Child' meetings and worked with children and families' teams when requested by parents. We follow fair and safe recruitment procedures for all staff. Further training for staff and trustees is taking place in Autumn 2021.

ANNUAL REVIEW 2020/21

OBJECTIVES AND ACTIVITIES

We want all deaf babies and children to have the same opportunities in life as their hearing peers. We want to raise expectations and outcomes for deaf children. We want the families of deaf children, who want their child to learn to listen and talk as equals alongside their hearing peers, to have the opportunity to do so.

To do this we work to increase awareness, understanding and access to Auditory Verbal Therapy by providing services direct to families and training health and education professionals in Auditory Verbal practice. Our aim is that all families who want their child to learn to listen and talk are able access an Auditory Verbal therapy programme through publically funded services over the next 10 years.

Public benefit statement

The trustees have referred to the guidance in the Charity Commission's general guidance on public benefit when reviewing Auditory Verbal UK's (AVUK) aims and objectives and in planning our future activities. In particular, the trustees have considered how planned activities will contribute to the aims and objectives they have set. This was reviewed at the annual Board strategy day in January 2021.

STRATEGIC REPORT

We are committed to our vision of deaf children having the same opportunities in life as their hearing peers and enabling access to Auditory Verbal therapy for families who want their children to learn to listen and speak. We are proud to report during 2020/21 that we were able to maintain and grow our services and support for families of deaf children during the unprecedented challenges of the COVID-19 pandemic.

We are in the final year of our 2016-2021 five-year strategy and have developed our long term business case to realise the mission of the charity. To realise our ambition, we need to increase the number of specialist Auditory Verbal therapists working in the NHS and Local Authority sensory services. By training a proportion of the existing workforce of speech and language therapists and Teachers of the Deaf working with deaf children in Auditory Verbal practice, we will enable families to access support on the pathway for children with hearing loss, through publically funded services. Whilst we are growing the capability of the workforce, AVUK aims to provide services direct to families as early intervention is key to successful outcomes.

We are extremely fortunate to have had pro bono support from specialists in economic modelling to develop an impact and investment analysis that builds on our 2016 cost benefit analysis. It sets out the investment required to achieve our mission. It shows that for an investment of just over £2m per annum for the next 10 years, we will be in a position to deliver £152m of economic benefit. Over a 50-year period, this extends to £11.7billion. With 7,200 deaf children in the UK facing the prospect of lower academic achievement, lower employment prospects and at risk of poor mental health, bullying and social exclusion, never has there been a more important time to invest in support, and enabling all deaf children to get an equal start at school. Early support should be available for all deaf children whether their parents choose to communicate with spoken language, sign language or a combination of both. It is vital that support is family-centred and that parents/carers are able to make informed choices about the communication route for their child and to be able to access the support that is right for them.

We are proud of the work that we have carried out during 2020-21 towards transforming services for deaf children in the UK, to support families, whilst developing the workforce of practitioners skilled in Auditory Verbal practice. We are proud to have contributed to raising expectations for what deaf children can do through our services, our communications and our research. We are committed to working with other organisations in the sector in the UK and internationally and grateful for the considerable support we have received from individuals, charitable trusts and foundations during the challenges of an unprecedented year. Our staff team have continued to look at ways in which we can improve the way that we work, showing resilience, professionalism, flexibility and creativity. We are grateful for their continued commitment to creating a sound future for deaf children in the UK.

Supporting families and professionals during the pandemic

We are proud that during these unprecedented times we have continued to deliver high-quality support to the families and professionals who use our services. Having moved our operations to remote working following the March 2020 lockdown, we have remained flexible and adaptable and learnt from our experience of delivering differently. We have aimed to be visible and transparent in our actions and placed considerable emphasis on the mental health and resilience of our staff. We have sought feedback from the families and professionals that we have worked with and regularly communicated adaptations to our services in centres and online through our social media channels and directly with service users through our 'Important Information about our services bulletins'.

We were able to offer a limited number of priority appointments from our two centres during periods of reduced restrictions. We implemented a strict in centre protocol with social distancing, office adaptations and PPE for clinical and supporting staff when in centres and communicated reciprocal responsibilities of those attending our centres for appointments.

We have seen new families for initial appointments, with clinicians undertaking assessments of children's progress through the online platforms. We have supported a total of 100 families across the year with approximately 80 on the regular programme at any one time. We have continued to support 83 trainees on our Foundation and Advanced courses as well as beginning 10 new cohorts during the year. More than 355 professionals and families have attended 26 free online events which have focused on tele practice, practical support for families currently on our programme and information for families of deaf children to learn about AVT. We are grateful to the trusts, foundations, companies and individuals who have contributed to our family bursary scheme which has enabled us to continue to offer means-tested financial support, reducing the cost of the programme for families across the UK. Our aim is that income is not a barrier to accessing critical support and our family bursary has played an important part in increasing access to support for families.

We are delighted to have expanded our support for families on our programme through the recruitment of a Family Support Manager. Amy Spicer joined the team in April 2021 and has brought a wealth of experience in the early intervention field and supporting families with children under five. A pathway of care for families has now been fully introduced to ensure that family support is available to every family on the programme; along with a parents' forum and links have been made with other family support services, leading to formation of an international working group to share best practice, training and solution-focused approaches to supporting families with their emotional wellbeing. Amy has also provided support to families with the Education Health and Care plan process as well as accessing support. We are grateful to Isobel Weller who has provided invaluable mentoring support in this area and the development of our parent consultation sessions.

Transforming services: developing the workforce

AVT is provided, or there are therapists in training, in 12 of the 18 Paediatric Auditory Implant centres in the UK (as of July 2021) and we are working to try and increase this reach to all centres through the provision of training bursaries. There are 25 qualified Auditory Verbal Therapists across the UK, 10 of whom work at Auditory Verbal UK. A further two qualified AVTs are due to join the AVUK in September 2021. We are proud that 5 trainees have secured their LSLS Cert Auditory Verbal Therapy qualification this year in the UK, Lebanon, Denmark and South Africa.

"In 2018, I began my training with Auditory Verbal UK to become a Listening and Spoken Language Specialist. As part of the program Advanced Training Course in Auditory Verbal Therapy: Auditory Verbal Principles in Everyday Practice. Last week I took the AGBell examination, and I finally realised my dream to become a LSLS cert AVT! Three years have passed together with the AVUK team, that followed me step by step, with attention, patience, dedication, and passion, changing my practice through their effective coaching and supporting me even in most difficult moments. It has been an exciting journey, which has made me a better practitioner. Now I feel I will be able to give much more to all my families and their children. Thank you to Noel, thank you to Louise, thank you to Rachel, and thank you to all the fantastic AVUK staff! You are and will always remain important beacons in my professional life!"

Maria Nicastrì, Certified Auditory Verbal therapist

Between August 2020 and July 2021 44 professionals were undertaking our internationally accredited Foundation course. Over the same period 13 professionals enrolled on our advanced course joining 26 who were part way through their training.

There has been an overwhelmingly positive response to the Foundation and Advanced courses from trainees reflecting the quality and impact of the programme.

We have delivered in service training in several areas across the UK and supported staff working with deaf children on our programme in nurseries and mainstream schools.

Our bi-annual Clinical Excellent Network Day for professionals working in or interested in Auditory Verbal practice provided the opportunity to learn from experts in the field.

During the year we have undertaken a significant review of our Advanced course, reflecting new research and best practice from around the world. This work has been led by our Head of Training, Louise Ashton and has drawn on the experience of our LSLS Cert AVT team.

We are grateful to Leo De Raeve, Director of the Independent Information and Research Centre on Cochlear Implants (ONICI) for leading a collaboration with AVUK to deliver Auditory Verbal training in Belgium and the Netherlands.

Our collaboration with Birmingham City University has seen us deliver lectures, host virtual placements and enable students to gain an understanding of the development of listening and spoken language and Auditory Verbal practice.

"We have greatly appreciated the significant contribution that Auditory Verbal UK has brought to the MSc Speech and Language Therapy here at Birmingham City University (BCU). Working with partners within the health sector is essential to student learning. We believe that students need the opportunity to hear and learn directly from therapists in the independent practice and voluntary sector. The therapists from the Auditory Verbal UK team have supported teaching both in virtual classrooms as well as practice-based learning opportunities. In all cases the students have benefited from the very high standard of teaching that has been provided. These opportunities have given students invaluable insight into the specialist approach and techniques used by the team. Thank you."

Melanie Packer, Senior Lecturer, Department of Speech and Language Therapy, Birmingham City University

We have continued to work with the professional bodies representing those working in the sector and delighted to have been able to present sessions at the British Association of Teachers of the Deaf Conference in March and to collaborate with the National Sensory Impairment Partnership to deliver training and discussion around adapting to remote working and parent coaching. We were also delighted to present a workshop at the National Deaf Children's Society Annual conference in 2020.

The AG Bell Symposium is the major international conference for Auditory Verbal therapists around the world, the 2021 event was held virtually with over 1000 participants. We were honoured to be able to present a session on using books; a session on developing humour in deaf children as well as hosting a panel on responding to the pandemic and our CEO taking part in a keynote panel on the future of deafness and hearing.

Clinicians have also delivered training and workshops for professionals in Germany, Canada and Australia.

A worldwide evidence base for Auditory Verbal therapy.

In November 2020, we published our updated Position Paper setting out the latest evidence base for Auditory Verbal therapy and the global picture of provision. <https://www.avuk.org/news/auditory-verbal-uk-publishes-2020-position-paper>

As part of our collaboration with the First Voice Network, we have shared our data for spoken language outcomes for inclusion in the annual Sound Outcomes report. Dr Sarah Hogan is a member of the First Voice Research Advisory Committee and we continue to collaborate with our partners across Australia, New Zealand and South Africa with respect to research and developing the evidence base.

In summer 2020 we undertook a study on tele practice at AVUK to assess the impact and efficacy of our work during lockdown. This study, carried out by Rachel Pollard an intern from Sussex University and Dr Sarah Hogan has provided important analysis that has helped to shape our future hybrid model of service delivery. This research has been shared at domestic and international conferences during the year.

Our impact and investment analysis

During the year we have continued to work on our long-term business case to ensure that we have a robust impact and investment analysis and understanding of what it will take to achieve the mission of our charity and the return on that investment. For an investment of £21.5m across 10 years we can demonstrate economic benefit of £152m, rising to £11.7billion over 50 years. Investing in early intervention enables deaf children to get an equal start at school. The impact is lifelong for the children, their families and the economy.

We would like to thank Jonathan Pepper and his colleagues at Capgemini who have worked pro bono to deliver the economic modelling and comprehensive analysis that enables us to proceed with confidence in our plans. For further information please contact anita.grover@avuk.org

Developing our profile and reach

Over the past year we have worked on growing our profile both domestically and internationally, promoting the outcomes being achieved by children currently on the programme as well as those who have graduated. Key to this has been improving our social media presence and our online offerings, which has been instrumental to our continued success. We have been posting regularly throughout the year on our social media channels. Traffic on our website has increased by 3.62% over the last year and increased focus on our social media presences has led to an increase in followers across all platforms: Instagram (42%) and LinkedIn (24%). We have also achieved a 14% increase in sign-ups to our newsletter.

We conducted a survey through You Gov, launched on World Hearing Day in 2021, which shows that just 37% of the public (survey of 2,054 adults) believe a profoundly deaf child can learn to talk.

A summary of our media activity can be found here <https://www.avuk.org/in-the-media>.

Our work was featured on BBC Breakfast on World Hearing Day and the segment can be viewed here. <https://www.youtube.com/watch?v=TahvE8FgQdE>.

We are very grateful to STAND PR for providing recommendations and advice pro bono to our team in summer 2021. These recommendations will be shaping our approach to PR and communications in the year ahead.

Although lockdown and restrictions required us to postpone our Power of Speech event at the House of Commons for a second time, we proceeded with a virtual Loud Shirt Day in October 2020, tying up with our Australian counterparts at the First Voice Network, bringing together efforts across the world for this annual awareness raising day.

Engaging with policy makers and influencers

During the year, our efforts have focused on raising awareness of Auditory Verbal outcomes, challenging expectations and having conversations with key influencers to test out the principles and analysis in our long-term business case. This has proved to be very beneficial and paves the way for our work in 2021-22 to engage key decision makers on our investment plans. We are grateful to several MPs, including Dr Lisa Cameron, Lilian Greenwood, Olivia Blake, Emma Lewell-Buck, Sir Mike Penning and Jim Shannon for their advice and support this year.

We have continued to work with the Communication Consortium and our Chief Executive is on the Advisory Panel for this representative group of organisations working across the speech language and communications needs sector.

In February 2021 we were delighted to join other organisations and individuals around the world as a Founding Member of the Cochlear Implant International Community of Action. Our Chief Executive has provided advice and support on communications and website issued and presented to a global audience on advocacy and working with Governments. More information on the network can be found here. [CIICA – Cochlear Implant International Community of Action \(ciicanet.org\)](http://ciicanet.org)

We are grateful for the ongoing support of Emilio Alonso-Mendoza, Gayla Guignard and the AG Bell leadership team; AG Bell International, the AG Bell Academy and the Global Matters Committee and colleagues across the First Voice Network. [Home \(agbell.org\)](http://Home.agbell.org) www.firstvoice.org.au.

Improving the way that we work

Developing our staff and supporting them through the pandemic

We continue to invest in our staff, their development and their health and wellbeing.

We have continued to operate remotely and from our two centres in Bermondsey, London and Bignell Park Barns, Oxfordshire whilst supporting families from across the UK and professionals in training across the UK, Europe, Middle East and South Africa.

We have placed considerable importance on understanding and supporting our staff mental health during this time and introduced access to an Employee Assistance Programme in December 2020. Many staff have attended a mental health first aid course with a specific module on responding to the impact of the pandemic and lockdown. Our CEO is a qualified Mental Health First Aider. We established a Well-Being and Connectivity Work stream with staff across the organisation to plan and review support and activities. We have continued our breakfast club and team coffee mornings and introduced social events at different times of the day/post work to appeal to staff across the organisation and to reflect diversity of working patterns.

Three staff who were unable to work due to school closures were supported through the Government's furlough programme and all staff returned to their regular working patterns once schools reopened.

We introduced a pulse survey this year for staff to complete anonymously each month enabling the Senior Management Team to understand how staff view work life balance; happiness at work; safety to speak up and feeling well informed. This has been a positive development, providing us with valuable feedback since its introduction.

We have been able to successfully on-board several new members of staff as well as trustees during the pandemic period and are continuing to offer flexible working arrangements to suit the needs of each individual member of staff. The health and safety of our staff and service users during lockdown has been paramount and guided our decision making.

Our staff have also had access to professional training courses during the year relevant to their specialism as well as the support of professional mentors and coaches. We would like to extend our sincere thanks to Graham Loudon Carter, Executive Director at Henley Management College for his continued support of our team and our charity.

We have been delighted to host four secondees from the Civil Service Fast Stream, through our partnership with the Charity Next scheme run by the Whitehall & Industry Group during the year. We have also hosted the Women's Leadership Development programme cohort virtually. We have hosted paid interns from the Sussex University scheme in this period which provides a valuable opportunity for undergraduates to work within the charity sector and hone their skills.

All our clinical team attended the 2021 Alexander Graham Bell Symposium for Listening and Spoken Language Specialists. This was made possible due to the virtual nature of the conference and the ability to access sessions on demand which enabled those who work part time to fully access the sessions.

We have undertaken a review of our processes and policies and introduced a new approach to risk management with the support of our fast stream secondee, James Calahane, who joined us for six months in spring/summer 2021.

Investing in our infrastructure

During the year we have invested in our infrastructure and transformed our internal systems.

We successfully moved our operations to the Cloud in Summer 2021, improving efficiency and security. After several years of development, we have seen the implementation of a tailored Salesforce CRM which is the first stage in transforming the way that we collect, review and use our data and manage our programmes of work. During the year we went live with our Litmos on-line training application which provides real time resources to our training candidates and manages their progress on our training programmes. The investment we have made in technology during the last year prepares us for the expansion we hope to see as the capital investment strategy gains momentum.

Our commitment to diversity, equality and inclusion

We published our statement of intent in April 2021 to confirm our commitment to reviewing, exploring and learning as an organisation.

AVUK believes that diversity and inclusion matters and strives to be an organisation that values difference and inclusiveness. We believe that diversity brings strength to our organisation. We celebrate different points of view and strive for a workplace where everyone feels valued for who they are. We are now working to challenge and review our processes and practice, recognise any areas where we need to improve and take action where needed. We recognise and value the importance of lived experience and we will draw on external expertise and partnerships to further develop our own knowledge, understanding, and effectiveness in relation to diversity and inclusion at AVUK.

We have started conversations across the organisation, as a whole team, within teams and with each other around what it means to belong, our identities, our lived experiences and we have taken steps to learn from other organisations about their approach to reviewing language used internally and externally. We have benefited from two fast stream seconders who have drawn on their learning experiences in the civil service around diversity and inclusion and have established a programme of work to review our use of resources, our understanding of lived experience; our reach and our approach to recruitment and induction. Our Chief Executive has also taken part in the Kings Fund Diversity and Inclusion programme, made possible due to the GSK Kings Fund Impact Award winners network which has provided valuable space and time to reflect on shared approaches across the charitable sector to diversity, equality and inclusion.

Gratitude

We are grateful for the support of the individuals who give their time to support our work, our Family and Young Ambassadors, our Trustee Board, Patron, Janine Roebuck and our Voluntary Advisory Panel.

Our Voluntary Advisory Panel as of 31 July 2021 comprised of:

Claire Campbell, Former Chair of AVUK Board of Trustees and personal experience of AVUK family programme

Gwen Carr, Independent Consultant in Early Hearing Detection, BA (Hons) Dip. Ed. Deaf, FRCA, Dr Dimity Dornan, Executive Founder of Hear and Say Australia, AO, Associate Professor UQ, PhD UQ, HonDUniv USQ, BSpTHY, FSPAA, CpSp, LSLS Cert AVT®

Dr Carol Flexer, Distinguished Professor Emeritus, Audiology, The University of Akron, Ohio PhD, CC-A, LSLS Cert AVT®

Professor Andrew King, Wellcome Trust Principal research Fellow and Professor of Neurophysiology at the University of Oxford

Graham Loudon-Carter, BA Hons, MBPsS, Executive Fellow, Henley Business School

Dr Josephine Marriage, Director of Chear, PhD MSc BSc RHAD

Samantha Pryke, former AVUK Trustee

Dr Peter Savundra, FRCP DCH MA MSc consultant Audiovestibular physician at The Portland Hospital, London.
Justine Womack BA (Hons), DipJ, MBA, MPH, FFPH, Public Health England South.

Fundraising activities

Members of AVUK's charity's fundraising department organise events and carry out fundraising activities in order to generate funds for the charity. AVUK does not use third party fundraisers and there have been no complaints about fundraising activity this year.

The charity is a member of the Fundraising Regulator and has due regard to the Code of Fundraising Practice in the UK.

All the charity's marketing activities are undertaken directly to ensure that it is not unreasonably persistent or intrusive. Marketing materials contain clear details of how to unsubscribe to future communications and care is taken to limit the level of communications being sent out.

Financial and risk review

Trustees seek to maximise funds spent in the direct furtherance of the charity's objectives and keep the proportion of charitable funds spent on administration and fundraising to a prudent minimum level commensurate with the effective and professional operation of the charity and its future sustainability.

Total income for the period amounted to £1,090,257 (2020: £1,213,980). This represents a significant achievement during a very uncertain year dominated by the Covid-19 pandemic. Total income for the year was forecasted to be £828,043 including a fundraising target of £600,000. The final contribution for fundraising was £778,826 despite our major fund raising event of the year, forecasted to raise £150,000, being cancelled due to the pandemic. This reflects a successful year for the fundraising team.

Unrestricted income amounted to £470,902 (2020: £708,498) with donations of £159,661 (2020: £407,973). Restricted income amounted to £619,615 (2020: 505,482) all from donations of (2020: £505,482). Income from charitable activities increased, slightly to £311,241 (2020: £300,173) demonstrating the success in adapting to the pandemic environment and, in particular, the effectiveness of our tele practice offering.

Expenditure amounted to £1,120,870 (2020: £1,041,947) split between £544,726 (2020: £488,307) of restricted and £576,144 (2020: £553,640) of unrestricted spending. An overall deficit of £30,613 (2020: surplus £172,033) was delivered comprising of a restricted surplus of £74,629 (2020: £17,175) and an unrestricted deficit of £105,242 (2020: surplus £154,858). This has resulted in an increased restricted reserve of £210,325 (2020: £135,696) and a decreased unrestricted reserve of £458,008 (2020: £563,250). AVUK remains in a strong position to maintain its services during the continued COVID-19 restrictions and the impact this may have on fundraising.

Our priorities for 2021/22 and beyond include a continued focus on the level of unrestricted reserves in order to support existing and planned charitable activity and to mitigate financial risks. We aim to keep 3 months' budgeted expenditure as reserves, provided that not less than 50% is unrestricted.

The trustees review the organisation's strategic risks and mitigation plans at their spring and autumn meetings. The top three strategic risks to the organisation and the plans and strategies for managing them are:

Risk	Management Strategy
Negative Public Perception – impact on ability to raise funds, to engage service users and attract quality staff.	Good quality reporting of the charity's activities and financial situation ensures clarity of communication Regular communication with supporters and beneficiaries Public relations training/procedures implemented
Safeguarding failure	Clear organisational policies and procedures Annual safeguarding audit Regular safeguarding training Designated safeguarding lead on trustee board and staff team
Mental and physical wellbeing of staff	Emphasis on staff wellbeing at all levels of organisation Creation and support of Wellbeing Work stream Monthly pulse surveys

OUR PRIORITIES FOR 2021/22

Our focus for 2021/22 is on delivering; transitioning and building for the future.

We are at an exciting stage of our development as an organisation. The year ahead is about continuing to deliver high quality services to families of deaf children and the professionals who work with them whilst transitioning to a new hybrid model of working. With our impact and investment analysis setting out our route to achieving our mission, we will be working to build a groundswell of support for Auditory Verbal therapy on the pathway for deaf children and the necessary investment to increase access to support for all families who want their child to learn to listen and talk.

Our work will focus on the following areas:

- Delivering a high-quality Auditory Verbal programme and support to an increased number of families of deaf children towards our long-term goal of 120 families per year
- Embedding new model of hybrid working with high satisfaction from staff and service users
- Increasing the number of professionals training in Auditory Verbal practice and embedding a new training platform, called Litmos.
- Securing a groundswell of support for Auditory Verbal on the pathway amongst the sector: Parliamentarians, families, influencers and decision makers.
- Engaging Devolved Administrations to increase access to practice and increase choice and opportunities across Scotland, Wales and Northern Ireland.
- Securing first stage funding for long term goals, alongside annual budgeted expenditure from public, private and philanthropic individuals and organizations.
- Increasing profile and commentary in media and hosting our third Power of Speech event in summer 2022.
- Continuing our commitment to review and explore diversity and inclusion as an organisation and as individuals.
- Embedding new processes and internal systems and further development of our infrastructure.
- Investing in the wellbeing and development of our people.

We hope that individuals and organisations across the public, private and voluntary sectors will recognise what can be achieved when families have access to early support, we hope that you will join us in enabling deaf children to get an equal start at school and to enjoy the same opportunities in life as their hearing peers.

TRUSTEES' RESPONSIBILITIES

The trustees (who are also directors of the Auditory Verbal Centre for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the Strategic Report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;

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

The trustees are responsible for keeping adequate 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. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

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

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

In approving the Trustees' Annual Report, we also approve the Strategic Report included therein, in our capacity as company directors.

On Behalf of the Trustees



Jane Barry

16 October 2021

Independent Auditor's Report to the Members of Auditory Verbal Centre Limited

Opinion

We have audited the financial statements of The Auditory Verbal Centre (the 'charitable company') for the year ended 31 July 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs at 31 July 2021, and of its incoming resources and application of resources, including its income and expenditure, for the twelve months then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement [set out on pages 12-13], the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for audit of the financial statements is located on the Financial reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

Use of our report

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



Ajay Bahl BA BFP FCA (Senior Statutory Auditor)
For and on behalf of Wenn Townsend, Statutory Auditor
30 St Giles'
Oxford
OX1 3LE

Date: 31st October 2021

**STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 JULY 2021**

	Note	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Income from:							
Donations	2	159,661	679,165	838,826	407,973	505,482	913,455
Charitable activities	3	251,241	-	251,241	300,173	-	300,173
Investments		190	-	190	352	-	352
Total income		411,092	679,165	1,090,257	708,498	505,482	1,213,980
Expenditure on:							
Raising funds	4	226,697	-	226,697	193,874	-	193,874
Charitable activities	5	306,260	587,913	894,173	359,766	488,307	848,073
Total expenditure		532,957	587,913	1,120,870	553,640	488,307	1,041,947
Net income/(expenditure)		(121,865)	91,252	(30,613)	154,858	17,175	172,033
Transfers between funds		(6,823)	6,823	-	-	-	-
Net movement in funds		(128,688)	98,075	(30,613)	154,858	17,175	172,033
Total funds brought forward		563,250	135,696	698,946	408,392	118,521	526,913
Total funds carried forward		434,562	233,771	668,333	563,250	135,696	698,946

All income and expenditure derives from continuing activities.

The statement of financial activities includes all gains and losses recognised during the year.

The notes on pages 21 to 28 form part of these financial statements.

BALANCE SHEET AT 31 JULY 2021

	Note	31 July 2021 £	31 July 2020 £
Fixed assets			
Tangible assets	10	<u>45,435</u>	<u>41,944</u>
Current Assets			
Stocks		651	309
Debtors	11	84,261	119,207
Cash at bank and in hand		<u>682,642</u>	<u>647,958</u>
		767,554	767,474
Creditors: amounts falling due within one year	12	<u>(144,656)</u>	<u>(110,472)</u>
Net current assets		<u>622,898</u>	<u>657,002</u>
Net assets		<u>668,333</u>	<u>698,946</u>
Charity funds			
Unrestricted reserves	13	434,562	563,250
Restricted funds	14	<u>233,771</u>	<u>135,696</u>
		<u>668,333</u>	<u>698,946</u>

These financial statements were approved and authorised for issue by the Board on 31/10/2021



Jane Barry
Chair of Trustees

Company Number 04569764 (England and Wales)

The notes on pages 18 to 31 form part of these financial statements.

STATEMENT OF CASH FLOWS

	Note	Year ended 31 July 2021 £	Year ended 31 July 2020 £
Cash flow from operating activities	17	50,205	192,384
Cash flow from investing activities:			
Payments to acquire tangible fixed assets	10	(15,711)	(38,534)
Interest received		190	352
Net cash flow from investing activities		<u>(15,521)</u>	<u>(38,182)</u>
Net increase in cash and cash equivalents		34,684	154,202
Cash and cash equivalents at 1 August		647,958	493,756
Cash and cash equivalents at 31 July		<u>682,642</u>	<u>647,958</u>

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 JULY 2021

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

General information and basis of preparation The Auditory Verbal Centre is a charitable company limited by guarantee registered in the UK. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 3 of these accounts. The nature of the charity's operations and principal activities are to achieve the relief of people suffering from hearing difficulties and the relief of distress by the education of their families and carers of the needs of people with hearing difficulties.

The charity constitutes a public benefit entity as defined by the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014, the Charities Act 2011, the Companies Act 2015, the Financial Reporting Standard and UK Generally Accepted Practice as it applies from 01 January 2019 (Charities SORP 2019).

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity.

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

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further restriction and are available as general funds.

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

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Income recognition:

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income, after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example, the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

Income from charitable activities includes fees receivable for therapy sessions and training.

Investment income is interest receivable on cash at bank.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Expenditure recognition:

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the headings of cost of raising funds and expenditure on charitable activities including direct and support costs.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

Operating leases

Rentals payable under operating leases are charged to the SOFA on a straight line basis over the period of the lease.

Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office running costs, non-salary communications' costs, governance costs and management costs. They are incurred directly in support of expenditure on the objects of the charity and include central management costs. Premises overheads have been included as direct costs.

Fundraising costs are those incurred in seeking voluntary contributions including communications staff costs but do not include the costs of disseminating information in support of the charitable activities.

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life, which with the exception of the leasehold improvements and systems development, is estimated, at a maximum of 4 years. Leasehold improvements have been depreciated over the term of the lease and systems development over 7 years.

Stocks are carried at the lower of cost and net realisable value.

Debtors and creditors receivable/payable within one year with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Employee benefits start when employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service. The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2 INCOME FROM DONATIONS

	Unrestricted £	Restricted £	2021 Total £	2020 Total £
AB David Charity	3,000	-	3,000	3,000
Anonymous	2,102	-	2,102	-
Anonymous	3,208	-	3,208	-
The Beehive Fund	-	-	-	6,825
Blackfen Clinic	-	-	-	2,000
BNA Charitable Inc Org	6,800	-	6,800	-
Bucks Inner Wheel	-	-	-	2,100
CHK Charities Ltd	-	50,000	50,000	-
City Bridge Trust	-	7,500	7,500	87,500
CMA Mr Slavin	-	5,000	5,000	-
DCR Allen Charitable Trust	-	-	-	5,000
DD McPhail Charitable Settlement	-	-	-	2,000
Esmée Fairbairn Foundation	-	-	-	49,810
Goldman Sachs International	3,570	-	3,570	-
GSK Impact Awards	-	-	-	30,000
Hill House School	1,862	-	1,862	-
Hoare Trustees	-	97,533	97,533	-
Hodge Foundation	-	10,000	10,000	-
The Inchape Foundation	-	-	-	1,000
John Horniman's Childrens Trust	-	2,500	2,500	-
Kintbury Capital	-	6,825	6,825	6,825
The Leathersellers Foundation	-	10,000	10,000	10,000
Lillie Johnson Charitable Trust	-	-	-	500
London Community Response Fund	-	-	-	17,972
The Lord and Lady Lurgan Trust	-	2,000	2,000	-
Louise Nichol's Charitable Trust	10,000	-	10,000	-
Man Charitable Trust	-	50,000	50,000	50,000
Marguerite Foundation	-	150,000	150,000	150,000
MariaMarina Foundation	-	110,000	110,000	110,000
Mia Basma-Saffiedine	-	-	-	5,354
Moondance Foundation	-	34,905	34,905	-
Mulberry House School	1,472	-	1,472	-
Mulberry House School	2,027	-	2,027	-
Outhwaite Charitable Trust	-	-	-	2,000
PF Charitable Trust	-	3,000	3,000	-
Philip Oppenheimer Foundation	-	-	-	4,000
Postcode Neighbourhood Trust	-	19,876	19,876	-
Rogers Family Charitable Trust	1,920	-	1,920	-

Schroders Charity Trust	-	5,000	5,000	-
Simply Health People	11,270	-	11,270	-
The Sobell Foundation	-	40,000	40,000	40,000
The Clare King Charitable Trust	-	-	-	1,000
The Dorothy Hay-Bolton Charitable Trust	3,000	-	3,000	3,000
The Grace Trust	1,250	-	1,250	-
The Grimer Family	1,018	-	1,018	-
The James Weir Foundation	-	-	-	3,000
The Lotus Charitable Foundation	1,000	-	1,000	-
The Lovell Foundation	-	15,026	15,026	-
The National Lottery Community Fund	-	60,000	60,000	-
The Sir Jules Thorn Charitable Trust	-	-	-	1,000
The Souter Charitable Trust	-	-	-	2,000
The Stanley Grundy Foundation	80,000	-	-	5,000
The Syncona Foundation	-	-	80,000	200,000
The Wonder of Sound Event	-	-	-	67,450
Trevor Chinn	-	-	-	1,000
Zedra Trust	26,162	-	-	17,244
Donations from individuals, community groups and small trusts below £1,000	-	-	26,162	26,875
	159,661	679,165	838,826	913,455

3 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted	Restricted	2021 Total	2020 Total
Sale of Books / CD's	672	-	672	6,397
Sessional Income	176,969	-	176,969	220,257
Training Income	53,944	-	53,944	52,432
Other Income	19,656	-	19,656	21,087
	<u>251,241</u>	<u>-</u>	<u>251,241</u>	<u>300,173</u>

Included within Other income for the Charity is £3,881 (2020: £nil) of Government grants relating to the Coronavirus Job Retention Scheme.

4 RAISING FUNDS

	Unrestricted	Restricted	2021 Total	2020 Total
Staff Costs	203,279	-	203,279	162,543
Other Costs	23,418	-	23,418	31,331
	<u>226,697</u>	<u>-</u>	<u>226,697</u>	<u>193,874</u>

5 CHARITABLE ACTIVITIES

	Unrestricted	Restricted	2021 Total	2020 Total
Direct Costs:				
Staff Costs	120,717	210,699	331,416	334,211
Other Direct Costs	20,479	554	21,033	15,382
Support Costs (note 6)	161,464	376,660	538,124	494,580
Governance Costs (note 7)	3,600	-	3,600	3,900
	<u>306,260</u>	<u>587,913</u>	<u>894,173</u>	<u>848,073</u>

6 SUPPORT COSTS

	Unrestricted	Restricted	2021 Total	2020 Total
Indirect Staff Costs	73,964	229,968	303,932	254,474
Recruitment	6,480	2,000	8,480	9,762
Staff Training & Conferences	3,464	758	4,222	5,683
Travel & Other Staff Costs	255	-	255	2,607
IT	38,984	-	38,984	34,618
Premises	16,066	143,934	159,999	167,998
Insurance	1,174	-	1,174	1,405
Consumables	2,254	-	2,254	3,298
Legal & Professional	195	-	195	198
Accountancy & Payroll	9,214	-	9,214	4,153
Bad Debt	(2,192)	-	(2,192)	3,094
Depreciation	10,031	-	10,031	6,178
Bank Charges	1,607	-	1,607	938
Sundry Expenses	289	-	289	174
Costs of goods sold	(321)	-	(321)	-
	161,464	376,660	538,124	494,580

7 GOVERNANCE COSTS

	Unrestricted	Restricted	2021 Total	2020 Total
Auditors Remuneration	3,600	-	3,600	3,900
	3,600	-	3,600	3,900

8 EXPENDITURE

	2021	2020
	£	£
Net income/(expenditure) is stated after charging:		
Depreciation of tangible fixed assets	12,221	7,171
Operating lease rentals, including VAT	131,029	138,128

The key management personnel are the trustees and the chief executive. The trustees neither received nor waived any remuneration during the period (2020: Nil). The total cost of employment of key management personnel was £200,322 (2020: £181,700). There was one employee with an annual salary in the £60,000-£70,000 band on which pension contributions of £7,620 (2020: £8,144) were paid.

The charity pays attendance travel expenses and provides refreshments at trustee meetings. Total cost was £nil (2020: £52).

The average monthly number of employees and full time equivalent (FTE) during the period was as follows:

	2021	2021	2020	2020
	Number	FTE	Number	FTE
Raising funds	3.9	3.0	3.0	2.5
Charitable activities	21.4	14.2	20.0	13.0
Governance			-	-
	<u>25.3</u>	<u>17.2</u>	<u>23.0</u>	<u>15.5</u>

The total staff costs and employees benefits was as follows:

	2021	2020
	£	£
Staff costs analysis		
Salaries	724,932	657,454
Social security costs	57,273	53,519
Other pension costs	53,912	40,459
	<u>836,117</u>	<u>751,432</u>
Staff costs by function		
Raising funds	144,973	131,306
Charitable activities	691,144	620,126
	<u>836,117</u>	<u>751,432</u>

9 TAXATION

The charitable company is exempt from corporation tax for its charitable activities.

10 TANGIBLE FIXED ASSETS

	Training Equipment £	Office Equipment £	Leasehold Improvements £	Systems Development £	Total £
Cost					
At 1 August 2020	27,632	115,586	9,444	31,620	184,282
Additions	-	12,531	1,650	1,530	15,711
At 31 July 2021	27,632	128,117	11,094	33,150	199,993
Depreciation					
At 1 August 2020	27,632	105,262	9,444	-	142,338
Charge for the year	-	7,603	750	3,867	12,220
At 31 July 2021	27,632	112,865	10,194	3,867	154,558
Written down value					
At 31 July 2021	-	15,252	900	29,283	45,435
At 31 July 2020	-	10,324	-	31,620	41,944

11 DEBTORS

	2021 £	2020 £
Rent deposit	23,500	23,500
Trade debtors	9,698	13,486
Sundry debtors	4,504	36,699
Prepayments	46,559	45,522
	<u>84,261</u>	<u>119,207</u>

12 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade creditors	14,542	15,162
Accruals and deferred income*	102,201	75,901
Other creditors	27,913	19,409
	<u>144,656</u>	<u>110,472</u>

*Deferred income represents training courses invoiced in advance net of bursary awards, totalling £58,946 (2020: £41,591) of which £41,703 (2020: £29,070) relates to the year ending 31 July 2022 and £17,243 (2020: £12,521) to future periods. Net deferred training income of £47,224 (2020: £52,432) has been included in the results for this period.

13 UNRESTRICTED RESERVES

	£
At 1 July 2020	563,250
Net surplus/(deficit) for the period	(128,688)
At 31 July 2021	<u>434,562</u>

14 RESTRICTED FUNDS

	At 1 August 2020 £	Incoming resources £	Resources expended £	At 31 July 2021 £
The Beehive Fund	6,825	-	6,825	-
CHK Charities Ltd	-	50,000	1,074	48,926
City Bridge Trust	37,500	7,500	45,000	-
Hoare Trustees	-	97,533	97,533	-
Hodge Foundation	-	10,000	10,000	-
John Horniman's Children's Trust	-	2,500	-	2,500
Kintbury Capital	-	6,825	-	6,825
The Leathersellers Foundation	-	10,000	10,000	-
The Lord & Lady Lurgan Trust	-	2,000	2,000	-
The Lovel Foundation	-	15,026	12,960	2,066
Man Charitable Trust	3,383	50,000	10,883	42,500
Marguerite Foundation	17,853	150,000	144,215	23,638
MariaMarina Foundation	63,454	110,000	125,247	48,207
Moondance Foundation	1,354	34,905	-	36,259
CMA Mr Slavin	-	5,000	5,000	-
The National Lottery Community Fund	-	60,000	60,000	-
Ovingdean Hall Foundation	327	-	327	-
PF Charitable Trust	-	3,000	3,000	-
The Postcode Neighbourhood Trust	-	19,876	19,876	-
Schroders Charity Trust	-	5,000	5,000	-
The Sobell Foundation	-	40,000	20,000	20,000
The Stanley Grundy Charitable Trust	5,000	-	2,150	2,850
	135,696	679,165	581,090	233,771

There were no gross transfers between restricted and unrestricted funds. Restricted funds towards the costs of therapy sessions or training provision were allocated during the period.

Fund	Purpose
The Beehive Fund	Family Bursaries
CHK Charities Ltd	Family Bursaries
The City Bridge Trust	Core London centre costs
CMA Mr A Slavin	Family Bursaries
Hodge Foundation	Clinician's salary
John Horniman's Children's Trust	Clinician's salary
Kintbury Capital	Family Bursaries
The Lovel Foundation	Family bursary and SI project research and salary of intern
The Lord & Lady Lurgan Trust	Clinician's salary
The Leathersellers Foundation	London centre core costs
Man Charitable Trust	
The Marguerite Foundation	Clinicians' salary
MariaMarina Foundation	Bursaries and outreach work
Moondance Foundation	Family bursaries in Wales
Ovingdean Hall Foundation	Salary costs for delivering therapy, training for health professionals and family support workshops
PF Charitable Trust	Clinician's salary, family bursaries and core costs

The National Lottery Community Fund	Clinician's salary
The Postcode Neighbourhood Trust	Family Bursaries
Schroders Charitable Trust	Salary and core costs
The Sobell Foundation	Core costs
The Stanley Grundy Charitable Trust	Training bursaries

Restricted funds (prior year)

	At 1 August 2019	Incoming resources	Resources expended	At 31 July 2020
	£	£	£	£
The Beehive Fund	-	6,825	-	6,825
The Bridgewater Trust	-	500	500	-
City Bridge Trust	-	87,500	50,000	37,500
DCR Allen Charitable Trust	-	5,000	5,000	-
DD McPhail Charitable Trust	-	2,000	2,000	-
Edward Gostling Foundation	338	-	338	-
Esmée Fairbairn Foundation	26,972	33,207	60,179	-
The Fitton Trust	-	250	250	-
John Horniman's Childrens Trust	2,500	-	2,500	-
Lillie C Johnson	-	500	500	-
The Leathersellers Foundation	-	10,000	10,000	-
The Man Charitable Trust	-	50,000	46,617	3,383
The Marguerite Foundation	-	150,000	132,147	17,853
MariaMarina Foundation	9,296	110,000	55,842	63,454
Moondance Foundation	14,758	-	13,404	1,354
Ovingdean Hall Foundation	37,958	-	37,631	327
Pennycress Trust	-	200	200	-
Philip Oppenheimer	-	4,000	4,000	-
The Sobell Foundation	-	40,000	40,000	-
The Stanley Grundy Charitable Trust	-	5,000	-	5,000
The Sydney Black Charitable Trust	-	500	500	-
	118,521	505,482	488,307	135,696

There were no gross transfers between restricted and unrestricted funds. Restricted funds towards the costs of therapy sessions or training provision were allocated during the period.

Fund	Purpose
Autonomous Research Charitable Trust	Outreach, training bursaries, family bursaries, clinician salary and additional needs training for staff
The Beehive Fund	Family bursaries
The Bridgewater Trust	Family bursaries
The City Bridge Trust	Core London centre costs
DCR Allen Charitable Trust	Family bursaries
DD McPhail Charitable Trust	Family bursaries
Edward Gostling Foundation	Project costs including the purchase of IT and telephone equipment and laptops
Esmee Fairbairn Foundation	Salaries of a PR Manager and the influencing work of our chief executive
The Fitton Trust	Family bursaries
John Horniman's Childrens Trust	Clinician's salary

The Leathersellers Foundation	London centre core costs
The Marguerite Foundation	Clinicians' salary
MariaMarina Foundation	Bursaries and outreach work
Marsh UK	Family bursary and outreach work
Moondance Foundation	Family bursaries in Wales
Ovingdean Hall Foundation	Salary costs for delivering therapy, training for health professionals and family support workshops
Pennycress Trust	Family bursaries
Philip Oppenheimer	Family bursaries
The Sobell Foundation	Core costs
The Stanley Grundy Charitable Trust	Training bursaries
The Sydney Black Charitable Trust	Supporting families in Oxfordshire

15 FINANCIAL COMMITMENTS

The charity renewed the lease on its Oxfordshire premises for five years with a break clause after three years from 1st February 2020, terminating in January 2025, at an annual rent of £17,052 plus VAT. There is a five-year lease on its London premises at an annual rent including service charge of £103,338 plus VAT.

The charity had agreed to update the existing IT platforms to become cloud-based prior to the financial year end, capital costs of £11,448 were incurred in August 2021.

16 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	2021 Total
	£	£	£
Tangible fixed assets	45,435	-	45,435
Stock	651	-	651
Debtors	84,261	-	84,261
Bank and cash balances	448,871	233,771	682,642
Current creditors	(144,656)	-	(144,656)
	434,562	233,771	668,333

Prior year

	Unrestricted Funds	Restricted Funds	2020 Total
	£	£	£
Tangible fixed assets	41,944	-	41,944
Stock	309	-	309
Debtors	119,207	-	119,207
Bank and cash balances	512,262	135,696	647,958
Current creditors	(110,472)	-	(110,472)
	563,250	135,696	698,946

17 RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021	2020
	£	£
Net income /(expenditure) for year	(30,613)	172,033
Interest receivable	(190)	(352)
Depreciation	12,220	7,171
(Increase)/decrease in stock	(343)	91
(Increase)/decrease in debtors	34,945	20,522
Increase/(decrease) in creditors	34,186	(7,081)
Net cash in/(out)flow from operating activities	<u>50,205</u>	<u>192,384</u>

18 Related party transactions

- The charity paid attendance travel expenses, a training course and provided refreshments at trustee meetings. Total cost was £nil (2020: £nil) of which nothing was owed at 31 July 2021 (2020: £Nil).
- The total of donations received from trustees was £nil (2020: £875).
- Individuals related to the trustees received services with a value of £180 (2020: £5,688).

OUR SUPPORTERS

AVUK is pleased to acknowledge the wonderful support it has received from its various supporters. Of the contributors this year we would especially like to thank:

AB David Charity and Michael Shellim
Beehive Fund
CHK Foundation
City Bridge Trust
The Dorothy Hay-Bolton Charitable Trust
Esmée Fairbairn Foundation
GF Eyre Charitable Trust
Hodge Foundation
Hazel and Leslie Peskin Charitable Trust
Inchcape Foundation
Jacobs Charitable Trust
Julia and Hans Rausing
Kintbury Capital
Leathersellers' Company Charitable Fund
Lord and Lady Lurgan Trust
The Lovel Foundation
Man Group plc Charitable Trust
MariaMarina Foundation
Marguerite Foundation
Moondance Foundation
National Lottery Community Fund
PF Charitable Trust
Players of People's Postcode Lottery
Schroder Charity Trust
Simply Health
The Sobell Foundation
The Susanna Peake Charitable Trust
The Syncona Foundation

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Thank you.