

REPORT & ACCOUNTS
FOR YEAR ENDED 31 JULY 2022

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

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LEGAL AND ADMINISTRATIVE DETAILS

Trustees	Jane Barry (Chair) Paul Clifford (Treasurer) Katherine Bartrop (appointed 1 st August 2022) Eleanor Conroy Elizabeth Delaney (resigned 20 June 2022) Amelia Ehren (appointed 1 st September 2021) Frances Owen Vinay Purwaha (appointed 1 st September 2021) Gillian Smith (appointed 1 st August 2022) Jorge Villon (resigned 30 th June 2022) 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 2022. 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 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 CEO 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 CEO 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.

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.

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, CEO and Treasurer 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 consider the Charity Commission's guidance on public benefit and believe that the activities of Auditory Verbal UK (AVUK) are in line with that guidance.

Safeguarding at AVUK

Safeguarding children at AVUK takes a number of forms. We have written policies for families and staff, based on mandatory government procedures and practice guidance. An annual audit of both our policy and practice is undertaken each year. Day-to-day responsibility for ensuring policies and procedures are adhered to is shared between the CEO and the Family Support team, with support in each centre. Amanda Wilkinson was appointed as the lead trustee for safeguarding on the Board. We have four Safeguarding Leads: Rachel French, Amy Spicer, Sarah Hogan and Stuart Robertson. This ensures Safeguarding Leads cover both centres and the whole working week. All staff are kept aware of their recording and reporting responsibilities through formal supervision and informal discussions. All staff and Trustees underwent Safeguarding training in autumn 2021, which will be due again after two years. The training has been repeated for subsequent new joiners as part of their induction. 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. Enhanced DBS checks are carried out for all staff and volunteers and regulated yearly through the DBS update service.

ANNUAL REVIEW 2021/22

OBJECTIVES AND ACTIVITIES

Our vision

We want all deaf babies and children to have the same opportunities in life as their hearing peers. 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.

Our mission

We want to raise expectations and outcomes for deaf children. We work to increase awareness, understanding and access to Auditory Verbal therapy by providing services direct to families and sharing our expertise with health and education professionals through training programmes so that many more families can access an Auditory Verbal programme close to where they live.

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.

STRATEGIC REPORT

This year we have refined our 10-year vision to enable all families who want their child to learn to listen and talk, to be able to access Auditory Verbal therapy through publicly funded services. Our three main objectives for the year were: transforming service provision, supporting families, and transitioning and building for the future. Despite the challenges of the ongoing Covid-19 pandemic, we are proud to say that we have continued to deliver our services; we have increased our reach and positive reputation; launched our #HearUsNow campaign and we have laid the foundations for our 10-year strategy which will be launched in autumn 2022. We are very grateful to all the staff and volunteers for their continued professionalism and commitment to Auditory Verbal UK and to all those who fund and support the charity in so many ways.

OUR WORK TO SUPPORT FAMILIES OF DEAF CHILDREN

We have delivered a high-quality Auditory Verbal programme and supported over 100 families this year on our regular caseload and a further 82 families through initial enquiries, appointments and ad hoc sessions. We continue to work towards our long-term goal of 120 families on our regular caseload at any one time. Around half of the children on our programme received our means-tested bursary.

On behalf of these children and their families, we would like to thank all of our funders for allowing them access to this life-changing programme.

On 17 January 2022, the first AVUK annual parent survey was circulated to the parents of the current caseload as per our goal. The survey was piloted by three graduate parents prior. The survey was sent to 77 families, with a response rate of 23% (18 respondents). This is an encouraging response rate, as typically the average response rate to an external survey is 10-15%.

The respondents represented a wide range of experiences of the services offered by AVUK, with families having accessed AVUK services from less than six months to over three years. Additionally, we had responses from families accessing services in-centre, via telepractice and via the hybrid model across both the Bermondsey and Bicester centres.

The responses to the survey were overwhelmingly positive. Where applicable, the satisfaction levels across AVUK services were consistently very satisfied or satisfied. 100% of respondents would recommend AVUK to other families with deaf children. 100% of respondents said that the AV programme makes a difference to them and their child. As AV therapy is fundamentally a parent coaching technique, the responses to our 'Working Together with our Parents' section of the Family Survey were hugely encouraging. Sixteen respondents (89%) felt they were always given opportunity to contribute to their child's sessions, while 14 respondents (78%) felt they are fully encouraged to participate in their child's sessions. The parents all found their parent coaching and take-home notes very helpful or helpful.

When asked to comment on their interaction with AVUK, the parents were eager to inform AVUK of their positive experiences. There were many encouraging comments, including:

"Your guidance and support are hugely appreciated. I love how you also want my child to succeed."

"We love AVT it has been a game changer. [It has] been great knowing we have an advocate who understands my child's needs."

"It is a must for all children with hearing issues and even other children can benefit."

"Every single person I've communicated with has been great. Knowledgeable and friendly. Thank you for everything you are doing for our family."

"AVUK gives us the confidence that we are doing our absolute best by our child and helping them to communicate to the best of their abilities. I would go as far as to say it makes our bond as a parent/child stronger."

The survey also highlighted some areas for learning and development. In particular, it emphasised that service users would benefit from wider advertising, since some were not aware of all the available services we offer. Improving awareness levels is something we are now exploring further.

Led by our Family Support Manager, AVUK has offered a range of support to the families of children on our programme. This has included signposting families to additional support services, helping them to navigate the Education, Health and Care plan process, or simply offering a space to talk for those processing the difficult emotions associated with a diagnosis. The AVUK programme includes an annual parent-only consultation, during which the family can talk openly with their therapist without the child present. We introduced a peer-to-peer support system where families on the programme can be in touch with one another and delivered a Family Links parenting programme with excellent feedback, including:

"There has been lots of food for thought. Some of the questions seem so simple on the surface but I've been able to delve deeper to think about how I really feel"

"I understand better the reasons why that my child is acting out, the feelings behind the behaviour. I can see things better from my child's perspective"

"Hearing other people's experiences and sharing my own has made me feel that I'm not on my own"

We are grateful to Mark and Katya Sabah, a family who attend the AVUK programme, who kindly hosted a Parents Evening at their home in June for current and recently graduated families who live in and around London. Having joined the programme during lockdown they felt they would have benefitted from meeting other parents at the start of the programme and wanted to offer an opportunity for families to get together in an informal setting to share their stories and challenges and offer advice and support to each other. It was well received and a successful evening, which we plan to replicate in the autumn, with a view to make it a regular event going forward.

The team has also continued to promote Auditory Verbal therapy to interested families through social media and online platforms. The clinical team continue to run frequent 'Meet an AVT' events online, giving families the opportunity to hear from an experienced therapist and ask any questions.

Our annual parent survey asked questions specifically about accessing AVUK services via telepractice throughout the pandemic. The responses to telepractice were varied and provided us with valuable learnings to shape our future model of delivery. Some families were very positive while others preferred in-person sessions or a mix. This feedback has suggested continuing the current approach of offering both in-person and telepractice sessions via the hybrid model is the best option for the future.

OUR WORK TO TRANSFORM SERVICE PROVISION IN THE UK

Engaging for change - #HearUsNow

With the help of Atticus Partners (formerly Atticus Communications), who were appointed in January 2022, we launched our #HearUsNow campaign, engaging with MPs and across the sector to build a groundswell of support for Auditory Verbal therapy on the pathway for deaf children in the UK. We are calling on the Government to make an investment of £21.5million over the next 10 years, so that we can provide a sound future for deaf children and unlock an economic benefit of £152million rising to £11.7billion over 50 years. This will enable all families who want their child to learn to listen and talk, to be able to access Auditory Verbal therapy through publicly funded services, close to where they live.

Our CEO has held a number of supportive MP meetings with representatives of different political parties. We have established good contacts at a senior level in Government and discussions will continue into 2022/23. Families of deaf children have joined us in sharing views with Ministers in the Department for Education and Department for Health and Social Care. AVUK's representatives have also spoken at All-Party Parliamentary Group meetings, including on deafness and oracy. Our Power of Speech event on 14 June 2022 was attended by MPs and Members of the Lords from different political parties, resulting in a number of supportive conversations and an interest in working with us to achieve our vision. We are grateful to Emma Lewell-Buck for hosting our event in Parliament.

We have also encouraged staff and service users to write to their MPs, meet with their MPs or share content on social media. We are grateful to all the MPs who have written to the relevant Government ministers on our behalf, to those who have shared evidence about AV practice and to those who have challenged perceptions of what deaf children can achieve.

In July 2022, AVUK submitted a formal response to the Government's Special Educational Needs and Disability (SEND) consultation. In our response, we called for the Government to increase support for the early years SEND specialist workforce and take necessary steps to provide Auditory Verbal therapy for every family in England who wishes to access it. We are grateful to those who have included our position in their official responses to the Government.

We have engaged with the Devolved Administrations to promote establishing sustainable services in each country and this will be a focus for activity in 2022-23. Notably, we have begun discussions with Alliance Scotland and have worked with Local Authorities in Wales to promote the outcomes from Auditory Verbal therapy. The AVUK training bursary fund is currently supporting one Welsh trainee, with a second enrolled to start training in September 2022.

The campaign has included the launch of our "Perspectives on..." series, in which our graduate children, their families and professionals discuss what hearing means to them. The videos can be accessed on YouTube [here](#).

Increasing the number of professionals trained in Auditory Verbal practice

We have continued to grow our training programme in Auditory Verbal practice for Speech and Language Therapists, Teachers of the Deaf and Audiologists in the UK and around the world. This comprises a six-month Foundation course and a 2½ year Advanced course. We have delivered high-quality training to 13 Foundation cohorts (comprised of 66 professionals), exceeding our original target of 10. This included 22 professionals from the UK, of whom 17 were able to receive a full AVUK bursary to cover their training fees thanks to the generosity of our donors. Although we delivered our Advanced training to 6 cohorts (comprised of 34 professionals) against an original target of 9, this is primarily due to 4 cohort start dates being pushed back into the next financial year. 14 of the 34 professionals are from the UK and all of them required full bursary funding in order to undertake their advanced training. There is continuing appetite for training, with ongoing enrolments for training next year.

We are proud to report that two professionals from South Africa who completed their advanced training in 2019 successfully secured their LSLS Cert Auditory Verbal Therapist qualification this year. Our training programme has now supported 19 professionals to gain this international certification, including 7 in the UK.

Our training courses are having a profound impact on increasing Auditory Verbal competence amongst professionals. One of our Foundation trainees commented:

"It has completely changed me as a therapist. Before, I often had the feeling that my therapy for a language impaired child was the same as for a hearing-impaired child. Now I completely adapt my therapy for children with hearing difficulties. I also feel much more like I know what my goals are and how to achieve them. The biggest improvement is my parent counselling. A parent used to be a passive listener but now I have a much deeper connection with the parents. They are really part of my therapy."

AVUK continues to look after its training alumni beyond the duration of training courses. Our staff have offered ongoing support throughout the year to professionals who have completed their training. As planned, we rolled out a Continued Mentoring Programme to 15 professionals, which will help them to feel more confident in using their skills and strategies and working with a wide range of deaf children and their families. Staff are now working with these professionals to further develop the programme so that it fully meets their needs. We hope that as new therapists further develop their confidence and practice, they will be willing to mentor others through the training process. There are several UK professionals likely to sit their exams later in 2022, which will increase capacity to deliver Auditory Verbal therapy in the UK, while supporting our vision of developing a wider 'train the trainer' programme to accelerate training reach in the UK.

We have further increased the profile and reach of AVUK by rolling out short courses, both in the UK and internationally. In the UK, AVUK developed an 18-month programme of short courses online for professionals working with preschool deaf children, including Speech and Language Therapists, Teachers of the Deaf, Audiologists, teaching assistants and SENCOs. These have been highly successful, with courses in May, July and December 22 fully booked. Thanks to the generosity of funders, we have been able to offer these courses on a subsidised basis or free of charge. We have built on the programme of training being delivered in

conjunction with ONICI in Belgium and the Netherlands by delivering further short courses. This has raised our profile and led to individual professionals from Benelux enrolling onto AVUK's Foundation courses.

We have embedded our new training platform, Litmos, so we can best serve professional service users and support a higher number of professionals more effectively.

Through AVUK's partnership with Birmingham City University, our clinical team hosted three MSc Speech and Language therapy students at Bicester and three in London, allowing them to observe Auditory Verbal therapy sessions. These work experience placements were very well received by the students. After observing a therapy session, one student fed back:

"It was great to see a different approach to SLT and therapy delivery, coaching the parents to support the child.....I appreciated the opportunity to observe a live online appointment and see how flexible, adaptable and creative you were in ensuring that the session was as engaging and successful as possible. I could really see the benefits of the inclusive family approach to support the children's progress and ensure there was continued support outside of therapy sessions."

Demonstrating what works: our research and sharing best practice

We have continued to publish an evidence base demonstrating the effectiveness of our approach. Over the last year, we have published the following peer-reviewed research:

- Pollard, R., & Hogan, S. (2021). Parental and Practitioner Views of Telepractice for Pediatric Auditory Verbal Habilitation at a Time of Global Pandemic. Perspectives of the ASHA (American Speech Language Hearing Association) Special Interest Groups, 6(6), 1832-1856.
- Clark, F., Ashton, L., Kenely, N., & Hogan, S. (2021). International Telepractice for Therapy and Training: Auditory Verbal UK's Perspective. Perspectives of the ASHA Special Interest Groups, 6(6), 1871-1875.
- AVUK Position Paper (2021) <https://www.avuk.org/News/auditory-verbal-uk-publishes-2021-position-paper>
- AVUK contribution to First Voice 2021 Sound Outcomes https://www.firstvoice.org.au/wp-content/uploads/2022/05/2021_First-Voice_Sound-Outcomes_summary-report.pdf

In June 2022, we published new research on the literacy outcomes being achieved by children following an Auditory Verbal programme. AVUK, (2022), Listening and Language, Stepping Stones to Literacy.

Oral contributions to national and international conferences

- October 2021 RCSLT **Acceptability and effectiveness of delivering therapy remotely to families of children with hearing loss** Sarah Hogan and Frances Clark
- October 2021 ESPCI **Evaluation of the Effectiveness of Remote Habilitation for Children and their Families** Noel Kenely and Sarah Hogan
- June 2022 FCEI **Can deaf children speak multiple languages? What leads to successful outcomes?** Lyndsey Allen, Sarah Hogan, Mariavittoria Vallarino and Frances Clark
- June 2022 AG Bell **Coaching parents for success: telepractice & in-person** Noel Kenely

We have exceeded our original stated objective by additionally presenting at the 1st Rehabilitation Conference in Leeds, Hear Indiana Conference (2022), Voice Conference Canada (2022) and Sound Intuition (2022) events. This has allowed us to increase awareness of Auditory Verbal practice amongst a broader pool of professionals.

Poster presentations at national and international conferences

- April 2022 BCIG (British Cochlear Implant Group) **Annual Conference Sound Health-Early Red Flags of Sensory Differences in Children with Cochlear Implants** Sarah Hogan, Rebecca Payne, M. Caroline Yuk
- June 2022 FCEI **Changing perceptions of what deaf children with complex needs can achieve. Are we offering families a true 'informed choice?** Sarah Hogan and Anita Grover

Collaborating with organisations across the sector, across the world.

We have continued to collaborate with partners in the fields of early years, speech and language, and education including the National Deaf Children's Society, the Communications Consortium, the Continuing Education Network and the National Sensory Impairment Partnership. AVUK is also part of a close international community that shares best practice and works collaboratively to achieve excellent outcomes for deaf children, including; First Voice Network (Australia, New Zealand and South Africa) and the Cochlear Implant International Community of Action. and. Our CEO chaired the policy group for the Communications Consortium, helping to maximise collective knowledge and influence. We are grateful to all of our partners for their ongoing support in achieving our shared vision.

Increasing our profile and reach

This year we have run two key events as well as increasing our profile in the media to reach families of deaf children; professionals working with deaf children, supporters and those who generously support our work. We have continued to promote Auditory Verbal training as a career option to professionals to increase awareness and encourage more individuals to consider both Foundation and Advanced training. We are grateful to the course participants who have shared their experiences in the media and to all the wonderful individuals who have taken part in events to raise money and awareness of our work.

Loud Shirt Day

Loud Shirt Day took place on 22 October 2021 and raised over £12,000 to give more deaf children the opportunity to learn to listen and talk.

Although it was challenging to gain full momentum for Loud Shirt Day in the aftermath of Covid disruptions, we achieved some impressive results:

- 7 media pieces (including 2 radio interviews)
- We saw a 60% increase in signups this year. There was more engagement from families who ran events with their schools. We also had more interest from professionals including the Yorkshire Auditory Implant Service.
- The AVUK website also saw increased traffic of 61% in the two weeks surrounding Loud Shirt Day (15-29 October) compared to the two weeks previous (30 September- 14 October). With the Loud Shirt Day site hosting an extra 82% visits over the same period and becoming our second most visited webpage.
- We saw an 89% increase in click throughs to the Loud Shirt Day site via our e-signature this month.
- We also had a 36.06% open rate from our Loud Shirt Day newsletter.
- 92% increase in engagement across our social channels.

Power of Speech

Our 2022 Power of Speech event took place on 14 June at the House of Commons. It celebrated what deaf children can achieve and why it is so important that families are able to access timely and effective support in the critical first few years of their child's lives. The distinguished audience of MPs, organisations and professionals working in the sector had the privilege of hearing from seven young people, who learnt to listen and talk as very young children at AVUK. They demonstrated that their hearing loss is no barrier to their achievements and why we must have much higher expectations for children who are deaf and ensure the necessary investment is made in the early years to enable children to have the same opportunities in life as their hearing peers. At the event we launched our new research on literacy outcomes being achieved by deaf children attending an AVUK programme. We also celebrated the Teacher of the Year, as nominated by a family on the AVUK programme.

We received some wonderful feedback from those who were part of Power of Speech, including:

Alana Burton: "I had the most amazing day on Tuesday! I was so excited afterwards that I was still awake after 10 pm! Mummy was a bit worn out though and fell asleep on the train home! I felt a little nervous on the day to speak in front of so many people including MPs, but I'm very proud of what I did and I hope it means that more deaf children can be helped the way I was."

Jennifer and Kevin Loten: "A truly inspirational day spent with some incredibly articulate young people today. So proud of each of them for demonstrating the importance of the power of speech, at the AVUK, House of Commons event".

Ingrid Herholdt: "These amazing AVUK graduates, standing up at the House of Commons, and showing us what they are made of. So much talent, ability, courage and confidence. Truly humbling to see deaf young people shine like that!"

A video showing the main highlights from the day is available [here](#).

During this year we have focused on developing our media channels and increasing coverage and reach.

Developing our social media

We have seen a very successful year for our social media channels. AVUK's average audience grew by 27.68% across all platforms and we therefore exceeded our target of 10% average audience growth across all social channels.

From January 2022, we started setting more specific, data-informed targets which are monitored regularly through our monthly Communications Report.

Our strongest-performing posts have been on the back of dates concerning deaf/education/early intervention issues such as International Cochlear Implant Day, Deaf Awareness Week, and AVUK's own events, in particular Power of Speech. One of our top posts this year was [Sam C talking about his cochlear implants](#) (YouTube - 7,193 views).

We are very grateful to everyone who has shared our posts or contributed their own about our work across social media, using their own personal networks to raise awareness of AV therapy and the outcomes which deaf children can achieve.

Increasing coverage in national and local media

Our aim for this year was to secure increased national and local media coverage, with at least 3 items per month (annualised) including consumer press and professional publications. We comfortably exceeded this target, achieving 50 pieces of national and local media coverage. This included a piece in the Daily Express online achieved thanks to the pro bono work of Stand, to whom we are incredibly grateful for their generous support.

You can find a list of our media publications [here](#).

This year's highlights include TV coverage on ITV London and BBC Points West for the Power of Speech, a double page spread in the Yorkshire Evening Post featuring AV trainee, Sophie Williams and coverage in consumer magazines Chat and Take a Break.

Impact report

AVUK published an Impact Report in February 2022. The report, which covered the period from August 2020-July 2021 shows how we've supported families through the pandemic and how we're transforming access to services. We also highlighted AVUK's outcomes and our plans to build for the future.

A PERIOD OF ORGANISATIONAL TRANSITION AND BUILDING FOR THE FUTURE

Hybrid working

While summer 2021 brought with it the relaxation of most Covid-19 restrictions, by winter there was renewed disruption due to the spread of the Omicron variant. This, alongside a growing appreciation of the benefits of flexible working, has enabled us to adapt our working environment in line with Government restrictions. Having learnt from the experiences of the last two years, AVUK is now formally transitioning to a hybrid working model, where staff have the flexibility to either work at one of the centres or from a remote location dependent upon personal, team and organisational requirements. This has involved thinking about how we can work in a way which will work best for both our staff and our service users, while building for the future.

Both the Bermondsey and Bicester centres have remained open. High levels of flexibility have been offered, with staff trusted to manage both their location and working pattern. In March 2022, work was undertaken by a Civil Service Fast Stream secondee to begin formalising the transition to hybrid working and implementing improvements to ways of working. Desk research and interviews with several other organisations generated insights into best practice and legal requirements. Staff's views were gathered through a series of informal conversations. These revealed that staff are broadly happy with the existing hybrid working model but have suggestions for improvements to the current arrangements. Staff also identified several areas in which greater clarity on the application of existing policies would be helpful.

The findings have been translated into a series of recommendations, which AVUK is now in the process of implementing. Ongoing refinements of the hybrid working model will continue into next year.

Staff well being

We have continued to prioritise staff wellbeing, particularly in the context of widespread hybrid working. There is a monthly staff wellbeing group, which brings together members of different teams to identify opportunities to better support staff. The group has organised opportunities for staff to connect socially while working remotely, for example through a virtual pizza making class and a virtual murder mystery. As staff return to offices more often, there have also been increased opportunities for connecting in person. In July, informal drop-in conversations were held with staff to hear their views about the wellbeing support they would like to see in a hybrid work environment going forwards.

A monthly Pulse Survey tracks staff views on workload, work-life balance, happiness at work, being well informed at work, and viewing AVUK as a safe space to speak up about issues. There is also an opportunity to give comments. Although the results fluctuate between months, they have remained broadly stable over the last year, and average scores have never fallen below 3 out of 5 (with 1 being the lowest and 5 the highest possible score) for any of the questions. The results allow the Senior Management Team to monitor staff satisfaction and identify issues, but they are shared with all staff for transparency.

We encourage staff to advance professionally by making use of learning and development opportunities. For example, clinical staff have attended conferences to learn about recent advances in their field as part of their continuous professional development.

Leavers and joiners

Our long-standing Head of Comms and Fundraising, Emma Johnson stepped down in February 2022. We are grateful to Emma for her years of dedication to AVUK and the impact she has had on our organisation.

We have made the decision to split the role into two separate positions. In line with our 10-year strategy, it is imperative that we can focus on rapidly growing both our income and our reach over the coming years. The move to two positions will allow our team to give both areas the dedicated attention that they need. We were pleased to welcome Victoria Parker as our new Head of Fundraising in April 2022, and Victoria Bishop-Rowe as our new Head of Communications and Engagement in August 2022. Both come to us with significant prior experience and passion for our vision, which we are excited to see going forwards.

There has been significant movement in our clinical team this year. Emma Burton, LSLS Cert AVT left AVUK after 7 years in May 2022 to take up a position in the NHS. Emma's departure, alongside several members of staff taking maternity leave, has reduced our clinical capacity against expected levels. We thank Mariana Helbig, LSLS Cert AVEd for joining our team on a fixed-term basis to support our capacity as well as to part-time staff who have also increased their working hours.

Finally, we have seen changes to our Trustee Board. Elizabeth Delaney, our secretary, retired on 20 June 2022 and Jorge Villon stepped down from his role to lead our Fundraising Advisory Board. Katherine Bartrop and Gillian Smith both joined our Board in August 2022 with experience of our services, fundraising, HR, equity, diversity and inclusion. We plan to onboard a further Trustee in 2022/23.

Advisory panel

We are very grateful for the ongoing support of our voluntary advisory panel, who make themselves available to support the organisation as needed. The Panel of 31 July 2022 comprised of:

- **Gwen Carr**, Independent Consultant in Early Hearing Detection, BA (Hons) Dip. Ed. Deaf, FRCA.
- **Graham Loudon-Carter**, BA Hons, MBPsS, Executive Fellow, Henley Business School – advising on leadership, personal and team development.
- **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 Josephine Marriage**, Director of Chear, PhD MSc BSc RHAD – advising on audiology
- **Professor Andrew King**, Wellcome Trust Principal research Fellow and Professor of Neurophysiology at the University of Oxford
- **Dr Carol Flexer**, Distinguished Professor Emeritus, Audiology, The University of Akron, Ohio PhD, CC-A; LSLS Cert AVT®
- **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 – a former service user
- **Claire Campbell**, Former Chair of AVUK Board of Trustees and personal experience of AVUK family programme
- **Samantha Pryke**, Cochlear implant user with extensive experience in government policy and the voluntary sector
- **Dr Kaukab Rajput, FRCS, FRCP**, MSc Consultant Audiological Physician at Great Ormond Street Hospital
- **Alexandra Rehak, MA, BSc** Data Advisor, Independent Strategy Consultant
- **Jonathan Pepper**, Client Director, Central Government, Atkins - advising on economic modelling and stakeholder engagement.

Our infrastructure

We have embedded our new CRM system and our new training platform (Litmos) across the team. CRM use by the Clinical and Operational teams continues to progress well. We are working with specialists to put processes in place and train staff in the Fundraising team. The Litmos training platform is also performing well with all Foundation, Advanced and Continued Mentorship Programme training being delivered via this platform. The team continue to work with consultants on refining a processes and ensuring integration with CRM is fully operational.

We have further developed our IT and systems towards our future operating model, including access to secure, web-based applications with robust availability. Work on AVUK's Office 365 environment has been carried out in the background by our IT contractors, CIT in line with the IT Roadmap for the year. The London and Bicester centres now have improved security with new firewalls and Wi-Fi installed, both managed remotely by CIT.

A project to replace the current QuickBooks Desktop accounts package with Xero online has been agreed with our accountants, Wenn Townsend for August 2022 implementation. Decommissioning of the server is planned for September 2022 once the team are satisfied Xero is working as intended, all data is transferred correctly, and backups are running. From that point, AVUK will be running solely on cloud-based applications, meaning the end-of-life server with its remote connectivity problems and ongoing support/maintenance costs can be retired.

Both our London and Bicester centres have remained open in line with Government restrictions and will continue to allow therapy to be delivered face to face to those families who prefer this format, subject to capacity. The centres support our staff by providing them with an alternative work environment away from the home and enabling them to meet face to face. We continue to review our operating space and opportunities for collaboration with other organisations in the sector.

We have conducted a review of our organisational policies and ownership shared between staff team and the Board. The most sensitive of these, such as the Diversity and Inclusion policy, are reviewed at trustee level. A number of updates to staff policies have been made to fully reflect AVUK's hybrid working practices.

Our funding

2021/22 has been a challenging year for fundraisers across the sector. AVUK's fundraising team have been navigating an evolving funding landscape post-Covid and through economic uncertainties. Additionally, the long-standing Head of Fundraising stepped down in February 2022 and was replaced in April 2022. These factors alongside existing resource reallocation have contributed to the team reaching just below their original target for the year.

Nevertheless, the fundraising team has successfully raised sufficient funding to allow us to maintain our existing services, while building for the future by securing new supporters. We are grateful to all our funders, both new and old, for allowing us to continue operating at this economically difficult time. We could not continue transforming outcomes for deaf children without your generous support.

The Fundraising Advisory Board now has four committed members who will be setting success measures and the trajectory for future funding.

More information on the detail of our fundraising income can be found later in this report.

EQUITY, DIVERSITY AND INCLUSION

AVUK has continued to review and challenge its processes and culture to become a more diverse and inclusive organisation, both for staff and service users. A Diversity and Inclusion staff group meets regularly, led by the CEO, to review progress and take forward new tasks. The group maintains an Equity, Diversity and Inclusion Action Plan, reflecting on what has been done, what next steps need to be taken and what challenges they are likely to face. Milly Ehren, who joined our trustee board in October 2021, has taken Board-lead responsibility for Equity, Diversity and Inclusion. She continues to discuss progress with the team and inputs into the Action Plan.

Over the last year, we have focussed predominantly on the following five areas:

Language – We continue to promote the use of our Language Guide, which sets out how to communicate regarding diverse groups in an inclusive way. The document has been reviewed by the D&I strategy team. The team led a website review in January 2022 to make changes to web content in line with the Diversity and Inclusion guidance. With support from our summer intern, the Communications team has begun the process of reviewing our digital and printed media resources to check that they comply fully with the language guide.

Resources – The clinical team have created an online library of therapy resources including toys and books, to ensure that they provide a wider representation of different ethnicities, abilities, religions and sexual orientation. Families are being encouraged to bring in toys/books with them from home to help reflect their own identity during in-centre therapy sessions.

Lived Experience – Members of staff at AVUK have been given the opportunity to talk about their lived experiences regarding different protected characteristics during whole-team meetings. These sessions have been very well attended and with positive participation by the whole team. The team invited an external speaker in February 2022, Naomi Ignatius, who is a Speech and Language therapist, to talk about Anti-Racism in the speech therapy profession. Various members of the AVUK team led a meeting around lived experience of Neurodiversity. At the meeting in April 2022, staff discussed the importance of the use of the correct pronouns both internally and externally with our service users and the wider public. Members of staff have now been given the opportunity to include their pronouns on their email signatures and website bios. During the last team meeting in July, staff were joined by Karen Canner from the Ministry of Justice (Chair of the Supporting the Workplace in Menopause network and Executive Committee Member of the Cross Government Menopause Network). Karen spoke about what the menopause is, symptoms, treatment and how to manage it at work and support others, based on her lived experience and research.

Data – A data analysis exercise was carried out to explore Ethnicity representation amongst the families accessing our support. This identified that families of Bangladeshi ethnicity enquire about the programme more often than joining, with Pakistani and Bangladeshi families under-represented amongst our service users. As a result, a joint plan between the clinical and communications teams has been set up to target families in South Asian communities. The first Family Survey was used to explore how inclusive AVUK is perceived to be. We are proud that 89% of respondents either agreed or strongly agreed that AVUK was an inclusive organisation and an organisation that respects and celebrates diversity, with the remaining 11% neutral in their response.

Recruitment – We have introduced new processes focusing on fair and diverse recruitment, including a move to blind recruitment. The Spring 2022 Trustee recruitment exercise was led by Reach volunteering, specialists in diversity and inclusion recruitment. We continue the use of diverse websites/agencies to ensure the widest possible target audience for role adverts.

OUR FUNDING

This report sets out our annual accounts and we are grateful to all of our supporters who have enabled our work to continue in this year.

We are particularly grateful to Jorge and Lindsey Villon for organising the flagship event, Wonder of Sound, which took place in September 2021 at Kensington Palace. This vibrant and deeply impactful event brought together celebrities and esteemed guests to celebrate the potential of all deaf children whilst raising vital funds for our work.

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 £1,359,779 (2021: £1,090,257); total income for the year was forecasted to be £1,377,952.

Unrestricted income amounted to £853,784 (2021: £411,092) with donations of £603,903 (2021: £159,661). Restricted income amounted to £505,995 (2021: £679,165) all from donations (2021: £679,165). Income from charitable activities fell, slightly to £249,709 (2021: £251,241).

Expenditure amounted to £1,295,460 (2021: £1,120,870) split between £372,912 (2021: £587,913) of restricted and £922,548 (2021: £532,957) of unrestricted spending. An overall surplus of £64,319 (2021: deficit £30,613) was delivered comprising of a restricted deficit of £117,715 (2021: surplus £98,075) and an unrestricted surplus of £182,034 (2021: deficit £128,688). This has resulted in a reduced reserve of £116,056 (2021: £233,771) and an increased unrestricted reserve of £616,596 (2021: £434,562). AVUK remains in a strong and stable position.

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
Detrimental changes to economic environment leading to more competitive fundraising landscape, and inflationary pressures on costs leading to increased expenditure	Ensure diverse revenue streams, invest in resources and ensure support and focus on fund raising Keep tight control on costs by monitoring expenditure against budget
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 2022/23

In Autumn 2022, AVUK will publish its 10-year strategy, laying out our longer-term objectives. Over the next year, we will advance towards these goals by continuing to build on the progress made so far, embedding changes made over the last year while maintaining a clear focus on building for the future. We will continue to support families, ensuring our high-quality service is maintained while the organisation strives for systemic change. AVUK will continue to transform service provision for deaf children in the UK by engaging with professionals and decision-makers to secure AVT on the pathway for deaf children in the UK and delivering training for the NHS and Local authority workforce in Auditory Verbal practice. We will work towards establishing high-value long-term funding partners and increasing our profile amongst potential funders. This will allow us to deliver existing services while building towards our funding goal of £2million/year to achieve policy change and deliver a £152m return on investment over 10 years, rising to £11.7bn over 50 years.

Our work will continue to fall into three areas of transforming service provision; supporting families and building for the future.

Transforming services through professional training

We will deliver training to at least 10 Foundation and 8 Advanced cohorts. AVUK will continue to support professionals who complete their training, for example by further developing our Continued Mentoring Programme. We expect several UK professionals to take their exams in 2022. The team will maintain close contact with these professionals to offer ongoing support and encourage them to raise awareness of Auditory Verbal therapy within their own networks.

To build a pipeline of future talent and enabling greater understanding of Auditory Verbal strategies and techniques, AVUK will expand its relationships with a further two universities, with a longer-term view of introducing an Auditory Verbal module in their courses. We are deeply appreciative of our existing relationship with Birmingham City University and look forward to seeing more positive outcomes from this collaboration.

AVUK is also excited to be building up to a partnership with the Guys and St Thomas's hospital trust in London. In this year, subject to funding, we hope to be embarking on a 2-year project focussed on closing the language gap for deaf babies and young children.

Transforming services by demonstrating what works

We will continue to share research and best practice with the professional community to demonstrate the benefits of an Auditory Verbal approach. In particular, in 2022-23 AVUK is hoping to field representatives to the following conferences: BATOD conference (Sept 2022), Talk to Your Baby (Jan/Feb 2023), ESPCI 2023 (June 2023), AG Bell Global Conference (June 2023), RCSLT conference (2023). We will also expand and publicise our research and outcomes. Key goals for 2022-23 include: planning for publication of literacy outcomes in a peer reviewed journal; extension of multilingual work to include a measure of language environment; and the extension of a project collating information about sensory differences in children with hearing loss.

Transforming services and accessibility by increasing our profile and reach

We will review our communications and engagement strategy to secure AVT on the pathway for deaf children in the UK and continue building a groundswell of support amongst decisions makers, current and future practitioners. This work will build on this year's launch of the #HearUsNow campaign, with ongoing support from Atticus Partners. The Communications and Fundraising teams will work together to engage current and potential supporters through targeted and impactful communications to increase income towards our target of £2m per year.

We will continue to secure increased national and local media coverage with at least a 10% increase on the figure for 2021/2022 including consumer press and professional publications with a specific focus on engaging health and education professionals. The Communications team will maximise AVUK team members for relevant profile pieces and commentary. By summer 2023, we will have increased promotion of Auditory Verbal training to professionals as a career choice. We will increase commentary on deaf/education/early intervention issues on social media, further developing our Instagram, Twitter, Facebook, YouTube and LinkedIn supporter base, increasing followers by an average of between 15 - 20% across all platforms by July 2023. On 21 October 2022, we will run our sixth annual Loud Shirt Day to challenge perceptions of what deaf children can achieve.

In line with our Equity, Diversity and Inclusion work, we will deliver targeted engagement and outreach to under-represented groups (Pakistani and Bangladeshi communities) and review the impact of communications and engagement channels for families and professionals. Engagement in Scotland, Wales and Northern Ireland will be accelerated as we work to establish sustainable services in each country.

Supporting families

In 2022/23, we aim to deliver excellent therapy (as monitored by our QA process) to at least 72 families on average on our regular caseload at any one time. We will continue to deliver a regular programme of family support and information through monthly q/a sessions; themed online events and annual parent-only consultations. We will continue to run a series of free online events for families interested in AVT through social media, online platforms and in collaboration with partners such as the NDCS. To monitor ongoing satisfaction with our family service, we will re-run the annual parental survey introduced in 2021/22. We will compare results to those from 2021/22, aiming to maintain satisfaction in all of the categories. We expect to see the number of children with additional and often complex needs making up a significant proportion of the total number of families supported, as well as an increase in those who have been impacted by the COVID pandemic.

Over the next year, we will focus on embedding the positive changes which we have already made, while continuing to build for the future.

Building for a more equitable, diverse and inclusive future

We want to continue challenging ourselves to face our discomfort and improve in this space. A key focus for 2022/23 will be exploring the concept of equity, considering what this means in practice for our organisation, both for staff and service users. This is a relatively new consideration for most organisations, so we anticipate a degree of trial and error.

We will continue to implement our Equity, Diversity and Inclusion Action Plan and honestly review the impact of any changes. This will include maintaining our programme of Lived Experiences sessions, collate feedback from staff, identifying gaps in our data and implementing mechanisms to address them. We will also explore different ways to bring in diversity of thinking to our planning and strategy at AVUK, particularly from service users.

Embedding change, supporting and developing our people

We will fully embed our flexible working model, acknowledging this will be subject to ongoing refinement and continue our focus on staff mental health and wellbeing through ongoing sessions, professional support and training.

We will review and redevelop our Auditory Verbal intern programme with a view to delivering on a rolling basis in future.

Developing our infrastructure

The team will focus on the full adoption and continuing development of the CRM such as setting up Flow processes to ease entry of clinical data. Other objectives will include Xero implementation and Litmos / Salesforce integration. We aim to increase adoption of features available in the Office 365 environment to enhance internal and external collaboration.

More advanced training in Microsoft Teams will be implemented in the Autumn.

Developing our funding

The Fundraising Advisory Board will support the organisation and now has four committed members who are set to meet in September 2022 to establish success measures and set the trajectory for engagement.

AVUK's fundraising team is preparing for growth in 2022/23. New team members include a Head of Fundraising and a Senior Partnerships Manager who together increase overall team capacity by almost 50%. The team will take a strategic direction to focus on new, high-value partnerships and raising AVUK's profile as a partner of choice among potential funders as we work to deliver at least £1.3m in 2022/2023 striving towards our £2m+ per year target over the next 10 years to support our vision.

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.

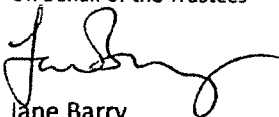
In so far as the trustees are aware:

- 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

29 November 2022

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 2022 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 2022, 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 page 16], 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: xxx 29/11/2022

**STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 JULY 2022**

	Note	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Income from:							
Donations	2	603,903	505,995	1,109,898	159,661	679,165	838,826
Charitable activities	3	249,709	-	249,709	251,241	-	251,241
Investments		172	-	172	190	-	190
Total income		853,784	505,995	1,359,779	411,092	679,165	1,090,257
Expenditure on:							
Raising funds	4	293,504	52,495	345,999	226,697	-	226,697
Charitable activities	5	629,044	320,417	949,461	306,260	587,913	894,173
Total expenditure		922,548	372,912	1,295,460	532,957	587,913	1,120,870
Net income/(expenditure)		(68,764)	133,083	64,319	(121,865)	91,252	(30,613)
Transfers between funds		250,798	(250,798)	-	(6,823)	6,823	-
Net movement in funds		182,034	(117,715)	64,319	(128,688)	98,075	(30,613)
Total funds brought forward		434,562	233,771	668,333	563,250	135,696	698,946
Total funds carried forward		616,596	116,056	732,652	434,562	233,771	668,333

All income and expenditure derive from continuing activities.

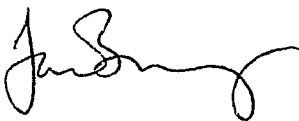
The statement of financial activities includes all gains and losses recognised during the year.

The notes on pages 20 to 34 form part of these financial statements.

BALANCE SHEET AT 31 JULY 2022

	Note	31 July 2022 £	31 July 2021 £
Fixed assets			
Tangible assets	10	<u>57,656</u>	<u>45,435</u>
Current Assets			
Stocks		623	651
Debtors	11	117,501	84,261
Cash at bank and in hand		<u>671,316</u>	<u>682,642</u>
		789,440	767,554
Creditors: amounts falling due within one year	12	<u>(114,444)</u>	<u>(144,656)</u>
Net current assets		<u>674,996</u>	<u>622,898</u>
Net assets		<u>732,652</u>	<u>668,333</u>
Charity funds			
Unrestricted reserves	13	616,596	434,562
Restricted funds	14	<u>116,056</u>	<u>233,771</u>
		<u>732,652</u>	<u>668,333</u>

These financial statements were approved and authorised for issue by the Board on 29 November 2022.



Jane Barry
Chair of Trustees

Company Number 04569764 (England and Wales)

STATEMENT OF CASH FLOWS

	Note	Year ended 31 July 2022 £	Year ended 31 July 2021 £
Cash flow from operating activities	17	23,539	50,205
Cash flow from investing activities:			
Payments to acquire tangible fixed assets	10	(35,037)	(15,711)
Interest received		172	190
Net cash flow from investing activities		<u>(34,865)</u>	<u>(15,521)</u>
Net increase in cash and cash equivalents		(11,326)	34,684
Cash and cash equivalents at 1 August		682,642	647,958
Cash and cash equivalents at 31 July		<u>671,316</u>	<u>682,642</u>

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 JULY 2022

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			2022	2021
	Unrestricted	Restricted	Total	Total
	£	£	£	£
AB David Charity	2,500	-	2,500	3,000
Anonymous	-	-	-	2,102
Anonymous	-	-	0	3,208
Birkdale	2,500	-	2,500	-
BNA Charitable Inc Org	-	-	-	6,800
Braintree United Charities	-	500	500	-
CHK Charities Ltd	-	-	-	50,000
City Bridge Trust	-	40,000	40,000	7,500
CMA Mr Slavin	-	-	0	5,000
Freemasons	500	-	500	-
GJW Turner	-	10,000	10,000	-
Goldman Sachs International	13,000	-	13,000	3,570
Headingley Rotary	3,000	-	3,000	-
Hill House School	2,186	-	2,186	1,862
HMRC gift aid	33,658	-	33,658	-
Hoare Trustees	-	-	-	97,533
Hodge Foundation	-	-	-	10,000
Hugo Stone	1,108	-	1,108	-
I Can communication trust	-	35,000	35,000	-
John Horniman's Children's Trust	-	-	-	2,500
Jonathan Lerner	-	3,000	3,000	-
Jorge Villon	4,005	52,495	56,500	-
Kintbury Capital	-	-	-	6,825
The King's Fund	3,189	-	3,189	-
The Leathersellers Foundation	-	10,000	10,000	10,000
The Lord and Lady Lurgan Trust	-	-	-	2,000
Louise Nichol's Charitable Trust	5,000	-	5,000	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
Moondance Foundation	-	-	-	34,905
Mulberry House School	806	-	806	1,472
Mulberry House School	-	-	-	2,027
PF Charitable Trust	-	-	-	3,000
Postcode Neighbourhood Trust	-	-	-	19,876
Rogers Family Charitable Trust	-	-	-	1,920
Schroders Charity Trust	-	-	-	5,000
Simply Health People	-	-	-	11,270
Susanna Peake Charitable Trust	-	50,000	50,000	-
The Sobell Foundation	-	25,000	25,000	40,000
The Dorothy Hay-Bolton Charitable Trust	3,000	-	3,000	3,000
The Grace Trust	-	-	-	1,250

The Auditory Verbal Centre

The Grimer Family	-	-	-	1,018
The Lotus Charitable Foundation	-	-	-	1,000
The Lovel Foundation	-	20,000	20,000	15,026
The National Lottery Community Fund	-	-	-	60,000
The Syncona Foundation	80,000	-	80,000	80,000
The Wonder of Sound Event	363,040	-	363,040	-
Donations from individuals, community groups and small trusts below £1,000	36,411	-	36,411	26,162
	603,903	505,995	1,109,898	838,826

3 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted	Restricted	2022 Total	2021 Total
Sale of Books / CD's	298	-	298	672
Sessional Income	167,694	-	167,694	176,969
Training Income	70,704	-	70,704	53,944
Other Income	11,013	-	11,013	19,656
	<u>249,709</u>	<u>-</u>	<u>249,709</u>	<u>251,241</u>

Included within Other income for the Charity is £nil (2021: £3,881) of Government grants relating to the Coronavirus Job Retention Scheme.

4 RAISING FUNDS

	Unrestricted	Restricted	2022 Total	2021 Total
Staff Costs	205,753	-	205,753	203,279
Other Costs	87,751	52,495	140,246	23,418
	<u>293,504</u>	<u>52,495</u>	<u>345,999</u>	<u>226,697</u>

5 CHARITABLE ACTIVITIES

	Unrestricted	Restricted	2022 Total	2021 Total
Direct Costs:				
Staff Costs	176,732	194,406	371,138	331,416
Other Direct Costs	29,454	-	29,454	21,033
Support Costs (note 6)	417,098	126,011	543,109	538,124
Governance Costs (note 7)	5,760	-	5,760	3,600
	<u>629,044</u>	<u>320,417</u>	<u>949,461</u>	<u>894,173</u>

6 SUPPORT COSTS

	Unrestricted	Restricted	2022 Total	2021 Total
Indirect Staff Costs	268,424	20,511	288,935	303,932
Recruitment	20,762	-	20,762	8,480
Staff Training & Conferences	7,655	-	7,655	4,222
Travel & Other Staff Costs	1,409	-	1,409	255
IT	34,387	-	34,387	38,984
Premises	45,352	105,500	150,852	159,999
Insurance	1,163	-	1,163	1,174
Consumables	2,384	-	1,384	2,254
Legal & Professional	1,673	-	1,673	195
Accountancy & Payroll	11,902	-	11,902	9,214
Bad Debt	672	-	672	(2,192)
Depreciation	19,014	-	19,014	10,031
Bank Charges	1,720	-	1,720	1,607
Sundry Expenses	553	-	553	289
Costs of goods sold	28	-	28	(321)
	417,098	126,011	543,109	538,124

Support costs in 2021 related to £161,464 to unrestricted expenditure, and £376,660 to restricted costs.

7 GOVERNANCE COSTS

	Unrestricted	Restricted	2022 Total	2021 Total
Auditors Remuneration	5,760	-	5,760	3,600
	5,760	-	5,760	3,600

8 EXPENDITURE

	2022	2021
	£	£
Net income/(expenditure) is stated after charging:		
Depreciation of tangible fixed assets	22,816	12,221
Operating lease rentals, including VAT	130,260	131,029

The key management personnel are the trustees, the chief executive and the director of finance and operations. The trustees neither received nor waived any remuneration during the period (2021: Nil). The total cost of employment of key management personnel was £168,595 (2021: £123,040). There was one employee with an annual salary in the £60,000-£70,000 band (2021: 1 employee) on which pension contributions of £13,352 (2021: £7,620) were paid.

The charity pays attendance travel expenses and provides refreshments at trustee meetings. Total cost was £nil (2021: £nil).

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

	2022	2022	2021	2021
	Number	FTE	Number	FTE
Raising funds	3.9	3	3.9	3.0
Charitable activities	25.0	15	21.4	14.2
	<u>28.9</u>	<u>18</u>	<u>25.3</u>	<u>17.2</u>

The total staff costs and employees benefits was as follows:

	2022	2021
	£	£
Staff costs analysis		
Salaries	745,057	724,932
Social security costs	55,287	57,273
Other pension costs	64,874	53,912
	<u>865,451</u>	<u>836,117</u>
Staff costs by function		
Raising funds	151,460	144,973
Charitable activities	713,991	691,144
	<u>865,451</u>	<u>836,117</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 2021	27,632	128,117	11,094	33,150	199,993
Additions	-	11,661	-	23,376	35,037
At 31 July 2022	27,632	139,778	11,094	56,526	235,030
Depreciation					
At 1 August 2021	27,632	112,865	10,194	3,867	154,558
Charge for the year	-	10,282	900	11,634	22,816
At 31 July 2022	27,632	123,147	11,094	15,501	177,374
Written down value					
At 31 July 2022	-	16,631	-	41,025	57,656
At 31 July 2021	-	15,252	900	29,283	45,435

11 DEBTORS

	2022 £	2021 £
Rent deposit	23,500	23,500
Trade debtors	44,087	9,698
Sundry debtors	(181)	4,504
Prepayments	50,095	46,559
	<u>117,501</u>	<u>84,261</u>

12 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade creditors	15,832	14,542
Accruals and deferred income*	76,994	75,901
Other creditors	21,618	27,913
	<u>114,444</u>	<u>118,356</u>

*Deferred income represents training courses invoiced in advance net of bursary awards, totalling £60,410.77 (2021: £58,946) of which £25,120 (2021: £41,703) relates to the year ending 31 July 2022 and £44,992.01 (2021: £17,243) to future periods. Net deferred training income of £29,515 (2021: £47,224) has been included in the results for this period.

13 UNRESTRICTED RESERVES

	£
At 1 July 2021	434,562
Net surplus/(deficit) for the period	182,034
At 31 July 2022	<u>616,596</u>

14 RESTRICTED FUNDS

	At 1 Aug 2021	Incoming resources	Resources expended/ transferred	At 31 July 2022
	£	£	£	£
Braintree United Charities	-	500	500	-
CHK Charities Ltd	48,926	-	48,926	-
City Bridge Trust	-	40,000	40,000	-
GJW Turner	-	10,000	10,000	-
I Can, Communication Trust	-	35,000	32,083	2,917
John Horniman's Children's Trust	2,500	-	2,500	-
Jonathan Lerner	-	3,000	3,000	-
J Villon	-	52,495	52,495	-
Kintbury Capital	6,825	-	-	6,825
The Leathersellers Foundation	-	10,000	10,000	-
The Lovel Foundation	2,066	20,000	2,066	20,000
Man Charitable Trust	42,500	-	42,500	-
Marguerite Foundation	23,638	150,000	173,638	-
Maria Marina Foundation	48,207	110,000	110,000	48,207
Moondance Foundation	36,259	-	6,484	29,775
Susanna Peake Charitable Trust	-	50,000	41,668	8,332
The Sobell Foundation	20,000	25,000	45,000	-
The Stanley Grundy Charitable Trust	2,850	-	2,850	-
	233,771	505,995	623,710	116,056

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
Braintree United Charities	Family Bursaries
CHK Charities Ltd	Family Bursaries
The City Bridge Trust	Core London centre costs
GJW Turner	Telepractice
I Can, Communication Trust	Clinician's salary
John Horniman's Children's Trust	Clinician's salary
Jonathan Lerner	Training Bursaries
J Villon	Fundraising Event
Kintbury Capital	Family Bursaries
The Leathersellers Foundation	London centre core costs
Man Charitable Trust	Bursaries and premises costs
The Marguerite Foundation	Clinicians' salary
MariaMarina Foundation	Bursaries and outreach work
Moondance Foundation	Family bursaries in Wales
Susanna Peake CT	Family Bursaries
The Sobell Foundation	Premises
The Stanley Grundy Charitable Trust	Training Bursaries

Restricted funds (prior year)

	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	Bursaries and premises costs
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

15 FINANCIAL COMMITMENTS

The charity renewed the lease on its Oxfordshire premises for five years with a break clause after three years from 7th August 2022, terminating in August 2027, at an annual rent of £20,900 plus VAT. AVUK lease their London premises at an annual rent including service charge of £103,338 plus VAT.

16 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	2022 Total
	£	£	£
Tangible fixed assets	57,656	-	57,656
Stock	623	-	623
Debtors	117,501	-	117,501
Bank and cash balances	554,260	116,056	671,316
Current creditors	(114,444)	-	(114,444)
	<u>616,596</u>	<u>116,056</u>	<u>732,652</u>

Prior year

	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)
	<u>434,562</u>	<u>233,771</u>	<u>668,333</u>

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

	2022 £	2021 £
Net income /(expenditure) for year	64,319	(30,613)
Interest receivable	(172)	(190)
Depreciation	22,816	12,220
(Increase)/decrease in stock	28	(343)
(Increase)/decrease in debtors	(33,240)	34,945
Increase/(decrease) in creditors	(30,212)	34,186
Net cash in/(out)flow from operating activities	<u>23,539</u>	<u>50,205</u>

18 Related party transactions

- The charity paid attendance travel expenses, a training course and provided refreshments at trustee meetings. Total cost was £nil (2021: £nil) of which nothing was owed at 31 July 2022 (2021: £Nil).
- The total of donations received from trustees was £60,200 (2021: £nil).
- Individuals related to the trustees' received services with a value of £nil (2021: £180).

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:

City Bridge Trust
Hodge Foundation
Communications Consortium Grants Programme
The Dorothy Hay-Bolton Charitable Trust
GJW Turner Trust
G F Eyre Charitable Trust
The Masonic Charitable Foundation
The Louis Nicholas Residuary Charitable Trust
The Birkdale Trust
Leathersellers' Company Charitable Fund
The Lovel Foundation
Man Group plc Charitable Trust
MariaMarina Foundation
Marguerite Foundation
Moondance Foundation
The Susanna Peake Charitable Trust
The Syncona Foundation

AVUK is extremely grateful to all its supporters who have either donated to us directly or inspired others to support. We would especially like to thank Jorge Villon, Lindsey McMurray and Pollen Street Capital, Jonathan and Lorraine Pepper, Mark and Katya Sabah, the Grimer family, the Lerner family, the Callaghan family, Claire Vincent, our wonderful London Landmarks Half Marathon runners and Ride London cyclists, Pembridge Hall School, Mulberry House School plus all of our amazing regular donors, Loud Shirt Day fundraisers and other supporters who wish to remain anonymous.

Thank you.