

BECOMING VISIBLE LIMITED

England & Wales - Charity number 1117872

Details

Other names BV

Status Registered

Legal form Charitable company

Company number [05291167](#)

Registered 2007-02-07

Register [View on the Charity Commission register](#)

Contact

Address The Victory
39-41 North Bridge Street
Sunderland
SR5 1AH

Phone 01912330999

Email director@becomingvisible.co.uk

Website www.becomingvisible.co.uk

Activities

Objects: A) 3.1 TO RELIEVE THE NEEDS OF DEAF PEOPLE IN THE NORTH OF ENGLAND IN EVERY SPHERE OF LIFE IN PARTICULAR BY THE PROVISION OF EDUCATION , ADVICE, SUPPORT, RECREATIONAL FACILITIES AND BY THE PROMOTION OF BRITISH SIGN LANGUAGE AND DEAF CULTURE.

Activities: To work for greater social inclusion for Deaf people in the North of England in every sphere of life, and to develop self confidence and self esteem through the promotion of British Sign Language and Deaf Culture. To undertake such charitable activities in pursuit of the above object as the Trustees shall from time to time decide

Classification

- **How:** Provides Human Resources, Provides Services
- **What:** General Charitable Purposes, Disability, Economic/community Development/employment
- **Who:** People With Disabilities

Geography

- **Area of benefit:** IN THE NORTH OF ENGLAND.
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£492,686	£489,568	-	-
2024-03-31	£501,733	£494,457	£242,921	12
2023-03-31	£533,387	£525,583	£235,645	11
2022-03-31	£529,219	£501,523	£227,841	6
2021-03-31	£427,862	£395,389	-	-

Trustees

Name	Role	Appointed
Francis Murphy		2024-03-01
Michael James Connolly		2024-09-07
ROBIN JOHN HERDMAN		
Ruth Craig-Murphy		2024-09-07

BECOMING VISIBLE LIMITED

England & Wales - Charity number 1117872

Accounts

Company registration number: 5291167
Charity registration number: 1117872

**BECOMING VISIBLE LIMITED
TRUSTEES' REPORT AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

Becoming Visible Limited Contents

	Page
Reference and Administrative Details	1
Trustees' Report	2—3
Independent Examiner's Report	4
Statement of Financial Activities (including Income and Expenditure Account)	5
Balance Sheet	6
Notes to the Financial Statements	7—10
The following pages do not form part of the statutory accounts:	
Detailed Statement of Financial Activities (including Income and Expenditure Account)	11

**Becoming Visible Limited
Reference and Administrative Details
For The Year Ended 31 March 2025**

Trustees	Mr R J Herdman Mr F P Murphy Mr M Macmurtrie (resigned 01/10/2025) Mr A J Smare (appointed 07/09/2024) Mr M J Connolly (appointed 07/09/2024) Mrs R Craig-Murphy (appointed 07/09/2024) Mr A A Woodford (appointed 07/09/2024) (resigned 01/10/2025)
Charity Number	1117872
Company Number	5291167
Registered Office	The Victory 39-41 North Bridge Street Sunderland Tyne & Wear SR5 1AH
Independent Examiner	Valued ACCA

Becoming Visible Limited
Company No. 5291167
Trustees' Report For The Year Ended 31 March 2025

The trustees present their report and the financial statements for the year ended 31 March 2025.

Objectives and Activities

Aims and Objectives

With Becoming Visible's charitable objectives in mind, the charity has continued to deliver and adapt its work to promote greater social inclusion for Deaf people in the North of England, supporting participation in every sphere of life. A key focus of the charity's work remains the development of self-confidence and self-esteem through the promotion of British Sign Language and Deaf Culture.

As a specialist, forward-thinking organisation working at the heart of the Deaf Community, we provide services that benefit both Deaf and hearing people. We are proud to continue to deliver solutions that are culturally appropriate, friendly, approachable and, in the current financial climate, cost-effective.

During 2024–2025, the charity employed two full-time staff, seven part-time staff, and a bank of 7 zero-hours staff. We would like to note that Jack Murphy, an employee, graduated from Newcastle University with a distinction in his degree which we were absolutely thrilled about. He moved to London to do his Masters, so we welcomed another addition to the team in terms of Darren O'Dowd who moved to Becoming Visible after 29 years at Newcastle College. We have a steady established team which helps us to grow and expand our work.

Vision:

"The leading organisation in all things related to British Sign Language and Deaf Culture."

Mission:

"People first."

Values:

- Respect for our language, culture, heritage, and diversity is central to all we do
- Providing high-quality, accessible services, projects, and opportunities
- Working in partnership and signposting with other organisations to promote a positive image of British Sign Language, Deaf Culture, and the diversity of the Deaf Community
- Listening to feedback and continually striving to improve
- Remaining innovative to create exciting opportunities for members of the Deaf Community

Significant Activities

SERVICES

BV Interpreting

British Sign Language / English interpreting services for the public, private, and voluntary sectors have been the core of our work and income since 2003. Changes and challenges in procurement have led us to diversify our income streams, which has strengthened our overall service offer and benefited the community.

We are extremely grateful to our hardworking team of interpreters, both in-house and freelance. For the first time in the charity's history, staff interpreters were appointed, with plans to continue developing this model to address the decreasing number of qualified BSL/English Interpreters in the North-East and ensure a responsive service. We continue to develop this model.

We are proud to retain a loyal core client base and have seen an increase in new clients from across the UK, reflecting the organisation's strong reputation.

BV Translation

In this financial year, we faced issues in providing our translation work due to the lack of a central dedicated studio however we have continued to outsource this work, this is central to our mission to provide cost effective solutions.

BV Training

Following the closure of the Institute of British Sign Language, efforts to identify a suitable awarding body to continue delivery have been ongoing but challenging for several reasons. This remains an active area of development, particularly with our eye on the national development in BSL teaching and training.

Deaf ID

Deaf ID is our community support service, providing support workers and personal assistants to children, young people, and adults within the Deaf Community. Staff are employed on a mixture of full-time, part-time, and bank contracts.

...CONTINUED

**Becoming Visible Limited
Trustees' Report (continued)
For The Year Ended 31 March 2025**

Significant Activities - continued

This is a responsive and growing service that we intend to continue expanding. It enables us to be one of the largest employers of Deaf people in the region, an achievement of which we are particularly proud. 2024-2025 continues to see the service grow from strength to strength.

Community Work

Community activities are delivered in partnership with Sunderland Deaf Society and at Strawberry Lane, including coffee mornings and afternoon clubs.

These sessions provide safe, welcoming spaces for people to socialise, learn, and engage with speakers from Deaf and hearing organisations. Community outreach remains a priority as the longer-term impacts of COVID continue to affect engagement. During the early part of 2025, we launched our newsletter which has received positive feedback. We will deliver this 4 times a year in our aim to reach as many people who are not digitally confident as the newsletter, even though it is bilingual in BSL/ English is also available online and in print, reaching out to many people.

Youth Work

Holiday activities and monthly sessions continue for deaf children and young people aged 8–17, delivered by a part-time Youth Worker. Sunderland Deaf Society have been working hard to get funding so that we can offer activities for deaf children and CODAs.

Challenges during 2024/2025

In the space of 18 months – we moved three times. In Spring 2024, we moved from Newcastle to Sunderland, to the old Deaf Club at 34-35 North Bridge Street and then a few weeks later to 39-41 North Bridge Street, Sunderland – the new home of Sunderland Deaf Society. This resulted in a turbulent year operationally, with significant internal change alongside continued service delivery and expansion of new work. The office was renovated in summer 2024 and we finally moved in in late Autumn 2024, however significant building work meant we had to leave the office and we found a temporary space in North Shields for 3 months. We eventually returned to Sunderland. 2025 has been about settling down and getting used to the various sites we work from. Partnerships have been set up with Northumbria Deaf Mission, MeSign, The British Deaf Association and supporting the new network of Deaf Clubs. We remain working in the local, regional, national and international community.

Other Information

Looking to The Future

The charity remains committed to continuing service delivery while remaining responsive, innovative, and focused on meeting the needs of the Deaf Community. We have exciting developments coming in for 2025/2026 and a new board of trustees which will help us to develop robust governance.

Small Company Rules

This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The trustees' report was approved by the board of trustees and signed on its behalf by:



Mr F P Murphy

Trustee

06/03/2026

Becoming Visible Limited
Independent Examiner's Report to the Trustees of Becoming Visible Limited
For The Year Ended 31 March 2025

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

Responsibilities and Basis of Report

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

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

Independent Examiner's Statement

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

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

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

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

Valued

Valued ACCA
06/03/2026

Becoming Visible Limited
Statement of Financial Activities (including Income and Expenditure Account)
For The Year Ended 31 March 2025

	Notes	2025 Unrestricted funds £	2024 Unrestricted funds £
INCOME AND ENDOWMENTS FROM:			
Donations and legacies	3	3,283	3,660
Charitable activities:	4		
Invoices services and recharged expenses		489,403	498,073
		<u>492,686</u>	<u>501,733</u>
EXPENDITURE ON:			
Charitable activities:	6		
General charitable activities		(223,851)	(265,128)
Governance costs		(265,717)	(229,329)
		<u>(489,568)</u>	<u>(494,457)</u>
NET INCOME		3,118	7,276
		<u>3,118</u>	<u>7,276</u>
NET MOVEMENT IN FUNDS			
RECONCILIATION OF FUNDS:			
Total funds brought forward		242,921	235,645
TOTAL FUNDS CARRIED FORWARD	14	<u>246,039</u>	<u>242,921</u>

The notes on pages 7 to 10 form part of these financial statements.

Becoming Visible Limited
Balance Sheet
As At 31 March 2025

		Unrestricted funds	Restricted funds	2025 Total funds	2024 Total funds
	Notes	£	£	£	£
FIXED ASSETS					
Tangible Assets	10	9,598	-	9,598	11,635
		9,598	-	9,598	11,635
CURRENT ASSETS					
Debtors	11	287,759	-	287,759	281,175
Cash at bank and in hand		12,245	-	12,245	11,693
		300,004	-	300,004	292,868
Creditors: Amounts Falling Due Within One Year	12	(63,563)	-	(63,563)	(61,582)
NET CURRENT ASSETS (LIABILITIES)		236,441	-	236,441	231,286
TOTAL ASSETS LESS CURRENT LIABILITIES		246,039	-	246,039	242,921
NET ASSETS		246,039	-	246,039	242,921
FUNDS OF THE CHARITY					
Unrestricted Funds				246,039	242,921
TOTAL FUNDS	14			246,039	242,921

For the year ending 31 March 2025 the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charitable company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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

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

On behalf of the board



Mr F P Murphy

Trustee
06/03/2026

The notes on pages 7 to 10 form part of these financial statements.

Becoming Visible Limited
Notes to the Financial Statements
For The Year Ended 31 March 2025

1. General Information

Becoming Visible Limited is a company limited by guarantee, incorporated in England & Wales, registered number 5291167 and registered charity number 1117872. The registered office is The Victory, 39-41 North Bridge Street, Sunderland, Tyne & Wear, SR5 1AH.

2. Accounting Policies

2.1. Basis of Preparation of Financial Statements

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

The charitable company is a Public Benefit Entity as defined by FRS 102.

2.2. Tangible Fixed Assets and Depreciation

Tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. Depreciation is provided at rates calculated to write off the cost of the fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures & Fittings	20% reducing balance
Computer Equipment	20% straight line

2.3. Cash and Cash Equivalents

Cash and cash equivalents are basic financial assets and include cash in hand and deposits held at call with banks, other short-term highly liquid investments that mature in no more than three months from the date of acquisition and are readily convertible to a known amount of cash with insignificant risk of change in value, and bank overdrafts.

3. Income from Donations and Legacies

	2025	2024
	Unrestricted funds	Unrestricted funds
	£	£
Donations and gifts	3,283	3,660

4. Income from Charitable Activities

	2025	2024
	Unrestricted funds	Unrestricted funds
	£	£
Invoices services and recharged expenses	489,403	498,073

5. Net Income/(Expenditure)

The net income is stated after charging/(crediting):

	2025	2024
	£	£
Depreciation of tangible fixed assets - owned	4,126	4,177

Becoming Visible Limited
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

6. Analysis of Expenditure

	2025 Support costs (see note 7) £
General charitable activities	223,851
Governance costs	265,717
	489,568
2024	
	Support costs (see note 7) £
General charitable activities	265,128
Governance costs	229,329
	494,457

7. Support Costs

	2025		
	General charitable activities	Governance costs	Total
	£	£	£
Employee costs	-	211,135	211,135
Premises expenses	-	13,673	13,673
General administration	-	36,783	36,783
Depreciation	-	4,126	4,126
Governance costs	223,851	-	223,851
	223,851	265,717	489,568
2024			
	General charitable activities	Governance costs	Total
	£	£	£
Employee costs	-	185,027	185,027
Premises expenses	-	9,600	9,600
General administration	-	30,525	30,525
Depreciation	-	4,177	4,177
Governance costs	265,128	-	265,128
	265,128	229,329	494,457

Becoming Visible Limited
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

8. Staff Costs

Staff costs were as follows:

	2025	2024
	£	£
Wages and salaries	197,918	173,276
Social security costs	8,169	6,905
Other pension costs	5,048	4,846
	<u>211,135</u>	<u>185,027</u>

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.

9. Average Number of Employees

Average number of employees during the year was: 14 (2024: 12)

10. Tangible Assets

	Fixtures & Fittings	Computer Equipment	Total
	£	£	£
Cost			
As at 1 April 2024	10,335	31,279	41,614
Additions	1,167	921	2,088
As at 31 March 2025	<u>11,502</u>	<u>32,200</u>	<u>43,702</u>
Depreciation			
As at 1 April 2024	8,568	21,411	29,979
Provided during the period	476	3,649	4,125
As at 31 March 2025	<u>9,044</u>	<u>25,060</u>	<u>34,104</u>
Net Book Value			
As at 31 March 2025	<u>2,458</u>	<u>7,140</u>	<u>9,598</u>
As at 1 April 2024	<u>1,767</u>	<u>9,868</u>	<u>11,635</u>

11. Debtors

	2025	2024
	£	£
Due within one year		
Trade debtors	287,099	280,799
Other debtors	660	376
	<u>287,759</u>	<u>281,175</u>

12. Creditors: Amounts Falling Due Within One Year

	2025	2024
	£	£
Trade creditors	32,431	33,579
Other creditors	4,354	4,400
Taxation and social security	24,341	18,588
Accruals and deferred income	2,437	5,015
	<u>63,563</u>	<u>61,582</u>

Becoming Visible Limited
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

13. Pension Commitments

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund.

During the year the charge to the statement of financial activities in respect of defined contribution schemes was £5,048 (2024: £4,846).

At the balance sheet date contributions of £1,184.01 (2024 £1,138.30) were due to the fund and are included in creditors.

14. Movement in Funds

	As at 1 April 2024	Income	Expenditure	As at 31 March 2025
	£	£	£	£
Unrestricted funds				
General:				
General unrestricted fund	242,921	492,686	(489,568)	246,039
Total funds	242,921	492,686	(489,568)	246,039
	As at 1 April 2023	Income	Expenditure	As at 31 March 2024
	£	£	£	£
Unrestricted funds				
General:				
General unrestricted fund	235,645	501,733	(494,457)	242,921
Total funds	235,645	501,733	(494,457)	242,921

15. Transactions with Trustees

None of the trustees received any remuneration or any other benefits from an employment with the charity or a related entity during the current or previous year.

No trustee expenses have been incurred.

16. Related Party Disclosures

There have been no related party transactions in the reporting period that require disclosure.

17. Company limited by guarantee

The company is limited by guarantee and has no share capital.

Every member of the company undertakes to contribute to the assets of the company, in the event of a winding up, such an amount as may be required not exceeding £1.

Becoming Visible Limited
Detailed Statement of Financial Activities (including Income and Expenditure Account)
For The Year Ended 31 March 2025

	2025	2024
	Total funds	Total funds
	£	£
INCOME AND ENDOWMENTS FROM:		
Donations and legacies		
Donations and gifts	3,283	3,660
	<u>3,283</u>	<u>3,660</u>
Charitable Activities:		
Invoices services and recharged expenses		
Income from charitable activities	489,403	498,073
	<u>489,403</u>	<u>498,073</u>
	492,686	501,733
EXPENDITURE ON:		
Charitable Activities:		
General charitable activities		
Other governance costs	(223,851)	(265,128)
	<u>(223,851)</u>	<u>(265,128)</u>
Governance costs		
Wages and salaries	(197,918)	(173,276)
Employers NI	(8,169)	(6,905)
Employers pensions - defined contributions scheme	(5,048)	(4,846)
Rent	(13,673)	(9,600)
Travel and subsistence	(17,986)	(4,370)
Computer software costs	(226)	(1,439)
Repairs, renewals and maintenance	(1,493)	(60)
Insurance	(2,611)	(1,319)
Printing, postage and stationery	(1,123)	(943)
Training seminars and workshops	(1,077)	(3,448)
Telecommunications and data costs	(5,421)	(4,817)
Accountancy fees	(3,357)	(6,120)
Legal fees	(47)	(35)
Subscriptions	(1,568)	(1,414)
Bank charges	(245)	(276)
Charitable donations	(368)	(99)
Entertaining	(75)	(302)
Sundry expenses	(1,186)	(5,883)
Depreciation	(4,126)	(4,177)
	<u>(265,717)</u>	<u>(229,329)</u>
	<u>(489,568)</u>	<u>(494,457)</u>
NET INCOME	<u>3,118</u>	<u>7,276</u>

BECOMING VISIBLE LIMITED

England & Wales - Charity number 1117872

Accounts

BECOMING VISIBLE LIMITED
Company Limited by Guarantee
Report and Financial Statements
Year Ended: 31 March 2024
Charity Number: 1117872

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2024

Contents

Trustees Annual Report	3 to 6
Report of the independent examiner	7
Statement of financial activities	8
Balance sheet	9
Notes forming part of the financial statements	10 to 14

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT

YEAR ENDED 31ST MARCH 2024

The trustees, who are also directors for the purpose of company law, present their report and the unaudited financial statements of the company for the year ended 31st March 2024.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity Name	Becoming Visible Limited
Charity registration number	1117872
Company registration number	05291167
Principal Office	Mea House Ellison Place Newcastle upon Tyne NE1 8XS
Registered Office	The Victory, 39-41 North Bridge Street Sunderland SR5 1AH

The Trustees

The Trustees who served the company during the period were as follows:

Mr. F. Murphy
Mr. M.C. MacMurtrie
Mr. R.J. Herdman
Mrs C.M. Iredale (resigned 1st April 2024)

Secretary

Miss. D. Marshall

Independent Examiners

Valued Accountancy
Office 101, View Point
Derwentside Business Centre
Consett Business Park
Consett
Co Durham
DH8 6BN

Bankers

TSB Bank plc
St Marys Place
Newcastle upon Tyne
Tyne & Wear
NE1 7PQ

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT (continued)

YEAR ENDED 31ST MARCH 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Becoming Visible Is a registered charity with a registered number: 1117872. The memorandum and articles of association dated 19th November 2004 and last amended 22nd June 2006. The memorandum of articles was translated into British Sign Language in 2006 for the benefit of members who prefer information in British sign Language.

The day to day running of the charity is delegated to the Director and the Board of Trustees. The recruitment and appointment of new trustees are elected by the established Management Committee and Members.

OBJECTIVES AND ACTIVITIES

With Becoming Visible charitable objectives in mind, the charity has been continuing it's work for greater social inclusion for Deaf people in the North of England in every sphere of life, and to develop self-confidence and self-esteem through the promotion of British Sign Language and Deaf Culture.

As a specialist forward-thinking organisation working in the heart of the Deaf Community, we provide services that benefit both Deaf and hearing people. We believe and are proud that we provide solutions that are culturally appropriate, friendly, and approachable and in this current financial climate, cost effective. During 2023 - 2024 we had 3 full time and 1 part time member of staff and a bank of 4 zero hours-based staff.

Strategy for 2023 – 2024

As we plan ahead to the future, after a challenging time after the effects of Covid and we have embraced the necessary changes needed.

We, as an organisation have identified three areas, operations, community, and services where we need to re-invest our work.

We still find that COVID-19 has had a great impacted upon people's confidence and the ability to 'return' to 'normal living'. As we re-define Becoming Visible role in this new post-pandemic world, we will continue to collaborate with other local Deaf organisations to look to the future. Some ground-breaking initiatives with a local partner have been put on hold due to the pandemic and we will be looking to restart this work. Our vision remains the same.

Vision: "The leading organisation in all things related to British Sign Language and Deaf Culture"

Mission: "People first"

Values:

- Respect for our language, culture, heritage, diversity is central in all we do
- We will provide high quality accessible services, projects, and opportunities
- Partnerships/signposting with other organisations to promote a positive image of British Sign Language, Deaf Culture, and the diversity of the Deaf Community
- We will always strive to improve in what we do by listening to feedback
- Continue to be innovative in what we do, to create exciting opportunities for members of the Deaf Community

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT (continued)

YEAR ENDED 31ST MARCH 2024

BV Interpreting:

British Sign Language / English Interpreting Services for the public, private and voluntary sectors have been the main core of our work and income since 2003. We are the only specialist agency in the region that manages a diary of a team of interpreters that attend a variety of appointments daily so that both Deaf and hearing people can communicate with each other.

Our clients include both large and small providers within the public, private and voluntary sectors such as the NHS, local authorities, further & higher institutions, employment agencies, amongst other clients.

The nature of work we do remain the same over the years, though we face challenges in procurement of the nature of our work as a specialist niche agency. However, our loyal clients and interpreters continue to come back to us, and we are growing year on year in our bookings, not just regionally but also nationally.

We are grateful for their support to BV's ethos of ensuring that any income we generate is ploughed back into our community. Our team of interpreters and bookings staff that we manage the diaries for are the biggest asset we have as an organisation. They provided around 8,000 hours of British Sign Language/English Interpreting during 2019-2020. We value their work and support to Becoming Visible. Our Bookings Co-ordinator, Michelle, deals with the logistics of managing clients, requests, and the interpreting team's diaries as well as sourcing other freelance interpreters. This is a challenging area of work needing accuracy, precision, quick decision making and the ability to always think on one's feet! We work in partnership with our clients to ensure that their contracts are successful by providing high quality interpreting services at the point of contract throughout to invoicing. In 2023 and beyond, we look to new challenges and expanding the team within Interpreting and Translation as well as adding to the services we provide with new technological opportunities and partnerships to enhance the interpreting services provided.

Becoming Visible Translation

As part of our services to clients, we offer either one off translation or an ongoing series of translation of information into British Sign Language and vice versa. We do this through our in-house studio at Becoming Visible. The studio is mostly for our own work but we have an increasing use of our studio for other media opportunities, especially with the pandemic.

Becoming Visible Training

Our part-time Training Officer, Julie has successfully delivered courses and workshops. All of this has been delivered without any external funding and the Training department needs financial support to enable us to continue this work and deliver more courses for Deaf people to enable them to upskill and gain confidence in employment as Deaf people are 50% more likely to be out of work than hearing people.

Becoming Visible believes that training should be delivered in an environment that is Deaf-friendly, so we offer those at our base in Newcastle upon Tyne, rent rooms at Sunderland Deaf Society and Newcastle Deaf Centre. Any income we raise goes back into the Deaf community. We will continue to do this work in the next few years, but funding is essential to enable us to continue and offer further opportunities to both Deaf and hearing people.

Deaf ID

After a soft launch of the newly established BV service in mid-2020, Deaf ID is now slowly establishing itself into a specialist niche service for Deaf people within the Northeast (Borders, Cleveland and Cumbria). Headed by Debra, the service matches up clients (aged 8 onwards) with our three specialist teams of workers (Buddies, Support Workers, and Personal Assistants). We are funded by two avenues – public and private funding. During 2023-2024, the aim is to strengthen internal processes and safeguard the service, train our staff and take it out into the community. This service was identified after numerous queries from various organisations. We have plans to complement this service with two other new services which takes Becoming Visible into new territory, and we are hugely excited about this

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT (continued)

YEAR ENDED 31ST MARCH 2024

Becoming Visible Community

The Deaf Community is what Becoming Visible is all about. The people, the language, the culture and what makes us a unique community. During 2023-2024 with the pandemic, our staff refocused their work to providing a new BSL Radio Service called BV Buzz. During 2023-2024, this was the highlight of our engagement with the Deaf Community through BV's Facebook page. We offered one-hour BSL-radio shows online, three times a week. We gained an increase in our social media engagement by 100%, provided information about the pandemic, introduced local services to Deaf people, offered people opportunities to become reporters and so on. A typical show would have an opening with the weather forecast for the week by our resident weatherperson, followed by a news summary in BSL by whoever was available, cookery slot, a spotlight on local Deaf businesses, services, and banter with people. People were invited to have discussions online about subjects. We hope to seek funding to enable us to redevelop this and make it a more robust service. All face-to-face work remains challenging for us.

Policies and Procedures

With the pandemic, Becoming Visible has to devise new policies and procedures in light of safety and this was communicated to all staff, volunteers, and interpreters to ensure safe working conditions. No one was on furlough – everyone adapted to ways of working. As we enter a new year, re-checking our policies, procedures and staff handbook are a priority for Becoming Visible.

Plans for the future

We are coming out of the pandemic and still adjusting on how people live and work. The major challenge we have faced is re-engaging with the community and getting them to grow in confidence in returning to daily lives outside of homes and ensuring accessible services return to better standards. As always, we put people first.

Signed on behalf of the board



Anthony Smare
Trustee
Date 30 January 2025

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES ON THE UNAUDITED FINANCIAL STATEMENTS OF THE COMPANY

YEAR ENDED 31ST MARCH 2024

Independent examiner's report to the trustees of Becoming Visible Limited ('the Company')

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

Respective responsibilities and basis of report

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

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

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I can confirm that I am qualified to undertake the examination because I am a member of Association of Certified and Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination: or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

Valued

Valued
ACCA
101 Viewpoint
Derwentside Business Centre
Consett Business Park
Consett
Co Durham
DH8 6BN

Dated: 31 January 2025

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31ST MARCH 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Income Resources					
Incoming resources from generating funds:					
Voluntary income	2	3,660		3,660	724
Income resources from charitable activities	3	498,073		498,073	532,663
Total Incoming Resources		501,733	-	501,733	533,387
Resources Expended					
Charitable activities	5	(265,128)		(265,128)	(311,388)
Governance costs	6	(229,329)		(229,329)	(214,195)
Total Incoming Resources		(494,457)	-	(494,457)	(525,583)
Net Incoming Resources					
Net Income / (Expenditure) for the year		7,276	-	7,276	7,804
		7,276	-	7,276	7,804
Total Funds at 1 April 2023		235,645	-	235,645	227,841
Total Funds at 31 March 2024		242,921	-	242,921	235,645

The statement of Financial Activities includes all gains in the year and therefore a statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

The notes on pages 9 to 15 form part of these financial statements.

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

BALANCE SHEET

YEAR ENDED 31ST MARCH 2024

	Note	£	2024 £	£	2023 £
FIXED ASSETS					
Tangible Assets	10		11,635		14,644
CURRENT ASSETS					
Debtors	11	280,799		273,662	
Prepayment and Other Debtors		376		0	
Cash at Bank		11,693		13,874	
		<u>292,868</u>		<u>287,536</u>	
CREDITORS: amounts falling due within one year	12	<u>61,582</u>		<u>66,535</u>	
NET CURRENT ASSETS			231,286		221,001
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>242,921</u>		<u>235,645</u>
FUNDS					
Restricted income funds			-		-
Unrestricted income funds	13		<u>242,921</u>		<u>235,645</u>
TOTAL FUNDS			<u>242,921</u>		<u>235,645</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the company to obtain an audit in accordance with Section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibilities for

- Ensuring that the charitable company keeps accounting records that comply with Section 386 and 387 of the Companies Act 2006 and
- Preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company

These financial statements have been prepared in accordance with the special provisions of Part 15 of the companies Act 20006 relating to charitable small companies.

The financial statements were approved by the board of directors and authorised for issue and are signed on its behalf by:


.....

Date 30 January 2025

Anthony Smare

Trustee

Company Registration No. 1117872

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2024

1. Accounting policies

- a) The financial statements have been prepared under the historical cost convention, as modified by the inclusion of fixed asset investments at market value, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and follow the recommendations in *Accounting and Reporting by Charities: Statement of Recommended Practice* issued in March 2005.
- b) The trustees have taken advantage of the exemption in Financial Reporting Standard No1 (revised) from including a cash flow statement in the financial statements on the grounds that the company is small.
- c) Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.
- d) Restricted funds are recognised where a donor gives monies or other items for a specific purpose. In each case the trustees recognise this restricted use and set up a separate restricted fund, accounting only for money spent against that fund.
- e) Liabilities are recognised as resources expended as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.
- f) Charitable activities – are those costs incurred in trading activities that raise funds, which are for the direct benefit of the charity's beneficiaries, associated with the provisions of supporting services and include the direct costs and support costs relating to the activities of the charity.
- g) Governance costs - include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements. Support costs have been allocated to activity costs categories and to governance costs on a basis consistent with the time spent by employees on each activity and those activities necessary to properly govern the charity.
- h) Fixed assets are initially recorded at cost
- i) Depreciation is calculated so as to write off the costs of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Computer Equipment	20% Reducing Balance
Computer Software and Licences	20% Straight Line
Equipment	20% Reducing Balance
- j) All incoming resources are recognised once the charity has entitlement to the resources, it is certain that resources will be received, and the monetary value of incoming resources can be measured with sufficient reliability.

Income from charitable activities includes income received under contract where the charity has become entitled to the income after completing its contractual duties.

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2024

2. VOLUNTARY INCOME

	Unrestricted £	Restricted £	2024 Total £	2023 Total £
Donations and grants	3,660	-	3,660	724
	<u>3,660</u>	<u>-</u>	<u>3,660</u>	<u>724</u>

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Unrestricted £	Restricted £	2024 Total £	2023 Total £
Invoiced services and recharged expenses	498,073	-	498,073	532,663
	<u>498,073</u>	<u>-</u>	<u>498,073</u>	<u>532,663</u>

4. TRUSTEES REMUNERATION AND EXPENSES

No remuneration or reimbursement of expense has been made or is due to be made to any of the trustees in respect of the year.

5. COSTS OF CHARITABLE ACTIVITIES BY FUND TYPE

	Unrestricted £	Restricted £	2024 Total £	2023 Total £
Direct charity activity costs	265,128	-	265,128	311,388
	<u>265,128</u>	<u>-</u>	<u>265,128</u>	<u>311,388</u>

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2024

6. GOVERNANCE COSTS

	Unrestricted £	Restricted £	2024 Total £	2023 Total £
Salaries & Wages	185,027		185,027	178,874
Premises Costs	9,600		9,600	9,600
Accountancy Fees	6,120		6,120	4,482
Printing, Postage & Stationery	1,504		1,504	539
Insurance	1,319		1,319	2,637
Telephone	4,817		4,817	3,843
Legal & Professional	35		35	35
Repairs & Renewals	60		60	80
Training	3,448		3,448	225
Subscriptions	2,292		2,292	4,361
Bank Charges	276		276	228
Depreciation (20%)	4,177		4,177	4,249
Room Hire	-		-	730
Travel Expenses	4,370		4,370	1,776
Sundries	6,284		6,284	2,536
	<u>229,329</u>	<u>-</u>	<u>229,329</u>	<u>214,195</u>

7. NET (OUTGOING) / INCOMING RESOURCES FOR THE YEAR

This is stated after charging:

	2024 Total £	2023 Total £
Depreciation	4,177	4,249
	<u>4,177</u>	<u>4,249</u>

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2024

8. STAFF COSTS AND EMOLUMENTS

Total staff costs were as follows:

	2024 Total	2023 Total
	£	£
Salaries & Wages	173,276	167,288
Pension Costs	4,846	4,210
Employers NI	6,905	7,376
	<u>185,027</u>	<u>178,874</u>

Particulars of employees:

The average number of employees during the year, calculated on the basis of full-time equivalents was as follows:

	2024 Total	2023 Total
Number of Admin staff	<u>12</u>	<u>11</u>

9. TAXATION

The charitable company is exempt from tax on its charitable activities, as the charitable company gained full charitable status on 7th February 2007.

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2024

10. TANGIBLE FIXED ASSETS

	Plant & Machinery Etc £
Cost	
At 1 April 2023	40,445
Additions	1,169
Disposals	-
At 31 March 2024	<u>41,614</u>
Depreciation	
At 1 April 2023	25,801
Charge in Year	4,17
Depreciation on Disposals	-
At 31 March 2024	<u>29,979</u>
Net Book Value	
At 31 March 2024	<u>11,635</u>
At 31 March 2023	<u>14,644</u>

11. DEBTORS

	2024 Total £	2023 Total £
Trade Debtors	<u>280,799</u>	<u>273,662</u>

12. CREDITORS: Amounts falling due within one year

	2024 Total £	2023 Total £
Trade Creditors	33,579	30,607
Other Creditors	28,003	35,928
	<u>61,582</u>	<u>66,535</u>

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2024

13. UNRESTRICTED INCOME FUNDS

	Balance at 1 April 2023 £	Incoming Resources £	Outgoing Resources £	Balance at 31 March 2024 £
General Funds	235,645	501,733	494,457	242,921

14. RELATED PARTY TRANSACTIONS

No related party transactions

15. COMPANY LIMITED BY GUARANTEE

The company is limited by guarantee and its governing document is its memorandum and Articles of Association.

The trustees hold no shares in the company but each trustee, as a member, is a guarantor of the company, to an amount not exceeding £1, in the event of the winding up of a company.

16. PENSIONS

During the year, the company contributed £4,846 into the employees' personal pension under the Government Auto Enrolment Scheme. (2023: £4,210)

17. CONTINGENCIES

The trustees have confirmed that there were no contingent liabilities which should be disclosed on 31st March 2024.

18. CAPITAL COMMITMENTS





The trustees have confirmed that there were no capital commitments on 31st March 2024.

19. ULTIMATE CONTROLLING PARTY

In the opinion of the trustees there is no ultimate controlling party other than the trustees themselves.

Title	Becoming Visible Ltd - Accounts March 2024
File name	Becoming_Visible_...ts_March_2024.pdf
Document ID	a50b6fccffbf2a763cd5276a3ffbab523dd7832
Audit trail date format	DD / MM / YYYY
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BECOMING VISIBLE LIMITED

England & Wales - Charity number 1117872

Accounts

BECOMING VISIBLE LIMITED
Company Limited by Guarantee
Report and Financial Statements
Year Ended: 31 March 2023
Charity Number: 1117872

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2023

Contents

Trustees Annual Report	3 to 6
Report of the independent examiner	7
Statement of financial activities	8
Balance sheet	9
Notes forming part of the financial statements	10 to 14

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT

YEAR ENDED 31ST MARCH 2023

The trustees, who are also directors for the purpose of company law, present their report and the unaudited financial statements of the company for the year ended 31st March 2023.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity Name	Becoming Visible Limited
Charity registration number	1117872
Company registration number	05291167
Principal Office	Mea House Ellison Place Newcastle upon Tyne NE1 8XS
Registered Office	Mea House Ellison Place Newcastle upon Tyne NE1 8XS

The Trustees

The Trustees who served the company during the period were as follows:

Mr. F. Murphy
Mr. M.C. MacMurtrie
Mr. R.J. Herdman
Mrs C.M. Iredale (resigned 1st April 2023)

Secretary

Miss. D. Marshall

Independent Examiners

Valued Accountancy
Office 101, View Point
Derwentside Business Centre
Consett Business Park
Consett
Co Durham
DH8 6BN

Bankers

TSB Bank plc
St Marys Place
Newcastle upon Tyne
Tyne & Wear
NE1 7PQ

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT (continued)

YEAR ENDED 31ST MARCH 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Becoming Visible Is a registered charity with a registered number: 1117872. The memorandum and articles of association dated 19th November 2004 and last amended 22nd June 2006. The memorandum of articles was translated into British Sign Language in 2006 for the benefit of members who prefer information in British sign Language.

The day to day running of the charity is delegated to the Director and the Board of Trustees. The recruitment and appointment of new trustees are elected by the established Management Committee and Members.

OBJECTIVES AND ACTIVITIES

With Becoming Visible charitable objectives in mind, the charity has been continuing it's work for greater social inclusion for Deaf people in the North of England in every sphere of life, and to develop self-confidence and self-esteem through the promotion of British Sign Language and Deaf Culture.

As a specialist forward-thinking organisation working in the heart of the Deaf Community, we provide services that benefit both Deaf and hearing people. We believe and are proud that we provide solutions that are culturally appropriate, friendly, and approachable and in this current financial climate, cost effective. During 2022 - 2023 we had 3 full time and 1 part time member of staff and a bank of 4 zero hours-based staff.

Strategy for 2022 – 2023

As we plan ahead to the future, after a challenging 2.5 years of the pandemic and changes to how people have lived and worked, Becoming Visible faces a new set of challenges.

We, as an organisation have identified three areas, operations, community, and services where we need to re-invest our work.

COVID-19 has impacted seriously upon people's confidence and the ability to 'return' to 'normal living'. The lack of support shown by the government towards Deaf people in terms of access to information during the pandemic has been manifested in the press and the 'Where is the Interpreter?' Campaign. Further campaigns by larger Deaf organisations, as a result of lobbying, has seen a new British Sign Language law. Despite all of this, there are still failings locally in provision of safe, high-quality services for Deaf people particularly in health and social care. As we re-define Becoming Visible role in this new post-pandemic world, we will continue to collaborate with other local Deaf organisations to look to the future. Some ground-breaking initiatives with a local partner have been put on hold due to the pandemic and we will be looking to restart this work. Our vision remains the same as in 2020-2022.

Vision: "The leading organisation in all things related to British Sign Language and Deaf Culture"

Mission: "People first"

Values:

- Respect for our language, culture, heritage, diversity is central in all we do
- We will provide high quality accessible services, projects, and opportunities
- Partnerships/signposting with other organisations to promote a positive image of British Sign Language, Deaf Culture, and the diversity of the Deaf Community
- We will always strive to improve in what we do by listening to feedback
- Continue to be innovative in what we do, to create exciting opportunities for members of the Deaf Community

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT (continued)

YEAR ENDED 31ST MARCH 2023

BV Interpreting:

British Sign Language / English Interpreting Services for the public, private and voluntary sectors have been the main core of our work and income since 2003. We are the only specialist agency in the region that manages a diary of a team of interpreters that attend a variety of appointments daily so that both Deaf and hearing people can communicate with each other.

Our clients include both large and small providers within the public, private and voluntary sectors such as the NHS, local authorities, further & higher institutions, employment agencies, amongst other clients.

The nature of work we do remain the same over the years, though we face challenges in procurement of the nature of our work as a specialist niche agency. However, our loyal clients and interpreters continue to come back to us, and we are growing year on year in our bookings, not just regionally but also nationally.

We are grateful for their support to BV's ethos of ensuring that any income we generate is ploughed back into our community. Our team of interpreters and bookings staff that we manage the diaries for are the biggest asset we have as an organisation. They provided around 8,000 hours of British Sign Language/ English Interpreting during 2019-2020. We value their work and support to Becoming Visible. Our Bookings Co-ordinator, Michelle, deals with the logistics of managing clients, requests, and the interpreting team's diaries as well as sourcing other freelance interpreters. This is a challenging area of work needing accuracy, precision, quick decision making and the ability to always think on one's feet! We work in partnership with our clients to ensure that their contracts are successful by providing high quality interpreting services at the point of contract throughout to invoicing. In 2022 and beyond, we look to new challenges and expanding the team within Interpreting and Translation as well as adding to the services we provide with new technological opportunities and partnerships to enhance the interpreting services provided.

Becoming Visible Translation

As part of our services to clients, we offer either one off translation or an ongoing series of translation of information into British Sign Language and vice versa. We do this through our in-house studio at Becoming Visible. During 2022-2023 we have been using the studio, mostly for our own work but we have an increasing use of our studio for other media opportunities, especially with the pandemic.

Becoming Visible Training

Our part-time Training Officer, Julie has successfully delivered courses and workshops. All of this has been delivered without any external funding and the Training department needs financial support to enable us to continue this work and deliver more courses for Deaf people to enable them to upskill and gain confidence in employment as Deaf people are 50% more likely to be out of work than hearing people.

Becoming Visible believes that training should be delivered in an environment that is Deaf-friendly, so we offer those at our base in Newcastle upon Tyne, rent rooms at Sunderland Deaf Society and Newcastle Deaf Centre. Any income we raise goes back into the Deaf community. We will continue to do this work in the next few years, but funding is essential to enable us to continue and offer further opportunities to both Deaf and hearing people.

Deaf ID

After a soft launch of the newly established BV service in mid-2020, Deaf ID is now slowly establishing itself into a specialist niche service for Deaf people within the Northeast (Borders, Cleveland and Cumbria). Headed by Debra, the service matches up clients (aged 8 onwards) with our three specialist teams of workers (Buddies, Support Workers, and Personal Assistants). We are funded by two avenues – public and private funding. During 2022-2023, the aim is to strengthen internal processes and safeguard the service, train our staff and take it out into the community. This service was identified after numerous queries from various organisations. We have plans to complement this service with two other new services which takes Becoming Visible into new territory, and we are hugely excited about this

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT (continued)

YEAR ENDED 31ST MARCH 2023

Becoming Visible Community

The Deaf Community is what Becoming Visible is all about. The people, the language, the culture and what makes us a unique community. During 2022-2023 with the pandemic, our staff refocused their work to providing a new BSL Radio Service called BV Buzz. During 2022-2023, this was the highlight of our engagement with the Deaf Community through BV's Facebook page. We offered one-hour BSL-radio shows online, three times a week. We gained an increase in our social media engagement by 100%, provided information about the pandemic, introduced local services to Deaf people, offered people opportunities to become reporters and so on. A typical show would have an opening with the weather forecast for the week by our resident weatherperson, followed by a news summary in BSL by whoever was available, cookery slot, a spotlight on local Deaf businesses, services, and banter with people. People were invited to have discussions online about subjects. We hope to seek funding to enable us to redevelop this and make it a more robust service. All face-to-face work remains challenging for us.


Policies and Procedures

With the pandemic, Becoming Visible has to devise new policies and procedures in light of safety and this was communicated to all staff, volunteers, and interpreters to ensure safe working conditions. No one was on furlough – everyone adapted to ways of working. As we enter a new year, re-checking our policies, procedures and staff handbook are a priority for Becoming Visible.

Plans for the future

We are coming out of the pandemic and still adjusting on how people live and work. The major challenge we have faced is re-engaging with the community and getting them to grow in confidence in returning to daily lives outside of homes and ensuring accessible services return to better standards. As always, we put people first.

Signed on behalf of the board



Francis Murphy
Trustee

19 / 03 / 2024

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES ON THE UNAUDITED FINANCIAL STATEMENTS OF THE COMPANY

YEAR ENDED 31ST MARCH 2023

Independent examiner's report to the trustees of Becoming Visible Limited ('the Company')

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

Respective responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination: or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

Valued

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ACCA
101 Viewpoint
Derwentside Business Centre
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Co Durham
DH8 6BN

Dated: 19 / 03 / 2024

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31ST MARCH 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Income Resources					
Incoming resources from generating funds:					
Voluntary income	2	724		724	443
Income resources from charitable activities	3	532,663		532,663	528,776
Total Incoming Resources		533,387	-	533,387	529,219
Resources Expended					
Charitable activities	5	(311,388)		(311,388)	(376,988)
Governance costs	6	(214,195)		(214,195)	(124,535)
Total Incoming Resources		(525,583)	-	(525,583)	(501,523)
Net Incoming Resources					
Net Income / (Expenditure) for the year		7,804	-	7,804	27,696
		7,804	-	7,804	27,696
Total Funds at 1 April 2022		227,841	-	227,841	200,145
Total Funds at 31 March 2023		235,645	-	235,645	227,841

The statement of Financial Activities includes all gains in the year and therefore a statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

The notes on pages 9 to 15 form part of these financial statements.

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

BALANCE SHEET

YEAR ENDED 31ST MARCH 2023

	Note	£	2023 £	£	2022 £
FIXED ASSETS					
Tangible Assets	10		14,644		16,311
CURRENT ASSETS					
Debtors	11	273,662		234,413	
Prepayment and Other Debtors		0		348	
Cash at Bank		13,874		29,122	
		<u>287,536</u>		<u>263,883</u>	
CREDITORS: amounts falling due within one year					
	12	66,535		52,353	
NET CURRENT ASSETS			221,001		211,500
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>235,645</u>		<u>227,841</u>
FUNDS					
Restricted income funds			-		-
Unrestricted income funds	13		<u>235,645</u>		<u>227,841</u>
TOTAL FUNDS			<u>235,645</u>		<u>227,841</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.


The members have not required the company to obtain an audit in accordance with Section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibilities for

- Ensuring that the charitable company keeps accounting records that comply with Section 386 and 387 of the Companies Act 2006 and
- Preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company

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

The financial statements were approved by the board of directors and authorised for issue and are signed on its behalf by:


.....

Francis Murphy
Trustee

Company Registration No. 1117872

Date 19 / 03 / 2024
.....

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2023

1. Accounting policies

- a) The financial statements have been prepared under the historical cost convention, as modified by the inclusion of fixed asset investments at market value, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and follow the recommendations in *Accounting and Reporting by Charities: Statement of Recommended Practice* issued in March 2005.
- b) The trustees have taken advantage of the exemption in Financial Reporting Standard No1 (revised) from including a cash flow statement in the financial statements on the grounds that the company is small.
- c) Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.
- d) Restricted funds are recognised where a donor gives monies or other items for a specific purpose. In each case the trustees recognise this restricted use and set up a separate restricted fund, accounting only for money spent against that fund.
- e) Liabilities are recognised as resources expended as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.
- f) Charitable activities – are those costs incurred in trading activities that raise funds, which are for the direct benefit of the charity's beneficiaries, associated with the provisions of supporting services and include the direct costs and support costs relating to the activities of the charity.
- g) Governance costs - include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements. Support costs have been allocated to activity costs categories and to governance costs on a basis consistent with the time spent by employees on each activity and those activities necessary to properly govern the charity.
- h) Fixed assets are initially recorded at cost
- i) Depreciation is calculated so as to write off the costs of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Computer Equipment	20% Reducing Balance
Computer Software and Licences	20% Straight Line
Equipment	20% Reducing Balance
- j) All incoming resources are recognised once the charity has entitlement to the resources, it is certain that resources will be received, and the monetary value of incoming resources can be measured with sufficient reliability.

Income from charitable activities includes income received under contract where the charity has become entitled to the income after completing its contractual duties.

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2023

2. VOLUNTARY INCOME

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Donations and grants	724	-	724	443
	724	-	724	443

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Invoiced services and recharged expenses	532,663	-	532,663	528,776
	532,663	-	532,663	528,776

4. TRUSTEES REMUNERATION AND EXPENSES

No remuneration or reimbursement of expense has been made or is due to be made to any of the trustees in respect of the year.

5. COSTS OF CHARITABLE ACTIVITIES BY FUND TYPE

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Direct charity activity costs	311,388	-	311,388	376,988
	311,388	-	311,388	376,988

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2023

6. GOVERNANCE COSTS

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Salaries & Wages	178,874		178,874	91,256
Premises Costs	9,600		9,600	9,017
Accountancy Fees	4,482		4,482	4,560
Printing, Postage & Stationery	539		539	1,845
Insurance	2,637		2,637	1,612
Telephone	3,843		3,843	4,979
Legal & Professional	35		35	35
Repairs & Renewals	80		80	35
Training	225		225	577
Subscriptions	4,361		4,361	2,597
Bank Charges	228		228	210
Depreciation (20%)	4,249		4,249	3,875
Room Hire	730		730	275
Travel Expenses	1,776		1,776	1,683
Sundries	2,536		2,536	1,979
	<u>214,195</u>	-	<u>214,195</u>	<u>124,535</u>

7. NET (OUTGOING) / INCOMING RESOURCES FOR THE YEAR

This is stated after charging:

	2023 Total £	2022 Total £
Depreciation	4,249	3,875
	<u>4,249</u>	<u>3,875</u>

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2023

8. STAFF COSTS AND EMOLUMENTS

Total staff costs were as follows:

	2023 Total	2022 Total
	£	£
Salaries & Wages	167,288	86,427
Pension Costs	4,210	2,448
Employers NI	7,376	2,381
	<u>178,874</u>	<u>91,256</u>

Particulars of employees:

The average number of employees during the year, calculated on the basis of full-time equivalents was as follows:

	2023 Total	2022 Total
Number of Admin staff	<u>11</u>	<u>6</u>

9. TAXATION

The charitable company is exempt from tax on its charitable activities, as the charitable company gained full charitable status on 7th February 2007.

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2023

10. TANGIBLE FIXED ASSETS

	Plant & Machinery Etc £
Cost	
At 1 April 2022	37,864
Additions	2,581
Disposals	-
At 31 March 2023	<u>40,445</u>
Depreciation	
At 1 April 2022	21,553
Charge in Year	4,248
Depreciation on Disposals	-
At 31 March 2023	<u>25,801</u>
Net Book Value	
At 31 March 2023	<u>14,644</u>
At 31 March 2022	<u>16,311</u>

11. DEBTORS

	2023 Total £	2022 Total £
Trade Debtors	<u>273,662</u>	<u>207,398</u>

12. CREDITORS: Amounts falling due within one year

	2023 Total £	2022 Total £
Trade Creditors	30,607	35,382
Other Creditors	35,928	16,971
	<u>66,535</u>	<u>52,353</u>

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2023

13. UNRESTRICTED INCOME FUNDS

	Balance at 1 April 2022 £	Incoming Resources £	Outgoing Resources £	Balance at 31 March 2023 £
General Funds	227,841	533,387	525,583	235,645

14. RELATED PARTY TRANSACTIONS

No related party transactions

15. COMPANY LIMITED BY GUARANTEE

The company is limited by guarantee and its governing document is its memorandum and Articles of Association.

The trustees hold no shares in the company but each trustee, as a member, is a guarantor of the company, to an amount not exceeding £1, in the event of the winding up of a company.

16. PENSIONS

During the year, the company contributed £2,448 into the employees' personal pension under the Government Auto Enrolment Scheme. (2022: £2,063)

17. CONTINGENCIES

The trustees have confirmed that there were no contingent liabilities which should be disclosed on 31st March 2023.

18. CAPITAL COMMITMENTS







The trustees have confirmed that there were no capital commitments on 31st March 2023.

19. ULTIMATE CONTROLLING PARTY

In the opinion of the trustees there is no ultimate controlling party other than the trustees themselves.

Title	Becoming Visible Ltd - Accounts 31 March 2023
File name	Report and Financ...ents 31-03-23.pdf
Document ID	dd77a71705b56f7e2378d2b3ff201cb443f1f69f
Audit trail date format	DD / MM / YYYY
Status	● Signed

Document history

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 COMPLETED	19 / 03 / 2024 16:39:22 UTC	The document has been completed.

BECOMING VISIBLE LIMITED

England & Wales - Charity number 1117872

Accounts

BECOMING VISIBLE LIMITED
Company Limited by Guarantee
Report and Financial Statements
Year Ended: 31 March 2022
Charity Number: 1117872

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2022

Contents

Trustees Annual Report	3 to 6
Report of the independent examiner	7
Statement of financial activities	8
Balance sheet	9
Notes forming part of the financial statements	10 to 14

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT

YEAR ENDED 31ST MARCH 2022

The trustees, who are also directors for the purpose of company law, present their report and the unaudited financial statements of the company for the year ended 31st March 2022.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity Name	Becoming Visible Limited
Charity registration number	1117872
Company registration number	05291167
Principal Office	Mea House Ellison Place Newcastle upon Tyne NE1 8XS
Registered Office	Mea House Ellison Place Newcastle upon Tyne NE1 8XS

The Trustees

The Trustees who served the company during the period were as follows:

Mr. M.C. MacMurtrie
Mr. R.J. Herdman
Mr. F.P. Murphy (resigned 24th March 2022)
Mrs C.M. Iredale (resigned 1st April 2022)

Secretary Miss. D. Marshall

Independent Examiners Valued Accountancy
Office 101, View Point
Derwentside Business Centre
Consett Business Park
Consett
Co Durham
DH8 6BN

Bankers TSB Bank plc
St Marys Place
Newcastle upon Tyne
Tyne & Wear
NE1 7PQ

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT (continued)

YEAR ENDED 31ST MARCH 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

Becoming Visible Is a registered charity with a registered number: 1117872. The memorandum and articles of association are dated 19th November 2004 and last amended 22nd June 2006. The memorandum of articles was translated into British Sign Language in 2006 for the benefit of members who prefer information in British sign Language.

The day to day running of the charity is delegated to the Director and the Board of Trustees.

The recruitment and appointment of new trustees are elected by the established Management Committee and Members.

OBJECTIVES AND ACTIVITIES

With Becoming Visible charitable objectives in mind, the charity has been continuing its work to:

Work for greater social inclusion for Deaf people in the North of England in every sphere of life, and to develop self-confidence and self-esteem through the promotion of British Sign Language and Deaf Culture.

As a specialist forward-thinking organisation working in the heart of the Deaf Community, we provide services that benefit both Deaf and hearing people. We believe and are proud that we provide solutions that are culturally appropriate, friendly, and approachable and in this current financial climate, cost effective. During 2021 - 2022 we had 3 full time and 1 part time member of staff and a bank of 4 zero hours-based staff.

Strategy for 2021 – 2023

As we plan ahead to the future, after a challenging 2.5 years of the pandemic and changes to how people have lived and worked, Becoming Visible faces a new set of challenges. We, as an organisation have identified three areas, operations, community, and services where we need to re-invest our work in. COVID-19 has impacted seriously upon people's confidence and the ability to 'return' to 'normal living'. The lack of support shown by the government towards Deaf people in terms of access to information during the pandemic has been manifested in the press and the 'Where is the Interpreter?' Campaign. Further campaigns by larger Deaf organisations, as a result of lobbying, has seen a new British Sign Language law. Despite all of this, there are still failings locally in provision of safe, high quality services for Deaf people particularly in health and social care. As we re-define Becoming Visible role in this new post-pandemic world, we will continue to collaborate with other local Deaf organisations to look to the future. Some ground-breaking initiatives with a local partner has been put on hold due to the pandemic and we will be looking to restart this work. Our vision remains the same as in 2020-2021.

Vision: "The leading organisation in all things related to British Sign Language and Deaf Culture"

Mission: "People first"

Values:

- Respect for our language, culture, heritage, diversity is central in all we do
- We will provide high quality accessible services, projects, and opportunities
- Partnerships/signposting with other organisations to promote a positive image of British Sign Language, Deaf Culture and the diversity of the Deaf Community
- We will always strive to improve in what we do by listening to feedback
- Continue to be innovative in what we do, to create exciting opportunities for members of the Deaf community

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT (continued)

YEAR ENDED 31ST MARCH 2022

BV Interpreting:

British Sign Language/ English Interpreting Services for the public, private and voluntary sectors have been the main core of our work and income since 2003. We are the only specialist agency in the region that manages a diary of a team of interpreters that attend a variety of appointments daily so that both Deaf and hearing people can communicate with each other. Our clients include both large and small providers within the public, private and voluntary sectors such as the NHS, local authorities, further & higher institutions, employment agencies, amongst other clients. The nature of work we do remain the same over the years, however we face challenges in procurement of the nature of our work as a specialist niche agency. However, our loyal clients and interpreters continue to come back to us, and we are growing year on year in our bookings, not just regionally but also nationally. We are grateful for their support and their support to BV's ethos of ensuring that any income we generate is ploughed back into our community.

Our team of interpreters and bookings staff that we manage the diaries for are the biggest asset we have as an organisation. They provided around 8,000 hours of British Sign Language/ English Interpreting during 2019-2020. We value their work and support to Becoming Visible. Our Bookings Co-ordinator, Michelle, deals with the logistics of managing clients, requests, and the interpreting team's diaries as well as sourcing other freelance interpreters. This is a challenging area of work needing accuracy, precision, quick decision making and the ability to always think on one's feet! We do work in partnership with our clients to ensure that their contracts are successful by providing high quality interpreting services at the point of contract throughout to invoicing. In 2021 and beyond, we look to new challenges and expanding the team within Interpreting and Translation as well as adding to the services we provide with new technological opportunities and partnerships to enhance the interpreting services provided.

Becoming Visible Translation

As part of our services to clients, we offer either one off translation or an ongoing series of translation of information into British Sign Language and vice versa. We do this through our in-house studio at Becoming Visible. During 2021-2022 we have been utilising the studio, mostly for our own work but we have an increasing use of our studio for other media opportunities, especially with the pandemic.

Becoming Visible Training

Our part-time Training Officer, Julie has successfully delivered the following courses and workshops: All of this has been delivered without any external funding and the Training department needs financial support to enable us to continue this work and deliver more courses for Deaf people to enable them to upskill and gain confidence in employment as Deaf people are 50% more likely to be out of work than hearing people. Becoming Visible believes that training should be delivered in an environment that is Deaf-friendly, so we offer those at our base in Newcastle upon Tyne and rent rooms at Sunderland Deaf Society and Newcastle Deaf Centre. Any income we raise goes back into the Deaf community. We will continue to do this work in the next few years, but funding is essential to enable us to continue and offer further opportunities to both Deaf and hearing people.

Deaf ID

After a soft launch of the newly established BV service in mid-2020, Deaf ID is now slowly establishing itself into a specialist niche service for Deaf people within the Northeast (Borders – Cleveland and Cumbria). Headed by Debra, the service matches up clients (aged 8 onwards) with our three specialist teams of workers (Buddies, Support Workers, and Personal Assistants). We are funded by two avenues – public and private funding. During 2021-2022, the aim is to strengthen internal processes and safeguard the service, train our staff and take it out into the community. This service was identified after numerous queries from various organisations. We have plans to complement this service with two other new services which takes Becoming Visible into new territory, and we are hugely excited about this fledging arm of Becoming Visible, creating employment opportunities and independence skills for Deaf people putting our vision and mission into practice - 'People First'.

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT (continued)

YEAR ENDED 31ST MARCH 2022

Becoming Visible Community

The Deaf Community is what Becoming Visible is all about. The people, the language, the culture and what makes us a unique community. During 2021-2022 with the pandemic, our staff refocused their work to providing a new BSL Radio Service called BV Buzz. During 2021-2022, this was the highlight of our engagement with the Deaf Community through BV's Facebook page. We offered one-hour BSL-radio shows online, three times a week. We gained an increase in our social media engagement by 100%, provided information about the pandemic, introduced local services to Deaf people, offered people opportunities to become reporters and so on. A typical show would have an opening with the weather forecast for the week by our resident weatherperson, followed by a news summary in BSL by whoever was available, cookery slot, a spotlight on local Deaf businesses, services, and banter with people. People were invited to have discussions online about subjects. We hope to seek funding to enable us to re-develop this and make it a more robust service. All face-to-face work remains challenging for us.

Policies and Procedures

With the pandemic, Becoming Visible has to devise new policies and procedures in light of safety and this was communicated to all staff, volunteers, and interpreters to ensure safe working conditions. No one was on furlough – everyone adapted to ways of working. As we enter a new year, re-checking our policies and procedures and staff handbook is a priority for Becoming Visible.

Plans for the future

We are coming out of the pandemic and still adjusting on how people live and work. The major challenge we have faced is re-engaging with the community and getting them to grow in confidence in returning to daily lives outside of homes and ensuring accessible services return to better standards. As always, we put people first.



Signed on behalf of the board

Mr Martin MacMurtie (Trustee)

Date ..23/05/2023.....

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES ON THE UNAUDITED FINANCIAL STATEMENTS OF THE COMPANY

YEAR ENDED 31ST MARCH 2022

Independent examiner's report to the trustees of Becoming Visible Limited ('the Company')

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

Respective responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination: or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

Valued

Valued
ACCA
101 Viewpoint
Derwentside Business Centre
Consett Business Park
Consett
Co Durham
DH8 6BN

Dated: 23 / 05 / 2023

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31ST MARCH 2022

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Income Resources					
Incoming resources from generating funds:					
Voluntary income	2	443		443	11,922
Income resources from charitable activities	3	528,776		528,776	415,940
Total Incoming Resources		529,219	-	529,219	427,862
Resources Expended					
Charitable activities	5	(376,988)		(376,988)	(281,299)
Governance costs	6	(124,535)		(124,535)	(114,090)
Total Incoming Resources		(501,523)	-	(501,523)	(395,389)
Net Incoming Resources					
Net Income / (Expenditure) for the year		27,696	-	27,696	32,473
		27,696	-	27,696	32,473
Total Funds at 1 April 2021		200,145	-	200,145	167,672
Total Funds at 31 March 2022		227,841	-	227,841	200,145

The statement of Financial Activities includes all gains in the year and therefore a statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

The notes on pages 9 to 15 form part of these financial statements.

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

BALANCE SHEET

YEAR ENDED 31ST MARCH 2022

	Note	£	2022 £	£	2021 £
FIXED ASSETS					
Tangible Assets	10		16,311		17,036
CURRENT ASSETS					
Debtors	11	234,413		207,398	
Prepayment and Other Debtors		348		723	
Cash at Bank		29,122		38,569	
		<u>263,883</u>		<u>246,690</u>	
CREDITORS: amounts falling due within one year	12	<u>52,353</u>		<u>63,596</u>	
NET CURRENT ASSETS			211,530		183,109
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>227,841</u>		<u>200,145</u>
FUNDS					
Restricted income funds			-		-
Unrestricted income funds	13		<u>227,841</u>		<u>200,145</u>
TOTAL FUNDS			<u>227,841</u>		<u>200,145</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

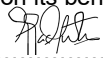
The members have not required the company to obtain an audit in accordance with Section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibilities for

- Ensuring that the charitable company keeps accounting records that comply with Section 386 and 387 of the Companies Act 2006 and
- Preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company

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

The financial statements were approved by the board of directors and authorised for issue and are signed on its behalf by:


.....

Date... 23 / 05 / 2023

Mr Martin MacMurtie

Trustee

Company Registration No. 1117872

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2022

1. Accounting policies

- a) The financial statements have been prepared under the historical cost convention, as modified by the inclusion of fixed asset investments at market value, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and follow the recommendations in *Accounting and Reporting by Charities: Statement of Recommended Practice* issued in March 2005.
- b) The trustees have taken advantage of the exemption in Financial Reporting Standard No1 (revised) from including a cash flow statement in the financial statements on the grounds that the company is small.
- c) Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.
- d) Restricted funds are recognised where a donor gives monies or other items for a specific purpose. In each case the trustees recognise this restricted use and set up a separate restricted fund, accounting only for money spent against that fund.
- e) Liabilities are recognised as resources expended as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.
- f) Charitable activities – are those costs incurred in trading activities that raise funds, which are for the direct benefit of the charity's beneficiaries, associated with the provisions of supporting services and include the direct costs and support costs relating to the activities of the charity.
- g) Governance costs - include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements. Support costs have been allocated to activity costs categories and to governance costs on a basis consistent with the time spent by employees on each activity and those activities necessary to properly govern the charity.
- h) Fixed assets are initially recorded at cost
- i) Depreciation is calculated so as to write off the costs of an asset, less its estimated residual value, over the useful economic life of that asset as follows:
- | | |
|--------------------------------|----------------------|
| Computer Equipment | 20% Reducing Balance |
| Computer Software and Licences | 20% Straight Line |
| Equipment | 20% Reducing Balance |
- j) All incoming resources are recognised once the charity has entitlement to the resources, it is certain that resources will be received, and the monetary value of incoming resources can be measured with sufficient reliability.

Income from charitable activities includes income received under contract where the charity has become entitled to the income after completing its contractual duties.

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2022

2. VOLUNTARY INCOME

	Unrestricted £	Restricted £	2022 Total £	2021 Total £
Donations and grants	443	-	443	11,922
	443	-	443	11,922

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Unrestricted £	Restricted £	2022 Total £	2021 Total £
Invoiced services and recharged expenses	528,776	-	528,776	415,940
	528,776	-	528,776	415,940

4. TRUSTEES REMUNERATION AND EXPENSES

During the year remuneration was paid to an employee of Becoming Visible Ltd who was related to the chairperson.

No reimbursement of expense has been made or is due to be made to any of the trustees in respect of the year.

5. COSTS OF CHARITABLE ACTIVITIES BY FUND TYPE

	Unrestricted £	Restricted £	2022 Total £	2021 Total £
Direct charity activity costs	376,988	-	376,988	281,299
	376,988	-	376,988	281,299

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2022

6. GOVERNANCE COSTS

	Unrestricted £	Restricted £	2022 Total £	2021 Total £
Salaries & Wages	91,256		91,256	83,771
Premises Costs	9,017		9,017	9,882
Accountancy Fees	4,560		4,560	5,000
Printing, Postage & Stationery	1,845		1,845	953
Insurance	1,612		1,612	1,615
Telephone	4,979		4,979	3,897
Legal & Professional	35		35	35
Repairs & Renewals	35		35	80
Training	577		577	-
Subscriptions	2,597		2,597	2,485
Bank Charges	210		210	214
Depreciation (20%)	3,875		3,875	2,021
Room Hire	275		275	-
Travel Expenses	1,683		1,683	164
Sundries	1,979		1,979	3,973
	124,535	-	124,535	114,090

7. NET (OUTGOING) / INCOMING RESOURCES FOR THE YEAR

This is stated after charging:

	2022 Total £	2021 Total £
Depreciation	3,875	2,021
	3,875	2,021

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2022

8. STAFF COSTS AND EMOLUMENTS

Total staff costs were as follows:

	2022 Total	2021 Total
	£	£
Salaries & Wages	86,427	79,576
Pension Costs	2,448	2,063
Employers NI	2,381	2,132
	<u>91,256</u>	<u>83,771</u>

Particulars of employees:

The average number of employees during the year, calculated on the basis of full-time equivalents was as follows:

	2022 Total	2021 Total
Number of Admin staff	<u>6</u>	<u>4</u>

9. TAXATION

The charitable company is exempt from tax on its charitable activities, as the charitable company gained full charitable status on 7th February 2007.

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2022

10. TANGIBLE FIXED ASSETS

	Plant & Machinery Etc £
Cost	
At 1 April 2021	34,715
Additions	3,149
Disposals	-
At 31 March 2022	<u>37,864</u>
Depreciation	
At 1 April 2021	17,679
Charge in Year	3,874
Depreciation on Disposals	-
At 31 March 2022	<u>21,553</u>
Net Book Value	
At 31 March 2022	<u>16,311</u>
At 31 March 2021	<u>17,036</u>

11. DEBTORS

	2022 Total £	2021 Total £
Trade Debtors	<u>234,413</u>	<u>207,398</u>

12. CREDITORS: Amounts falling due within one year

	2022 Total £	2021 Total £
Trade Creditors	35,382	37,077
Other Creditors	16,971	26,013
	<u>52,353</u>	<u>63,090</u>

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2022

13. UNRESTRICTED INCOME FUNDS

	Balance at 1 April 2021 £	Incoming Resources £	Outgoing Resources £	Balance at 31 March 2022 £
General Funds	200,145	529,219	501,523	227,841

14. RELATED PARTY TRANSACTIONS

No related party transactions

15. COMPANY LIMITED BY GUARANTEE

The company is limited by guarantee and its governing document is its memorandum and Articles of Association.

The trustees hold no shares in the company but each trustee, as a member, is a guarantor of the company, to an amount not exceeding £1, in the event of the winding up of a company.

16. PENSIONS

During the year, the company contributed £2,448 into the employees' personal pension under the Government Auto Enrolment Scheme. (2021: £2,063)

17. CONTINGENCIES

The trustees have confirmed that there were no contingent liabilities which should be disclosed on 31st March 2022.

18. CAPITAL COMMITMENTS

The trustees have confirmed that there were no capital commitments on 31st March 2022.

19. ULTIMATE CONTROLLING PARTY

In the opinion of the trustees there is no ultimate controlling party other than the trustees themselves.

Title	Becoming Visible Ltd - Accounts March 2022
File name	Finacial statements March 2022.pdf
Document ID	47dd0a60908b38f7ca25fab689af78e6ccec5029
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Status	● Signed

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BECOMING VISIBLE LIMITED

England & Wales - Charity number 1117872

Accounts

BECOMING VISIBLE LIMITED
Company Limited by Guarantee
Report and Financial Statements
Year Ended: 31 March 2021
Charity Number: 1117872

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2021

Contents

Trustees Annual Report	3 to 6
Report of the independent examiner	7
Statement of financial activities	8
Balance sheet	9
Notes forming part of the financial statements	10 to 14

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT

YEAR ENDED 31ST MARCH 2021

The trustees, who are also directors for the purpose of company law, present their report and the unaudited financial statements of the company for the year ended 31st March 2021.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity Name	Becoming Visible Limited
Charity registration number	1117872
Company registration number	05291167
Principal Office	Mea House Ellison Place Newcastle upon Tyne NE1 8XS
Registered Office	Mea House Ellison Place Newcastle upon Tyne NE1 8XS

The Trustees

The Trustees who served the company during the period were as follows:

Mr. M.C. MacMurtrie
Mr. R.J. Herdman
Miss D Wherrett
Mr. F.P. Murphy
Mrs C.M. Iredale

Secretary

Miss. D. Marshall

Independent Examiners

Valued Accountancy
Office 101, View Point
Derwentside Business Centre
Consett Business Park
Consett
Co Durham
DH8 6BN

Bankers

Lloyds TSB
162 Northumberland Street
Newcastle upon Tyne
Tyne & Wear
NE1 7PR

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT (continued)

YEAR ENDED 31ST MARCH 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Becoming Visible Is a registered charity with a registered number: 1117872. The memorandum and articles of association are dated 19th November 2004 and last amended 22nd June 2006. The memorandum of articles was translated into British Sign Language in 2006 for the benefit of members who prefer information in British sign Language.

The day to day running of the charity is delegated to the Director and the Board of Trustees. The recruitment and appointment of new trustees are elected by the established Management Committee and Members.

OBJECTIVES AND ACTIVITIES

With Becoming Visible's charitable objectives in mind, the charity has been continuing its work to:

Work for greater social inclusion for Deaf people in the North of England in every sphere of life, and to develop self-confidence and self-esteem through the promotion of British Sign Language and Deaf Culture.

As a specialist forward-thinking organisation working in the heart of the Deaf Community, we provide services that benefit both Deaf and hearing people. We believe and are proud that we provide solutions that are culturally appropriate, friendly and approachable and in this current financial climate, cost effective. During 2019 – 2020, we had 2 full time and 2 part time staff with a dedicated team of volunteers.

Strategy for (2019) 2020 – 2023

As we plan ahead to the future, to continue our crucial work in the community and our survival in providing the services we do, we have and will continue to collaborate with other local Deaf organisations to look to the future. Some ground-breaking initiatives have been developed and will continue to flourish under partnerships in the coming years. This work will hopefully come to fruition during 2021 as the final quarter of the 2019-2020 year has proved to be challenging due to the Covid-19 pandemic having a knock-on effect on our timescales. It is critical to Becoming Visible that in the next 3 years we focus on strengthening the core work of the organisation and look for new opportunities for income generation and re-investing that income back into quality services for the Deaf community. The bulk of the work in 2019 within the Board of Trustees and Staff and engagement with our community members has to be to develop our new Mission and Values.

Vision: "The leading organisation in all things related to British Sign Language and Deaf Culture"

Mission: "People first"

Values:

- Respect for our language, culture, heritage, diversity is central in all we do
- We will provide high quality accessible services, projects and opportunities
- Partnerships/signposting with other organisations to promote a positive image of British Sign Language, Deaf Culture and the diversity of the Deaf Community
- We will always strive to improve in what we do by listening to feedback
- Continue to be innovative in what we do, to create exciting opportunities for members of the Deaf community

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT (continued)

YEAR ENDED 31ST MARCH 2021

BV Interpreting:

British Sign Language/ English Interpreting Services for the public, private and voluntary sectors have been the main core of our work and income since 2003. We are the only specialist agency in the region that manages a diary of a team of interpreters that attend a variety of appointments daily so that both Deaf and hearing people can communicate with each other. Our clients include both large and small providers within the public, private and voluntary sectors such as the NHS, local authorities, further & higher institutions, employment agencies, amongst other clients. The nature of work we do remains the same over the years, however we face challenges in procurement of the nature of our work as a specialist niche agency. However, our loyal clients and interpreters continue to come back to us, and we are growing year on year in our bookings. We are grateful for their support and their support to BV's ethos of ensuring that any income we generate is ploughed back into our community.

Our team of interpreters that we manage the diaries for are the biggest asset we have as an organisation. They provided around 8,000 hours of British Sign Language/ English Interpreting during 2019-2020. We value their work and support to Becoming Visible. Our Bookings Co-ordinator deals with the logistics of managing clients, requests and the interpreting team's diaries as well as sourcing other freelance interpreters. This is a challenging area of work needing accuracy, precision, quick decision making and the ability to always think on one's feet! We do work in partnership with our clients to ensure that their contracts are successful by providing high quality interpreting services at the point of contract throughout to invoicing. In 2020 and beyond, we look to new challenges and expanding the team within Interpreting and Translation as well as adding to the services we provide with new technological opportunities and partnerships to enhance the interpreting services provided.

Becoming Visible Translation

As part of our services to clients, we offer either one off translation or an ongoing series of translation of information into British Sign Language and vice versa. We do this through our in-house studio at Becoming Visible. During 2019-2020, we have been utilising the studio, mostly for our own work but we have an increasing use of our studio for other media opportunities.

Becoming Visible Training

This year has seen us streamlining our training services and offering further opportunities to Deaf people to develop their skills. Our part-time Training Officer, Julie has successfully delivered the following courses and workshops:

All of this has been delivered without any external funding and the Training department needs financial support to enable us to continue this work and deliver more courses for Deaf people to enable them to upskill and gain confidence in employment as Deaf people are 50% more likely to be out of work than hearing people. Becoming Visible believes that training should be delivered in an environment that is Deaf-friendly, so we offer those at our base in Newcastle upon Tyne and rent rooms at Sunderland Deaf Society and Newcastle Deaf Centre. Any income we raise goes back into the Deaf community. We will continue to do this work in the next few years, but funding is essential to enable us to continue and offer further opportunities to both Deaf and hearing people.

Becoming Visible Community

The Deaf Community is what Becoming Visible is all about. The people, the language, the culture and what makes us a unique community. During 2019-2020, with limited funding, we have continued to rely on our volunteers to help with our community activities on a weekly and monthly basis. These volunteers dedicate their time and support to the community to look after each other and we recognise this valuable input.

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

TRUSTEES ANNUAL REPORT (continued)

YEAR ENDED 31ST MARCH 2021

Policies and Procedures

Becoming Visible has continued to develop new policies and procedures, reviewed them and made changes to the organisation where needed. During 2019-2020, a more robust GDPR policy was introduced and training provided. During 2020-2021, it is intended to look at the core structure of the organisation and invest in staffing, streamlined internal procedures and continue our financial health wellbeing checks.

Plans for the future

We are seeking to continue to strengthen our financial standing, especially with changes to income during the last quarter and engage with funders to be able to continue the much-needed services we provide by bringing in new funding. We are seeking new members of the Board of Trustees to strengthen the organisation and look forward to the future with strategic partnerships amongst local Deaf organisations

Signed on behalf of the board



.....
Mr Francis Murphy
Trustee

Date: 29 / 03 / 2022

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES ON THE UNAUDITED FINANCIAL STATEMENTS OF THE COMPANY

YEAR ENDED 31ST MARCH 2021

Independent examiner's report to the trustees of Becoming Visible Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021.

Respective responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination: or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102)).

Valued

Valued
ACCA
101 Viewpoint
Derwentside Business Centre
Consett Business Park
Consett
Co Durham
DH8 6BN

Dated: 29 / 03 / 2022

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31ST MARCH 2021

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Income Resources					
Incoming resources from generating funds:					
Voluntary income	2	11,922		11,922	3,061
Income resources from charitable activities	3	415,940		415,940	378,812
Total Incoming Resources		427,862	-	427,862	381,873
Resources Expended					
Charitable activities	5	(281,299)		(281,299)	(269,752)
Governance costs	6	(114,090)		(114,090)	(97,195)
Total Incoming Resources		(395,389)	-	(395,389)	(366,947)
Net Incoming Resources					
Net Income / (Expenditure) for the year		32,473	-	32,473	14,926
		32,473	-	32,473	14,926
Total Funds at 1 April 2020		167,672	-	167,672	152,746
Total Funds at 31 March 2021		200,145	-	200,145	167,672

The statement of Financial Activities includes all gains in the year and therefore a statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

The notes on pages 10 to 14 form part of these financial statements.

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

BALANCE SHEET

YEAR ENDED 31ST MARCH 2021

	Note	2,021		2,020	
		£	£	£	£
FIXED ASSETS					
Tangible Assets	10		17,036		7,274
CURRENT ASSETS					
Debtors	11	207,398		203,318	
Prepayment and Other Debtors		738		723	
Cash at Bank		38,569		4,620	
		<u>246,705</u>		<u>208,661</u>	
CREDITORS: amounts falling due within one year					
	12	<u>(63,596)</u>		<u>(48,263)</u>	
NET CURRENT ASSETS			183,109		160,398
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>200,145</u>		<u>167,672</u>
FUNDS					
Restricted income funds			-		-
Unrestricted income funds	13		<u>200,145</u>		<u>167,672</u>
TOTAL FUNDS			<u>200,145</u>		<u>167,672</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the company to obtain an audit in accordance with Section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibilities for

- Ensuring that the charitable company keeps accounting records that comply with Section 386 and 387 of the Companies Act 2006 and
- Preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company

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

The financial statements were approved by the board of directors and authorised for issue and are signed on its behalf by:

.....
Mr Francis Murphy
Trustee
Company Registration No. 1117872

Date:

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2021

1. Accounting policies

- a) The financial statements have been prepared under the historical cost convention, as modified by the inclusion of fixed asset investments at market value, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and follow the recommendations in *Accounting and Reporting by Charities: Statement of Recommended Practice* issued in March 2005.
- b) The trustees have taken advantage of the exemption in Financial Reporting Standard No1 (revised) from including a cash flow statement in the financial statements on the grounds that the company is small.
- c) Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.
- d) Restricted funds are recognised where a donor gives monies or other items for a specific purpose. In each case the trustees recognise this restricted use and set up a separate restricted fund, accounting only for money spent against that fund.
- e) Liabilities are recognised as resources expended as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.
- f) Charitable activities – are those costs incurred in trading activities that raise funds, which are for the direct benefit of the charity's beneficiaries, associated with the provisions of supporting services and include the direct costs and support costs relating to the activities of the charity.
- g) Governance costs - include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements. Support costs have been allocated to activity costs categories and to governance costs on a basis consistent with the time spent by employees on each activity and those activities necessary to properly govern the charity.
- h) Fixed assets are initially recorded at cost
- i) Depreciation is calculated so as to write off the costs of an asset, less its estimated residual value, over the useful economic life of that asset as follows:
- | | |
|--------------------------------|----------------------|
| Computer Equipment | 20% Reducing Balance |
| Computer Software and Licences | 20% Straight Line |
| Equipment | 20% Reducing Balance |
- j) All incoming resources are recognised once the charity has entitlement to the resources, it is certain that resources will be received, and the monetary value of incoming resources can be measured with sufficient reliability.

Income from charitable activities includes income received under contract where the charity has become entitled to the income after completing its contractual duties.

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2021

2. VOLUNTARY INCOME

	Unrestricted £	Restricted £	2021 Total £	2020 Total £
Donations and grants	11,922	-	11,922	3,061
	<u>11,922</u>	<u>-</u>	<u>11,922</u>	<u>3,061</u>

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Unrestricted £	Restricted £	2021 Total £	2020 Total £
Invoiced services and recharged expenses	415,940	-	415,940	378,812
	<u>415,940</u>	<u>-</u>	<u>415,940</u>	<u>378,812</u>

4. TRUSTEES REMUNERATION AND EXPENSES

During the year remuneration was paid to an employee of Becoming Visible Ltd who was related to the chairman.

No reimbursement of expense has been made or is due to be made to any of the trustees in respect of the year.

5. COSTS OF CHARITABLE ACTIVITIES BY FUND TYPE

	Unrestricted £	Restricted £	2021 Total £	2020 Total £
Direct charity activity costs	281,299	-	281,299	269,752
	<u>281,299</u>	<u>-</u>	<u>281,299</u>	<u>269,752</u>

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2021

6. GOVERNANCE COSTS

	Unrestricted £	Restricted £	2021 Total £	2020 Total £
Salaries & Wages	83,771		83,771	63,147
Premises Costs	9,882		9,882	12,893
Accountancy Fees	5,000		5,000	2,940
Printing, Postage & Stationery	953		953	1,796
Insurance	1,615		1,615	1,593
Telephone	3,897		3,897	4,269
Legal & Professional	35		35	515
Repairs & Renewals	80		80	245
Training	-		-	312
Subscriptions	2,485		2,485	2,564
Bank Charges	214		214	227
Profit / Loss on Disposal of Assets	-		-	-
Depreciation (20%)	2,021		2,021	1,299
Room Hire	-		-	616
Travel Expenses	164		164	3,794
Sundries	3,973		3,973	985
	<u>114,090</u>	<u>-</u>	<u>114,090</u>	<u>97,195</u>

7. NET (OUTGOING) / INCOMING RESOURCES FOR THE YEAR

This is stated after charging:

	2021 Total £	2020 Total £
Depreciation	2,021	1,299
	<u>2,021</u>	<u>1,299</u>

8. STAFF COSTS AND EMOLUMENTS

Total staff costs were as follows:

	2021 Total £	2020 Total £
Salaries & Wages	79,576	59,964
Pension Costs	2,063	1,270
Employers NI	2,132	1,913
	<u>83,771</u>	<u>63,147</u>

Particulars of employees:

The average number of employees during the year, calculated on the basis of full-time equivalents was as follows:

	2021 Total	2020 Total
Number of Administrative staff	<u>4</u>	<u>6</u>

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2021

9. TAXATION

The charitable company is exempt from tax on its charitable activities, as the charitable company gained full charitable status on 7th February 2007.

10. TANGIBLE FIXED ASSETS

	Plant & Machinery Etc £
Cost	
At 1 April 2020	22,932
Additions	11,783
Disposals	-
At 31 March 2021	<u>34,715</u>
Depreciation	
At 1 April 2020	15,658
Charge in Year	2,021
Depreciation on Disposals	-
At 31 March 2021	<u>17,679</u>
Net Book Value	
At 31 March 2021	<u>17,036</u>
At 31 March 2020	<u>7,274</u>

Included in the figure shown on page 9 for the funds is Fixed Assets with a value of £17,036.

11. DEBTORS

	2021 Total £	2020 Total £
Trade Debtors	<u>207,398</u>	<u>203,318</u>

12. CREDITORS: Amounts falling due within one year

	2021 Total £	2020 Total £
Trade Creditors	37,077	38,440
Other Creditors	26,013	9,823
	<u>63,090</u>	<u>48,263</u>

BECOMING VISIBLE LIMITED COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31ST MARCH 2021

13. UNRESTRICTED INCOME FUNDS

	Balance at 1 April 2020 £	Incoming Resources £	Outgoing Resources £	Balance at 31 March 2021 £
General Funds	167,672	427,862	395,389	200,145

14. RELATED PARTY TRANSACTIONS

No related party transactions

15. COMPANY LIMITED BY GUARANTEE

The company is limited by guarantee and its governing document is its memorandum and Articles of Association.

The trustees hold no shares in the company but each trustee, as a member, is a guarantor of the company, to an amount not exceeding £1, in the event of the winding up of a company.

16. PENSIONS

During the year, the company contributed £2,063 into the employees' personal pension under the Government Auto Enrolment Scheme. (2020: £1,270)

17. CONTINGENCIES

The trustees have confirmed that there were no contingent liabilities which should be disclosed on 31st March 2021.

18. CAPITAL COMMITMENTS

The trustees have confirmed that there were no capital commitments on 31st March 2021.

19. ULTIMATE CONTROLLING PARTY

In the opinion of the trustees there is no ultimate controlling party other than the trustees themselves.