

EMPOWERING DEAF SOCIETY

England & Wales · Charity number 1131970

Details

Status Registered

Legal form Trust

Registered 2009-10-02

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

Contact

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Activities

Objects: 1. TO ADVANCE EDUCATION AND TRAINING FOR DEAF TEACHERS AND TEACHERS WORKING WITH DEAF PEOPLE, WITH A VIEW TO IMPROVING STANDARDS OF TEACHING FOR THE DEAF COMMUNITY.2. TO ADVANCE EDUCATION WITHIN THE DEAF SIGN LANGUAGE COMMUNITY.3. TO RELIEVE UNEMPLOYMENT BY PROVIDING ADVICE, ADVOCACY AND EDUCATION FOR THE DEAF SIGN LANGUAGE COMMUNITY.4. TO RELIEVE NEED AMONG DEAF PEOPLE BY HELPING THEM ACCESS MAINSTREAM AND PUBLIC SERVICES AND BY HELPING THEM PARTICIPATE MORE FULLY IN SOCIETY.5. TO PROMOTE EQUALITY AND DIVERSITY BY HELPING DEAF PEOPLE TO ACCESS EDUCATION AND PUBLIC SERVICES AND BY PROMOTING EQUALITY OF OPPORTUNITY AND GOOD RELATIONS BETWEEN THE DEAF AND HEARING COMMUNITIES.

Activities: Promoting the welfare of Deaf peopleProvide advice and training in all areas of education and employmentPromote the educational and social interests of Deaf peopleProvide support and advice for those accessing mainstream education and vocational training.

Classification

- **How:** Provides Services
- **What:** Education/training, Disability, Arts/culture/heritage/science, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE LOCAL.
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£213,751	£235,202	-	-
2024-03-31	£282,628	£266,722	-	-
2023-03-31	£228,554	£231,026	-	-
2022-03-31	£194,126	£158,261	-	-
2021-03-31	£246,245	£147,637	-	-

Trustees

Name	Role	Appointed
IONA GOSLING MA, PGCE		
Lilija Vasina		2018-01-03
Nandana Sinillkumar		2024-07-01
Ravishanthy Senthivel BA		2018-10-03

EMPOWERING DEAF SOCIETY

England & Wales - Charity number 1131970

Accounts

Empowering Deaf Society Annual Report 2024 - 2025

Reference and Administration

Charity Name: Empowering Deaf Society

Charity Number: 1131970

Charity Address: 2a Central Parade, Ley Street, Ilford, IG2 7DE

Periods: 01/04/2024 - 31/03/2025

Structure, Governance, and Management

Empowering Deaf Society was founded on 7th September 2008 and formally registered as a charity on 2nd October 2009. The charity was established to provide support and resources to the Deaf community, with its operations governed by a constitution that outlines its objectives, powers, and governance structure.

The charity is managed by a board of Trustees, all of whom serve voluntarily and receive no financial benefit from the organisation. Any expenses incurred by Trustees in the course of their duties are documented and reimbursed in accordance with the charity's policies, with full transparency in the charity's financial accounts.

The governance framework of Empowering Deaf Society is designed to ensure that the organisation adheres to its mission while maintaining legal compliance and strong financial management.

Our Vision

Run for the Deaf, By the Deaf

We envision a world where Deaf individuals are empowered, fully included, and able to lead independent and fulfilling lives, with opportunities and support shaped by their own community.

Our Mission

To empower Deaf people by providing them with the resources, support, and the opportunities they need to take control of their lives, make informed choices, and create positive change for themselves and their communities.

Our Aims

Our primary goal is to empower the Deaf Sign Language community by ensuring access to information, advice, advocacy, and education. We aim to foster independence and support Deaf individuals in realising their full potential.

- To advance education within the Deaf Sign Language community by providing opportunities for learning and personal development.
- To relieve unemployment by offering tailored advice, advocacy, and education to support Deaf individuals in gaining meaningful employment.
- To address the needs of Deaf individuals by facilitating their access to mainstream and public services, ensuring full participation in society.
- To promote equality by advocating for equal treatment, opportunity, and respect between the Deaf and hearing communities.
- To advance education and training for Deaf teachers, educators working with Deaf individuals, and colleagues of Deaf people, with the goal of enhancing teaching standards for the Deaf community.

About Us

Empowering Deaf Society (EDS) is a Deaf-led charity dedicated to providing education, services, and support to Deaf people in British Sign Language (BSL). Our mission is to empower the Deaf community by delivering accessible, high-quality services that not only address everyday needs but also promote long-term independence, confidence, and personal development.

We offer a wide range of support services, including advice, advocacy, and employment assistance. We are committed to continually developing and improving our services to ensure that Deaf people have access to the tools, information, and opportunities they need to thrive and fully participate in society.

EDS has been supported by a five-year grant from the National Lottery Community Fund, which began in 2021 and is now approaching the end of its fifth and final year. Through this funding, we have delivered five key service areas:

- Soft skills development
- Advice and advocacy
- Large-scale Deaf community events
- Deaf awareness training
- Educational and informative workshops

In addition, we are currently in the final year of funding from Trust for London, which has enabled us to deliver comprehensive advice services to Deaf people.

As the end of these funding periods approaches, EDS is actively preparing to reapply for future funding to ensure the continuation and sustainability of our vital services for the Deaf community.

With support from National Lottery funding and several smaller grants, Empowering Deaf Society has delivered a broad and inclusive range of services and activities, including:

- Community events and workshops
- Deaf awareness training
- Deaf education programmes
- Information, Advice and Guidance (IAG)
- Advocacy support
- After-school clubs
- Employment support services
- Peer-led and social activities
- Health and fitness programmes
- Social and educational activities for children
- British Sign Language (BSL) courses
- Large-scale community events
- Street parties and cultural celebrations

Employment Support

Our employment support service has played a vital role in helping Deaf individuals secure meaningful work. We provide end-to-end support throughout the employment journey, including CV preparation, job applications, interview support, and assistance with Access to Work funding. We also work directly with employers and colleagues to raise awareness of Deaf culture and communication needs.

The consistently high demand for this service reflects the ongoing and significant barriers Deaf people face in accessing employment.

Deaf Awareness Training

In addition, we have delivered numerous free Deaf awareness training sessions to a wide range of organisations, including public sector bodies. These sessions are regularly over-

subscribed, demonstrating increasing recognition of the importance of Deaf awareness in creating inclusive workplaces and services.

Our Philosophy and Beliefs

At Empowering Deaf Society (EDS), we believe that accessibility is fundamental to achieving equality. We are committed to delivering all services in British Sign Language (BSL), ensuring that Deaf people can access information, services, and opportunities without barriers.

We believe that by increasing understanding of deafness within mainstream services, businesses, and institutions—and by building confidence and independence among Deaf individuals—we can help create a more inclusive and integrated society. Our work aims to break down communication barriers and promote equal participation for all.

Standards and Performance

Empowering Deaf Society (EDS) regularly monitors its performance and outcomes in line with its strategic objectives. We assess our effectiveness using both internal measures and external benchmarks to ensure we deliver high-quality, responsive services.

We are committed to continuous improvement and actively use feedback and learning to strengthen our services and better meet the evolving needs of the Deaf community.

EDS New Strategy: Building a Future of Empowerment and Inclusion

As we look to the future, Empowering Deaf Society (EDS) is implementing a renewed strategic direction focused on deepening our impact and expanding our reach within the Deaf community. This strategy responds to emerging challenges while embracing new opportunities, ensuring that we continue to empower Deaf people through innovative, accessible services and sustainable organisational growth.

Key Strategic Priorities

1. Expanding Service Provision

EDS will continue to develop and strengthen its services to meet the evolving needs of the Deaf community. Our priorities include:

- Enhancing employment support services, with a strong focus on digital skills, career development, and inclusive workplaces
- Expanding educational opportunities through specialised British Sign Language (BSL) courses and skills development programmes
- Increasing access to tailored mental health and wellbeing support for Deaf individuals

2. Advocacy and Awareness

Advocacy and awareness-raising are central to our strategy. We aim to challenge barriers and promote systemic change by:

- Building stronger partnerships with local and national authorities to influence policies that benefit Deaf people
- Delivering Deaf awareness training across a wide range of sectors to create more inclusive workplaces and public services
- Running targeted campaigns to challenge misconceptions about deafness and promote equality of opportunity

3. Strengthening Community Engagement

EDS is committed to ensuring that Deaf people remain at the heart of everything we do. We will strengthen community engagement by:

- Holding regular community consultations to gather feedback and shape service development
- Delivering large-scale events, workshops, and peer-led activities that foster connection, confidence, and belonging

- Expanding outreach to underserved Deaf individuals, including those in rural or isolated areas, to ensure equitable access to services

4. Sustainability and Organisational Growth

To secure the long-term future of the charity, EDS will focus on strengthening sustainability and organisational capacity. Our priorities include:

- Diversifying income through new funding streams, social enterprise activity, and grant funding
- Investing in staff development and growing our volunteer base
- Strengthening digital systems to improve service delivery and communication with stakeholders

5. Innovation and Technology

Recognising the vital role of technology in accessibility and inclusion, EDS is committed to:

- Integrating digital tools and online platforms into service delivery, including BSL learning, employment support, and virtual advocacy
- Supporting Deaf people to develop digital skills and confidence with new communication technologies
- Working with technology partners to develop and adapt tools that meet the specific needs of Deaf users

EDS's new strategy represents a confident and forward-looking step toward greater empowerment, inclusion, and sustainability. By expanding services, strengthening advocacy, and deepening community engagement, we are building the foundations for a society in which Deaf people can thrive without barriers. We remain committed to learning, evolving, and building on our successes to meet the changing needs of the Deaf community.

Policies Review

As part of our commitment to maintaining high standards of governance and service delivery, Empowering Deaf Society (EDS) conducts regular reviews of all its policies to

ensure they are up to date, effective, and aligned with best practices. In the past year, we have undertaken a comprehensive review of the following key policies:

1. Safeguarding Policy

We have updated our safeguarding policy to strengthen our procedures for protecting vulnerable adults and children within the Deaf community. This review has reinforced our commitment to creating a safe environment for all service users, with additional training provided to staff and volunteers on safeguarding protocols.

2. Equality, Diversity, and Inclusion (EDI) Policy

Our EDI policy has been refreshed to ensure that EDS remains an inclusive organisation that promotes equality for all. We have reinforced our efforts to address barriers faced by Deaf individuals, while also promoting diversity within our own team and services. The updated policy includes new measures to monitor our progress in promoting inclusivity across all areas of our work.

3. Data Protection and Privacy Policy

To comply with the latest regulations, including the General Data Protection Regulation (GDPR), we have reviewed and enhanced our data protection policy. This ensures that all personal data collected from service users, staff, and partners is securely handled and stored. Our updated policy outlines clear procedures for data processing, retention, and rights to access information.

4. Health and Safety Policy

The health and safety of our staff, volunteers, and service users remains a top priority.

We

have conducted a thorough review of our health and safety policy to ensure that all locations, activities, and events meet the highest safety standards. The policy now includes updated risk assessments and new measures for emergency planning, particularly for large-scale events.

5. Complaints and Feedback Policy

We have revised our complaints and feedback policy to provide clearer pathways for service users to share concerns or offer suggestions. The updated policy ensures that all complaints are handled promptly, fairly, and transparently, and that feedback is used constructively to improve services. New procedures have been implemented to ensure service users feel supported and confident in raising any issues.

6. Volunteer Policy

Our volunteer policy has been updated to reflect the growing role volunteers play within EDS. The review focused on improving support and training for volunteers, ensuring they have the skills and knowledge to contribute effectively. The policy now includes enhanced guidance on volunteer rights, responsibilities, and recognition, with a focus on fostering a positive and rewarding experience.

Ongoing Policy Development

As we continue to evolve as an organisation, we remain dedicated to regularly reviewing and updating all our policies to reflect changes in legislation, best practice standards, and the needs of our service users. EDS is committed to ensuring that all policies promote transparency, accountability, and inclusivity, supporting our mission to empower the Deaf community.

AQS Standard Quality Mark Progress

Empowering Deaf Society (EDS) is proud to confirm that we successfully achieved the Advice Quality Standard (AQS) Quality Mark in December 2024. This accreditation recognises our commitment to delivering high-quality, accessible, and reliable advice services tailored to the needs of the Deaf community.

Our journey toward AQS accreditation was supported by Advice UK and funded by the Greater London Authority (GLA). This support enabled us to strengthen the quality, governance, and delivery of our advice services. Throughout the process, we worked closely with our partners to ensure our services meet national standards and consistently provide professional, confidential, and effective advice in British Sign Language (BSL).

Key Achievements Through AQS Accreditation

- **Service Improvement:**
We refined our advice processes to ensure that all advice is accurate, up to date, and tailored to the specific needs of Deaf service users.
- **Staff and Volunteer Training:**
Staff and volunteers completed specialist training to strengthen their advice and advocacy skills, with a strong focus on BSL communication and understanding the barriers faced by Deaf people.

- **Monitoring and Evaluation:**

We introduced improved monitoring and evaluation systems to track service quality and outcomes, enabling continuous learning and service improvement.

- **Policy and Compliance:**

To meet AQS requirements, we reviewed and updated key policies, including data protection, confidentiality, and safeguarding, ensuring full compliance with legal and best-practice standards.

Impact and Next Steps

Achieving the AQS Quality Mark in December 2024 represents a significant milestone for Empowering Deaf Society. It demonstrates the credibility, professionalism, and quality of our advice services and strengthens our position as a trusted provider for Deaf people.

Following accreditation, EDS is well placed to:

- Expand its advice and advocacy services
- Secure additional funding
- Continue empowering Deaf individuals through high-quality, accessible advice and support

We are grateful to Advice UK and the Greater London Authority for their guidance and support throughout the process and look forward to building on this achievement in the years ahead.

Our Projects and Success

Recent statistics from Action on Hearing Loss estimate that over 30,000 Deaf individuals reside in Greater London. Despite this significant population, there remains a considerable gap in the services available to Deaf people, particularly among young Deaf individuals. Empowering Deaf Society (EDS) was established to bridge this gap and ensure that Deaf people in London have access to the support they need.

Many British Deaf individuals face additional challenges, especially those who are vulnerable, belong to ethnic or minority backgrounds, or are unemployed. These groups are often classified as "hard to reach" due to the compounded barriers they encounter. Mainstream services frequently struggle to engage with these communities because of communication barriers and a lack of awareness regarding their specific needs, backgrounds, and cultural differences.

The impact of these barriers is stark. The unemployment rate for profoundly Deaf BSL users is four times higher than the national average. Unfortunately, this situation is even more dire for Deaf individuals from ethnic minority backgrounds, who face additional challenges such as racial discrimination, social exclusion, and further communication barriers. Access to mainstream services is often hindered by a chronic shortage of BSL/English interpreters, making it even more difficult for these individuals to seek assistance and support.

Our Response

In response to these challenges, EDS has implemented a range of targeted projects designed to empower Deaf individuals and promote their inclusion in society. These projects focus on:

- Employment Support: Providing tailored assistance to help Deaf individuals secure employment, including job readiness training, CV workshops, and interview preparation, as well as facilitating Access to Work applications.
- Education and Skills Development: Offering workshops and training programs in BSL, soft skills, and personal development to enhance the employability and confidence of Deaf individuals.
- Community Engagement: Organising social events, peer support groups, and awareness campaigns that foster a sense of belonging and community among Deaf people, helping to combat isolation and promote social inclusion.
- Advocacy and Awareness Raising: Working with local authorities, businesses, and service providers to improve awareness of Deaf issues and promote better access to services for all Deaf individuals.

Measuring Success

Our projects have made a significant impact on the lives of Deaf individuals in London. By continuously gathering feedback and monitoring outcomes, we are able to adapt our services to better meet the needs of the community. We are proud of the successes we have achieved thus far and remain committed to advocating for and supporting the Deaf community in all its diversity.

Empowering Through Education

Our project, Empowering Through Education, focuses on enhancing the skills and confidence of the Deaf community through a range of educational initiatives. This includes offering Deaf Awareness training, British Sign Language (BSL) courses from Level 1 to Level 6, and after-school BSL clubs for children.

However, due to strict funding criteria, we had to limit this project to specific London boroughs. While this restriction allowed us to deliver targeted support, we encountered significant demand from Deaf individuals living outside these areas who expressed interest in participating. Unfortunately, we had to turn away many potential beneficiaries, which underscores the urgent need for broader access to our educational offerings.

The high level of interest highlights the necessity for expanding this project to reach a wider audience, ensuring that all Deaf individuals, regardless of their location, have the opportunity to engage in valuable educational programs. We are committed to exploring new funding avenues and partnerships to enhance the reach of the Empowering Through Education project, ultimately striving to make these essential resources available to all who need them.

Our projects cater to all age groups, which is especially vital given the recent closure of numerous Deaf schools and cuts in disability funding within academic institutions. Many Deaf individuals are no longer receiving the support they need to access education in mainstream settings. While these workshops generate some income, we face a pressing challenge: the significant increase in Deaf immigrants. Many of these individuals are vulnerable, not only because they are Deaf but also due to language barriers. Without access to fluent sign language interpreters proficient in their native sign languages, they struggle to communicate with essential services, such as schools and healthcare institutions.

This situation has heightened the demand for our services, particularly from foreign sign language users who wish to learn British Sign Language (BSL) to better assimilate into their new environment and feel more confident when accessing services via BSL interpreters.

Deaf Awareness Workshops

Empowering Deaf Society (EDS) has delivered 11 Deaf Awareness workshops to over 160 staff from over 50 different employers across all the London's boroughs including council staff and various services therein such as councillors, Social Services, Libraries, Children Centres, early support workers, SEND key workers. As well as NHS staff from various departments and clinics, Citizen Advice centres and various museums and charitable sector organisations.

The aim of these workshops was to enhance awareness and understanding within the hearing community, fostering effective interaction and comprehension between Deaf and hearing individuals. They provided a short and dynamic introduction on deafness and the barriers that many deaf people face as well as some simple communication tips aimed at improving the communication confidence between deaf and hearing colleagues and improving overall accessibility for the Deaf staff.

EDS has delivered Deaf awareness courses to mainstream organisations and employers with the goal of fostering positive awareness of Deaf individuals in society. By improving communication and social interaction between Deaf and hearing communities, we aim to create a more inclusive environment.

Additionally, we have identified a significant need to offer teacher-training courses, BSL levels 3 to 6, and other professionally accredited programs for both our staff and the Deaf community. We remain hopeful that we will be able to pursue this important initiative in the coming years.

As a result of the BSL Act 2022 and plans for the BSL GCSE to be launched sometime in the future, we anticipate a huge demand for BSL teachers. There are currently not enough qualified BSL teachers to meet the demand for BSL GCSE in schools so training is a priority but this is dependent on funding. EDS has a good relationship with a number of schools across London where we are providing after school BSL clubs, and anticipate these schools to be some of the first to sign up to the GCSE.

The BSL Act 2022 and BSL GCSE are both huge leaps forward for the deaf community, and will allow the deaf community to better integrate into society, feel more accepted and experience greater accessibility and understanding. We are excited about these developments but at the same time, we recognise the need for additional funding and training in this area in order for these to be implemented.

Network Events with Mainstream Services

Empowering Deaf Society (EDS) actively facilitates network events that bring together Deaf individuals and representatives from mainstream services. These events are designed to foster collaboration, enhance understanding, and create pathways for effective communication between the Deaf community and service providers.

Objectives of Network Events

1. Building Relationships

Our network events aim to strengthen relationships between Deaf individuals and mainstream service providers, including healthcare, education, and employment sectors. By creating opportunities for direct interaction, we help break down barriers and foster mutual understanding.

2. Raising Awareness

These events serve as a platform to raise awareness about the unique challenges faced by Deaf individuals. Participants engage in discussions that highlight the importance of accessibility and inclusivity, encouraging service providers to adopt more effective practices.

3. Sharing Best Practices

EDS promotes the sharing of best practices among service providers to enhance their understanding of how to better serve Deaf individuals. Workshops and presentations focus on effective communication strategies, the importance of using qualified interpreters, and creating inclusive environments.

4. Feedback and Improvement

Network events provide an opportunity for Deaf individuals to share their experiences and feedback with service providers. This input is crucial for identifying gaps in services and informing future improvements.

Recent Achievements

In recent months, EDS has successfully organised several network events, resulting in:

- Increased engagement from mainstream service providers eager to improve their accessibility practices.
- Development of partnerships with local businesses and organisations committed to enhancing Deaf awareness within their operations.
- A series of training sessions and workshops designed specifically for service providers to equip them with the tools needed to communicate effectively with Deaf individuals.
- AQS

Looking Ahead

As we continue to host these network events, EDS is committed to expanding participation from both the Deaf community and mainstream services. By facilitating

ongoing dialogue and collaboration, we aim to create a more inclusive society where Deaf individuals can access the services they need without barriers.

Employment Services

In recent times, the gap in employment services tailored to meet the needs of Deaf individuals has widened significantly. The closure of certain specialist services, such as those provided by the Royal Association for Deaf People (RAD), combined with budget cuts leading to minimal provision elsewhere, has left the Deaf community increasingly vulnerable, especially in the current political and economic climate.

To address this urgent need, Empowering Deaf Society (EDS) established our employment service several years ago. Since then, we have focused on providing comprehensive support to Deaf individuals seeking employment.

Key Services Provided

- Personalised Support: Our team works closely with beneficiaries to assist them in creating CVs, writing cover letters, and completing application forms, ensuring that their unique skills and experiences are effectively highlighted.
- Employer Liaison: We engage directly with employers to discuss the support needs of Deaf employees. This includes facilitating Access to Work funding applications and referring individuals to qualified interpreters and agencies to meet their communication support needs.

Successful Outcomes

Our employment service has successfully supported many Deaf individuals in securing jobs with reputable employers, including Waitrose, H&M, Coop, Travel Lodge, and Amazon. These opportunities have made a significant difference in the lives of our beneficiaries.

Waitrose stands out as a particularly exemplary employer, offering competitive pay and excellent working conditions. The positive impact of this partnership extends beyond just employment: Deaf beneficiaries have gained meaningful work experiences, while Waitrose staff have received valuable education and awareness training about Deaf culture. This has fostered a more inclusive workplace, enhancing communication and understanding between Deaf and hearing colleagues.

As we continue to develop our employment services, EDS remains committed to advocating for the Deaf community and addressing the ongoing challenges they face in the job market. We are dedicated to expanding our network of employers and resources, ensuring that more Deaf individuals have access to the support they need to thrive in their careers.

Advice & Advocacy

Our advice and advocacy services form a vital part of Empowering Deaf Society's (EDS) overall mission. We take pride in the impactful work we have achieved and the individuals we have supported through these essential services. The need for tailored advice within the Deaf community is critical to empower individuals to thrive, prosper, and be heard.

Our Approach

EDS is dedicated to helping Deaf individuals navigate their challenges by providing advice in British Sign Language (BSL). Our service aims to assist clients in managing their issues through various communication channels, including text messages, email, webchat, and in-person visits.

Each interaction begins with a welcoming approach, allowing clients to explain the problems they are facing. We conduct a quick assessment to determine how we can best support them, offering self-help resources and information that can guide them in resolving their issues independently. If the matter falls within our expertise, we provide direct advice; otherwise, we may signpost clients to other organisations better equipped to assist.

Areas of Support

Through our Information, Advice, and Guidance (IAG) and Advocacy services, we have supported many Deaf individuals, particularly in navigating Personal Independence Payment (PIP) applications. While our services extend to various other issues, we have faced challenges in meeting the growing demand, primarily due to limited staffing and resources. As a result, we do not widely advertise these services to ensure we can adequately assist those who reach out.

Looking Ahead

As we continue to develop our advice and advocacy services, EDS remains committed to addressing the pressing needs of the Deaf community. We are actively exploring ways to

enhance our capacity, ensuring that more individuals can access the support they require to overcome their challenges.

Other Current Projects

This year, EDS is proud to offer a range of initiatives, including:

- Drop-in Service for Deaf People: A welcoming space for Deaf individuals to seek support and resources.
- Deaf Awareness Sessions: Educational workshops tailored for schools and organisations to promote understanding.
- School Project: Teaching Deaf and hearing pupils and staff about Deaf culture and communication.
- Volunteering Opportunities: Open to both Deaf and hearing individuals, essential for meeting the constant demand for advice and assistance while supporting the effective running of the charity.
- Large Events: Engaging community events designed to foster connection and awareness.
- Employment Support: Helping Deaf individuals navigate the job market and secure employment.
- BSL Classes: Courses for those wishing to learn British Sign Language.
- Weekly Deaf Club: A regular meet-up for socialising and support.
- Weekly BSL Club: A space for BSL practice and learning.
- Cycling Event Project: Encouraging fitness and community engagement.
- Fundraising Events: Initiatives to support the charity's ongoing work.
- Signposting: Directing individuals to additional services and resources.
- Women-Only Project: Focused support and activities for Deaf women.
- Fitness Activities: Promoting health and well-being in the community.
- Network Events: Connecting Deaf individuals with mainstream services.
- Zoom Activities: Virtual engagement opportunities to foster connection.
- Children's Activities: Fun and educational programs for Deaf children.

Our Achievements

- BSL Training for Mainstream Services: Provided basic BSL training to businesses and institutions in London to improve accessibility.
- BSL Training for Deaf people: Offering training for Deaf individuals who do not use BSL as their native sign language.
- Comprehensive Services for Deaf People: Delivered advice, advocacy, and employment support tailored to the needs of the Deaf community.

- Social Clubs: Established clubs that foster community and connection among Deaf individuals.
- Workshops on Fundamental Issues: Conducted workshops addressing important topics such as health and well-being.
- Tailored Courses: Facilitated courses for Deaf residents to enhance their understanding of the employment market and financial matters, such as HMRC.
- Cost of Living Support: Provided resources and assistance to help manage living expenses.
- Zoom Activities: Organised online activities to reduce isolation and promote well-being.

Creating A Community

Wider services for Deaf people have faced significant restrictions due to government cutbacks, leaving many unable to meet the needs of the Deaf community. The barriers between Deaf and hearing individuals are becoming increasingly pronounced, representing a step in the wrong direction. Empowering Deaf Society (EDS) aims to initiate future projects that will mitigate the negative impacts of these public-sector cuts and address the loss of vital services.

Our Focus

This year, our primary focus has been on identifying and addressing the pressing needs of the Deaf community. We are committed to facilitating access to essential services and exploring innovative ways to support our beneficiaries effectively.

Collaborative Efforts

We continue to strengthen our partnerships with external organisations, including workshop presenters and interpreters. These collaborations enhance our ability to provide impactful services and foster a more inclusive community for Deaf individuals.

Looking Forward

EDS is dedicated to creating a supportive environment where Deaf people can thrive. By developing new projects and initiatives, we hope to bridge the gap between Deaf and hearing communities, ensuring that everyone has access to the resources and support they need.

Future Plans

As we enter the final year of our five year project funded by Big Lottery Empowering Deaf Society (EDS) is excited to continue enhancing our services to better support the Deaf community.

Our projects encompass the following five key areas:

- Large Scale Community Events: We plan to host three major events each year, fostering connection and engagement within the Deaf community and the broader public.
- Support for Deaf Individuals New to the UK: We aim to provide tailored services to assist Deaf newcomers in navigating their new environment, ensuring they have access to essential resources and support.
- Achieving OISC Certification: Our goal is to attain Office of the Immigration Services Commissioner (OISC) certification to expand our capacity to offer immigration advice and support to Deaf individuals. -
- Comprehensive Information, Advice, Guidance, Advocacy, and Employment Services: We will continue to provide these vital services, helping Deaf individuals address their needs and achieve their goals.
- Deaf Awareness Training in All London Boroughs: We are dedicated to continuing to deliver Deaf awareness training across all boroughs in London, increasing understanding and improving communication between Deaf and hearing communities.
- Information Workshops: We will conduct workshops focused on critical issues affecting the Deaf community, providing valuable knowledge and resources.
- Employment Support: We will enhance our employment support services, helping Deaf individuals secure meaningful employment and navigate workplace challenges.

Through these initiatives, EDS aims to create a more inclusive and supportive environment for Deaf individuals, ensuring their voices are heard and their needs are met.

Health and Fitness Initiatives

In the past, we successfully ran health, fitness, and sports programs, including cycling. There is a clear demand to expand these services to include running and basketball, along with a continuation of our cycling program.

Ongoing Research and Funding Initiatives

EDS is committed to delivering community-centered projects based on identified needs. We will continue our research and seek funding opportunities to support these initiatives.

We are also exploring additional funding avenues to develop and expand current projects and launch new ones in response to community demand.

To enhance our core funding, we plan to offer training to mainstream organisations. This approach will not only generate stable income for the charity but also benefit our beneficiaries. We will target local councils, hospitals, police departments, schools, colleges, universities, and individual clients.

Fundraising Strategy

We are grateful for the funding we have received from:

- Big Lottery Continuation Funding - Trust for London
- CRS GLA
- GLA Migrant Fund
- Local Impact Fund

Currently, we are awaiting decisions from:

- Award for All
- City Bridge Trust -
- Albert Hunt
- Groundwork
- Sport England
- Arts Council
- Clothworkers

We remain committed to exploring further funding opportunities to sustain and grow our initiatives.

Since our inception in 2009, we are proud of our achievements and the positive feedback we receive from beneficiaries about our diverse portfolio of events and services.



CHARITY COMMISSION
FOR ENGLAND AND WALES

Empowering Deaf Society

1131970

Receipts and payments accounts

CC16a

For the period from	01.04.24	To	31.03.25
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Grants received *1	-	175,468	-	175,468	273,821
Donations received *2	23,883	-	-	23,883	8,247
Income received from main activities *3	14,400	-	-	14,400	560
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	38,283	175,468	-	213,751	282,628
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	38,283	175,468	-	213,751	282,628
A3 Payments					
Direct Project Cost*5	-	19,865	-	19,865	65,415
Support Cost*6	-	188,386	-	188,386	169,901
Management & Admin Cost*7	2,000	-	-	2,000	2,000
OH Apportionment*8	13,966	2,465	-	16,431	20,886
Loan Repayment*9	8,519	-	-	8,519	8,519
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	24,486	210,716	-	235,202	266,722
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	24,486	210,716	-	235,202	266,722
Net of receipts/(payments)	13,797	- 35,248	-	- 21,451	15,906
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	7,365	217,920	-	225,285	211,851
Cash funds this year end	21,162	182,672	-	203,834	227,757

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		21,162	182,672	-
		-	-	-
		-	-	-
	Total cash funds	21,162	182,672	-
	(agree balances with receipts and payments account(s))	OK	OK	OK


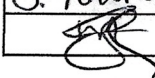
Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	See Note *11		-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	BBL Loan - Current Liability	Unrestricted Loan	8,519	
	BBL Loan - Non Current Liability	Unrestricted Loan	953	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	S. Nandana	03.01.2026
	M. Sutharsan	03.01.2026



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name
Empowering Deaf Society

**On accounts for the year
ended**

31 March 2025

**Charity no
(if any)**

1131970

Set out on pages

3-4

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2025.

**Responsibilities and
basis of report**


As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent
examiner's statement**

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.

Signed:



Date:

20/01/2026

Name:

Osama Ayub

**Relevant professional
qualification(s) or body
(if any):**

FCCA, CTA

Address:

76 Aveling Close

Purley

CR8 4DW

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

EMPOWERING DEAF SOCIETY

England & Wales - Charity number 1131970

Accounts

Empowering Deaf Society Annual Report

2023 - 2024

Reference and Administration

Charity Name : Empowering Deaf Society
Charity Number : 1131970
Charity's Address : 2A Central Parade, Ley Street, Ilford, IG2 7DE
Periods : 01/04/2023 - 31/03/2024

Trustees

Trustees, who served during the year and up to the date of this report were as follows:

Name

Ms Iona Manning

Mr Bernard Wills

Ms Lilija Vasina

Ms Ravisha Krishanthan

Structure, Governance, and Management

Empowering Deaf Society was founded on 7th September 2008 and formally registered as a charity on 2nd October 2009. The charity was established to provide support and resources to the Deaf community, with its operations governed by a constitution that outlines its objectives, powers, and governance structure.

The charity is managed by a board of Trustees, all of whom serve voluntarily and receive no financial benefit from the organisation. Any expenses incurred by Trustees in the course

of their duties are documented and reimbursed in accordance with the charity's policies, with full transparency in the charity's financial accounts.

The governance framework of Empowering Deaf Society is designed to ensure that the organisation adheres to its mission while maintaining legal compliance and strong financial management.

Our Vision

Run for the Deaf, By the Deaf

We envision a world where Deaf individuals are empowered, fully included, and able to lead independent and fulfilling lives, with opportunities and support shaped by their own community.

Our Mission

To empower Deaf people by providing them with the resources, support, and the opportunities they need to take control of their lives, make informed choices, and create positive change for themselves and their communities.

Our Aims

Our primary goal is to empower the Deaf Sign Language community by ensuring access to information, advice, advocacy, and education. We aim to foster independence and support Deaf individuals in realising their full potential.

- To advance education within the Deaf Sign Language community by providing opportunities for learning and personal development.
- To relieve unemployment by offering tailored advice, advocacy, and education to support Deaf individuals in gaining meaningful employment.
- To address the needs of Deaf individuals by facilitating their access to mainstream and public services, ensuring full participation in society.
- To promote equality by advocating for equal treatment, opportunity, and respect between the Deaf and hearing communities.

- To advance education and training for Deaf teachers, educators working with Deaf individuals, and colleagues of Deaf people, with the goal of enhancing teaching standards for the Deaf community.

About Us

Empowering Deaf Society (EDS) is a charity dedicated to providing education, services, and support to Deaf people in British Sign Language (BSL). Our mission is to empower the Deaf community by offering not only everyday solutions but also enhanced services that promote long-term independence and personal development.

We provide a range of support services, including advice, advocacy, and employment assistance. Our goal is to continually expand and improve these offerings, ensuring that Deaf individuals have access to the tools they need to thrive.

Thanks to a five-year grant from the National Lottery Fund (starting 2021), we are currently offering five key services:

- Soft skills development
- Advice and advocacy
- Large-scale social events
- Deaf awareness training
- Workshops on a variety of informative topics

In addition, we are in the final year of funding from Trust for London, with plans to apply for future funding to continue providing comprehensive advice services.

With support from National Lottery funding and several smaller grants, we have been able to offer a wide range of services and activities, including:

- Events and workshops
- Deaf awareness training
- Deaf education
- Information, advice and guidance (IAG)
- Advocacy
- After-school clubs
- Employment support
- Peer-friendly activities
- Fitness programs
- Social and educational activities for kids
- BSL courses
- Large-scale events

- Street parties

Our employment support service has been instrumental in helping Deaf individuals secure jobs. We assist with all aspects of the employment process, from Access to Work funding applications to educating employers and colleagues about Deaf culture and communication. The high demand for this service reflects the significant challenges Deaf people face in the job market.

Additionally, we have provided numerous free Deaf awareness training sessions to various agencies, including public sector organisations. These sessions are consistently over-subscribed, highlighting the growing recognition of the importance of Deaf awareness in the workplace and beyond.

Our Philosophy & Beliefs

At Empowering Deaf Society (EDS), we believe that the best way to achieve our goals is by being a fully accessible organisation. We are committed to delivering services in British Sign Language (BSL), ensuring that Deaf people can access opportunities without barriers.

We believe that by demystifying deafness within mainstream services, businesses, and institutions, and fostering confidence and independence among Deaf individuals, we can contribute to building a more inclusive and integrated society. By empowering Deaf people to engage fully in all aspects of life, we aim to break down communication barriers and promote equality for all.

Standards & Performance

Empowering Deaf Society (EDS) continuously monitors its performance and outcomes in alignment with its strategic objectives and priorities. We measure our effectiveness against internal standards and external benchmarks to ensure we deliver high-quality services.

We are committed to ongoing improvement and take prompt action in response to feedback and recommendations, using these insights to enhance our services and better meet the needs of the Deaf community.

EDS New Strategy: Building a Future of Empowerment and Inclusion

As we look towards the future, Empowering Deaf Society (EDS) is embarking on a new strategic direction that focuses on deepening our impact and expanding our reach within the Deaf

community. Our new strategy is designed to address emerging challenges while capitalising on new opportunities, ensuring that we continue to empower Deaf individuals through innovative services and sustainable growth.

Key Strategic Priorities

1. Expanding Service Provision

EDS will enhance its service offering to meet the evolving needs of the Deaf community. This includes:

- Strengthening our employment support services, with a focus on digital literacy, career development, and workplace inclusion.
- Expanding educational opportunities by offering more specialised British Sign Language (BSL) courses and skills development programs.
- Increasing access to mental health and wellbeing support tailored specifically to Deaf individuals.

2. Advocacy and Awareness

A key priority of our new strategy is to amplify advocacy efforts and increase Deaf awareness across mainstream services, institutions, and businesses. We aim to:

- Build stronger partnerships with local and national authorities to promote policy changes that benefit the Deaf community.
- Deliver widespread Deaf awareness training across multiple sectors, ensuring more inclusive workplaces and public services.
- Launch targeted campaigns to combat misconceptions about deafness and promote equality of opportunity.

3. Strengthening Community Engagement

We will deepen our engagement with the Deaf community to ensure that our services are shaped by their needs. This will include:

- Hosting regular community consultations to gather feedback and insights from our service users.
- Organising more large-scale events, workshops, and peer-led activities that foster a sense of belonging and community spirit.
- Expanding outreach to underserved Deaf individuals, particularly in rural or isolated areas, ensuring equitable access to services.

4. Sustainability and Growth

To secure our long-term sustainability, EDS will focus on diversifying funding sources and strengthening organisational capacity. Our goals include:

- Developing new income streams, including social enterprises and grant applications, to reduce dependency on single-source funding.
- Building internal capacity by investing in staff training and expanding our volunteer base.
- Enhancing our digital infrastructure to ensure more efficient service delivery and communication with stakeholders.

5. Innovation and Technology

Recognising the importance of technology in creating accessible environments, EDS is committed to:

- Integrating new technologies into our service delivery, including online platforms for BSL training, employment support, and virtual advocacy services.
- Promoting digital inclusion among Deaf individuals by offering training on new communication tools and technologies.
- Collaborating with tech innovators to develop and adapt technology specifically for Deaf users, ensuring equal access to information and services.

EDS's new strategy is a bold step forward, focusing on empowerment, inclusion, and sustainability. By expanding our services, strengthening advocacy, and deepening community engagement, we are laying the foundation for a more inclusive society where Deaf people can thrive without barriers. We remain committed to building on our successes while continuously evolving to meet the needs of the Deaf community.

Policies Review

As part of our commitment to maintaining high standards of governance and service delivery, Empowering Deaf Society (EDS) conducts regular reviews of all its policies to ensure they are up to date, effective, and aligned with best practices. In the past year, we have undertaken a comprehensive review of the following key policies:

1. Safeguarding Policy

We have updated our safeguarding policy to strengthen our procedures for protecting vulnerable adults and children within the Deaf community. This review has reinforced our commitment to creating a safe environment for all service users, with additional training provided to staff and volunteers on safeguarding protocols.

2. Equality, Diversity, and Inclusion (EDI) Policy

Our EDI policy has been refreshed to ensure that EDS remains an inclusive organisation that promotes equality for all. We have reinforced our efforts to address barriers faced by Deaf individuals, while also promoting diversity within our own team and services. The updated policy includes new measures to monitor our progress in promoting inclusivity across all areas of our work.

3. Data Protection and Privacy Policy

To comply with the latest regulations, including the General Data Protection Regulation (GDPR), we have reviewed and enhanced our data protection policy. This ensures that all personal data collected from service users, staff, and partners is securely handled and stored. Our updated policy outlines clear procedures for data processing, retention, and rights to access information.

4. Health and Safety Policy

The health and safety of our staff, volunteers, and service users remains a top priority. We have conducted a thorough review of our health and safety policy to ensure that all locations, activities, and events meet the highest safety standards. The policy now includes updated risk assessments and new measures for emergency planning, particularly for large-scale events.

5. Complaints and Feedback Policy

We have revised our complaints and feedback policy to provide clearer pathways for service users to share concerns or offer suggestions. The updated policy ensures that all complaints are handled promptly, fairly, and transparently, and that feedback is used constructively to improve services. New procedures have been implemented to ensure service users feel supported and confident in raising any issues.

6. Volunteer Policy

Our volunteer policy has been updated to reflect the growing role volunteers play within EDS. The review focused on improving support and training for volunteers, ensuring they have the skills and knowledge to contribute effectively. The policy now includes enhanced guidance on volunteer rights, responsibilities, and recognition, with a focus on fostering a positive and rewarding experience.

Ongoing Policy Development

As we continue to evolve as an organisation, we remain dedicated to regularly reviewing and updating all our policies to reflect changes in legislation, best practice standards, and the needs of our service users. EDS is committed to ensuring that all policies promote transparency, accountability, and inclusivity, supporting our mission to empower the Deaf community.

AQS Standard Quality Mark Progress

Empowering Deaf Society is proud to announce that we are in the final stages of achieving the Advice Quality Standard (AQS) quality mark, which reflects our commitment to delivering high-quality, accessible, and reliable advice services for the Deaf community.

Our journey towards AQS accreditation has been supported by Advice UK and funding from the Greater London Authority (GLA), enabling us to enhance the quality, governance, and delivery of our advice services. Throughout this process, we have worked closely with these partners to

ensure that our services meet national standards and that we are consistently providing professional, confidential, and effective advice to those who need it most.

Key Achievements in AQS Accreditation:

- Service Improvement: We have refined our advice processes, ensuring that all advice provided is accurate, up-to-date, and tailored to the unique needs of the Deaf community.
- Staff and Volunteer Training: Our team has undergone specialized training to enhance their skills in providing advice and advocacy, with a focus on communication in British Sign Language (BSL) and an understanding of the specific barriers Deaf individuals face.
- Monitoring and Evaluation: We have introduced improved monitoring systems to track service performance and outcomes, ensuring that we continually learn from feedback and improve our service offering.
- Policy and Compliance: To meet AQS standards, we have thoroughly reviewed and updated our policies on data protection, confidentiality, and safeguarding, ensuring they are aligned with best practices and the legal requirements for advice services.

Next Steps

As we approach the final stage of the AQS accreditation process, we are confident that achieving this quality mark will be a milestone in demonstrating the credibility and professionalism of our advice services. Once accredited, EDS will be better positioned to expand our services, secure additional funding, and continue empowering Deaf individuals through high-quality advice and support.

We are grateful to Advice UK and GLA for their partnership and support throughout this process, and we look forward to the continued success of our advice services as we move toward full accreditation.

Our Projects and Success

Recent statistics from Action on Hearing Loss estimate that over 30,000 Deaf individuals reside in Greater London. Despite this significant population, there remains a considerable gap in the services available to Deaf people, particularly among young Deaf individuals. Empowering Deaf Society (EDS) was established to bridge this gap and ensure that Deaf people in London have access to the support they need.

Many British Deaf individuals face additional challenges, especially those who are vulnerable, belong to ethnic or minority backgrounds, or are unemployed. These groups are often classified as "hard to reach" due to the compounded barriers they encounter. Mainstream services frequently struggle to engage with these communities because of communication barriers and a lack of awareness regarding their specific needs, backgrounds, and cultural differences.

The impact of these barriers is stark. The unemployment rate for profoundly Deaf BSL users is four times higher than the national average. Unfortunately, this situation is even more dire for

Deaf individuals from ethnic minority backgrounds, who face additional challenges such as racial discrimination, social exclusion, and further communication barriers. Access to mainstream services is often hindered by a chronic shortage of BSL/English interpreters, making it even more difficult for these individuals to seek assistance and support.

Our Response

In response to these challenges, EDS has implemented a range of targeted projects designed to empower Deaf individuals and promote their inclusion in society. These projects focus on:

- Employment Support: Providing tailored assistance to help Deaf individuals secure employment, including job readiness training, CV workshops, and interview preparation, as well as facilitating Access to Work applications.
- Education and Skills Development: Offering workshops and training programs in BSL, soft skills, and personal development to enhance the employability and confidence of Deaf individuals.
- Community Engagement: Organizing social events, peer support groups, and awareness campaigns that foster a sense of belonging and community among Deaf people, helping to combat isolation and promote social inclusion.
- Advocacy and Awareness Raising: Working with local authorities, businesses, and service providers to improve awareness of Deaf issues and promote better access to services for all Deaf individuals.

Measuring Success

Our projects have made a significant impact on the lives of Deaf individuals in London. By continuously gathering feedback and monitoring outcomes, we are able to adapt our services to better meet the needs of the community. We are proud of the successes we have achieved thus far and remain committed to advocating for and supporting the Deaf community in all its diversity.

Empowering Through Education

Our project, Empowering Through Education, focuses on enhancing the skills and confidence of the Deaf community through a range of educational initiatives. This includes offering Deaf Awareness training, British Sign Language (BSL) courses from Level 1 to Level 6, and after-school BSL clubs for children.

However, due to strict funding criteria, we had to limit this project to specific London boroughs. While this restriction allowed us to deliver targeted support, we encountered significant demand from Deaf individuals living outside these areas who expressed interest in participating.

Unfortunately, we had to turn away many potential beneficiaries, which underscores the urgent need for broader access to our educational offerings.

The high level of interest highlights the necessity for expanding this project to reach a wider audience, ensuring that all Deaf individuals, regardless of their location, have the opportunity to engage in valuable educational programs. We are committed to exploring new funding avenues and partnerships to enhance the reach of the Empowering Through Education project, ultimately striving to make these essential resources available to all who need them.

Deaf Awareness Workshops

Empowering Deaf Society (EDS) has implemented Deaf Awareness workshops across many of London's boroughs. These workshops aim to enhance awareness and understanding within the hearing community, fostering effective interaction and comprehension between Deaf and hearing individuals.

Our projects cater to all age groups, which is especially vital given the recent closure of numerous Deaf schools and cuts in disability funding within academic institutions. Many Deaf individuals are no longer receiving the support they need to access education in mainstream settings. While these workshops generate some income, we face a pressing challenge: the significant increase in Deaf immigrants. Many of these individuals are vulnerable, not only because they are Deaf but also due to language barriers. Without access to fluent sign language interpreters proficient in their native sign languages, they struggle to communicate with essential services, such as schools and healthcare institutions.

This situation has heightened the demand for our services, particularly from foreign sign language users who wish to learn British Sign Language (BSL) to better assimilate into their new environment and feel more confident when accessing services via BSL interpreters.

EDS has delivered Deaf awareness courses to mainstream organisations and employers with the goal of fostering positive awareness of Deaf individuals in society. By improving communication and social interaction between Deaf and hearing communities, we aim to create a more inclusive environment.

Additionally, we have identified a significant need to offer teacher-training courses, BSL levels 3 to 6, and other professionally accredited programs for both our staff and the Deaf community. We remain hopeful that we will be able to pursue this important initiative in the coming years.

As a result of the BSL Act 2022 and plans for the BSL GCSE to be launched in 2025, we anticipate a huge demand for BSL teachers. There are currently not enough qualified BSL teachers to meet the demand for BSL GCSE in schools so training is a priority but this is dependent on funding. EDS has a good relationship with a number of schools across London where we are providing after school BSL clubs, and anticipate these schools to be some of the

first to sign up to the GCSE. The BSL Act 2022 and BSL GCSE are both huge leaps forward for the deaf community, and will allow the deaf community to better integrate into society, feel more accepted and experience greater accessibility and understanding. We are excited about these developments but at the same time, we recognise the need for additional funding and training in this area in order for these to be implemented.

Network Events with Mainstream Services

Empowering Deaf Society (EDS) actively facilitates network events that bring together Deaf individuals and representatives from mainstream services. These events are designed to foster collaboration, enhance understanding, and create pathways for effective communication between the Deaf community and service providers.

Objectives of Network Events

1. Building Relationships

Our network events aim to strengthen relationships between Deaf individuals and mainstream service providers, including healthcare, education, and employment sectors. By creating opportunities for direct interaction, we help break down barriers and foster mutual understanding.

2. Raising Awareness

These events serve as a platform to raise awareness about the unique challenges faced by Deaf individuals. Participants engage in discussions that highlight the importance of accessibility and inclusivity, encouraging service providers to adopt more effective practices.

3. Sharing Best Practices

EDS promotes the sharing of best practices among service providers to enhance their understanding of how to better serve Deaf individuals. Workshops and presentations focus on effective communication strategies, the importance of using qualified interpreters, and creating inclusive environments.

4. Feedback and Improvement

Network events provide an opportunity for Deaf individuals to share their experiences and feedback with service providers. This input is crucial for identifying gaps in services and informing future improvements.

Recent Achievements

In recent months, EDS has successfully organised several network events, resulting in:

- Increased engagement from mainstream service providers eager to improve their accessibility practices.
- Development of partnerships with local businesses and organisations committed to enhancing Deaf awareness within their operations.

- A series of training sessions and workshops designed specifically for service providers to equip them with the tools needed to communicate effectively with Deaf individuals.

Looking Ahead

As we continue to host these network events, EDS is committed to expanding participation from both the Deaf community and mainstream services. By facilitating ongoing dialogue and collaboration, we aim to create a more inclusive society where Deaf individuals can access the services they need without barriers.

Employment Services

In recent times, the gap in employment services tailored to meet the needs of Deaf individuals has widened significantly. The closure of certain specialist services, such as those provided by the Royal Association for Deaf People (RAD), combined with budget cuts leading to minimal provision elsewhere, has left the Deaf community increasingly vulnerable—especially in the current political and economic climate.

To address this urgent need, Empowering Deaf Society (EDS) established our employment service several years ago. Since then, we have focused on providing comprehensive support to Deaf individuals seeking employment.

Key Services Provided

- Personalised Support: Our team works closely with beneficiaries to assist them in creating CVs, writing cover letters, and completing application forms, ensuring that their unique skills and experiences are effectively highlighted.
- Employer Liaison: We engage directly with employers to discuss the support needs of Deaf employees. This includes facilitating Access to Work funding applications and referring individuals to qualified interpreters and agencies to meet their communication support needs.

Successful Outcomes

Our employment service has successfully supported many Deaf individuals in securing jobs with reputable employers, including Waitrose, H&M, Coop, Travel Lodge, and Amazon. These opportunities have made a significant difference in the lives of our beneficiaries.

Waitrose stands out as a particularly exemplary employer, offering competitive pay and excellent working conditions. The positive impact of this partnership extends beyond just employment: Deaf beneficiaries have gained meaningful work experiences, while Waitrose staff

have received valuable education and awareness training about Deaf culture. This has fostered a more inclusive workplace, enhancing communication and understanding between Deaf and hearing colleagues.

As we continue to develop our employment services, EDS remains committed to advocating for the Deaf community and addressing the ongoing challenges they face in the job market. We are dedicated to expanding our network of employers and resources, ensuring that more Deaf individuals have access to the support they need to thrive in their careers.

Advice & Advocacy

Our advice and advocacy services form a vital part of Empowering Deaf Society's (EDS) overall mission. We take pride in the impactful work we have achieved and the individuals we have supported through these essential services. The need for tailored advice within the Deaf community is critical to empower individuals to thrive, prosper, and be heard.

Our Approach

EDS is dedicated to helping Deaf individuals navigate their challenges by providing advice in British Sign Language (BSL). Our service aims to assist clients in managing their issues through various communication channels, including text messages, email, webchat, and in-person visits.

Each interaction begins with a welcoming approach, allowing clients to explain the problems they are facing. We conduct a quick assessment to determine how we can best support them, offering self-help resources and information that can guide them in resolving their issues independently. If the matter falls within our expertise, we provide direct advice; otherwise, we may signpost clients to other organisations better equipped to assist.

Areas of Support

Through our Information, Advice, and Guidance (IAG) and Advocacy services, we have supported many Deaf individuals, particularly in navigating Personal Independence Payment (PIP) applications. While our services extend to various other issues, we have faced challenges in meeting the growing demand, primarily due to limited staffing and resources. As a result, we do not widely advertise these services to ensure we can adequately assist those who reach out.

Looking Ahead

As we continue to develop our advice and advocacy services, EDS remains committed to addressing the pressing needs of the Deaf community. We are actively exploring ways to enhance our capacity, ensuring that more individuals can access the support they require to overcome their challenges.

Other Current Projects

This year, EDS is proud to offer a range of initiatives, including:

- Drop-in Service for Deaf People: A welcoming space for Deaf individuals to seek support and resources.
- Deaf Awareness Sessions: Educational workshops tailored for schools and organisations to promote understanding.
- School Project: Teaching Deaf and hearing pupils and staff about Deaf culture and communication.
- Volunteering Opportunities: Open to both Deaf and hearing individuals, essential for meeting the constant demand for advice and assistance while supporting the effective running of the charity.
- Large Events: Engaging community events designed to foster connection and awareness.
- Employment Support: Helping Deaf individuals navigate the job market and secure employment.
- BSL Classes: Courses for those wishing to learn British Sign Language.
- Weekly Deaf Club: A regular meet-up for socialising and support.
- Weekly BSL Club: A space for BSL practice and learning.
- Cycling Event Project: Encouraging fitness and community engagement.
- Fundraising Events: Initiatives to support the charity's ongoing work.
- Signposting: Directing individuals to additional services and resources.
- Women-Only Project: Focused support and activities for Deaf women.
- Fitness Activities: Promoting health and well-being in the community.
- Network Events: Connecting Deaf individuals with mainstream services.
- Zoom Activities: Virtual engagement opportunities to foster connection.
- Children's Activities: Fun and educational programs for Deaf children.

Our Achievements

- BSL Training for Mainstream Services: Provided basic BSL training to businesses and institutions in London to improve accessibility.
- BSL Training for Deaf Residents: Offered training for Deaf individuals who do not use BSL as their native sign language.
- Comprehensive Services for Deaf People: Delivered advice, advocacy, and employment support tailored to the needs of the Deaf community.
- Social Clubs: Established clubs that foster community and connection among Deaf individuals.
- Workshops on Fundamental Issues: Conducted workshops addressing important topics such as health and well-being.
- Tailored Courses: Facilitated courses for Deaf residents to enhance their understanding of the employment market and financial matters, such as HMRC.
- Cost of Living Support: Provided resources and assistance to help manage living expenses.

- Zoom Activities: Organised online activities to reduce isolation and promote well-being.

Creating A Community

Wider services for Deaf people have faced significant restrictions due to government cutbacks, leaving many unable to meet the needs of the Deaf community. The barriers between Deaf and hearing individuals are becoming increasingly pronounced, representing a step in the wrong direction. Empowering Deaf Society (EDS) aims to initiate future projects that will mitigate the negative impacts of these public-sector cuts and address the loss of vital services.

Our Focus

This year, our primary focus has been on identifying and addressing the pressing needs of the Deaf community. We are committed to facilitating access to essential services and exploring innovative ways to support our beneficiaries effectively.

Collaborative Efforts

We continue to strengthen our partnerships with external organisations, including workshop presenters and interpreters. These collaborations enhance our ability to provide impactful services and foster a more inclusive community for Deaf individuals.

Looking Forward

EDS is dedicated to creating a supportive environment where Deaf people can thrive. By developing new projects and initiatives, we hope to bridge the gap between Deaf and hearing communities, ensuring that everyone has access to the resources and support they need.

Future Plans

As we enter the third year of our three-year project funded by Big Lottery, Empowering Deaf Society (EDS) is excited to continue enhancing our services to better support the Deaf community. Our project encompasses the following five key areas:

- Large Scale Community Events: We plan to host three major events each year, fostering connection and engagement within the Deaf community and the broader public.
- Support for Deaf Individuals New to the UK: We aim to provide tailored services to assist Deaf newcomers in navigating their new environment, ensuring they have access to essential resources and support.

- Achieving AQS Certification: We are committed to maintaining high standards in our services by achieving the Advice Quality Standard (AQS), which will enhance our credibility and service delivery.

- Achieving OISC Certification: Our goal is to attain Office of the Immigration Services Commissioner (OISC) certification to expand our capacity to offer immigration advice and support to Deaf individuals.

- Comprehensive Information, Advice, Guidance, Advocacy, and Employment Services: We will continue to provide these vital services, helping Deaf individuals address their needs and achieve their goals.

- Deaf Awareness Training in All London Boroughs: We are dedicated to delivering Deaf awareness training across all boroughs in London, increasing understanding and improving communication between Deaf and hearing communities.

- Information Workshops: We will conduct workshops focused on critical issues affecting the Deaf community, providing valuable knowledge and resources.

- Employment Support: We will enhance our employment support services, helping Deaf individuals secure meaningful employment and navigate workplace challenges.

Through these initiatives, EDS aims to create a more inclusive and supportive environment for Deaf individuals, ensuring their voices are heard and their needs are met.

Health and Fitness Initiatives

In the past, we successfully ran health, fitness, and sports programs, including cycling. There is a clear demand to expand these services to include running and basketball, along with a continuation of our cycling program.

Ongoing Research and Funding Initiatives

EDS is committed to delivering community-centered projects based on identified needs. We will continue our research and seek funding opportunities to support these initiatives. We are also exploring additional funding avenues to develop and expand current projects and launch new ones in response to community demand.

To enhance our core funding, once lockdown restrictions are lifted, we plan to offer training to mainstream organisations. This approach will not only generate stable income for the charity but also benefit our beneficiaries. We will target local councils, hospitals, police departments, schools, colleges, universities, and individual clients.

Fundraising Strategy

We are grateful for the funding we have received from:

- Big Lottery Continuation Funding
- Trust for London
- CRS GLA
- GLA Migrant Fund
- Local Impact Fund

Currently, we are awaiting decisions from:

- Award for All
- City Bridge Trust
- Lloyds
- Albert Hunt
- Groundwork
- Sport England
- Arts Council
- Clothworkers

We remain committed to exploring further funding opportunities to sustain and grow our initiatives.

Since our inception in 2009, we are proud of our achievements and the positive feedback we receive from beneficiaries about our diverse portfolio of events and services.



Section A Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name
Empowering Deaf Society

**On accounts for the year
ended**

31 March 2024

**Charity no
(if any)**

1131970

Set out on pages

3-4

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2024.

**Responsibilities and
basis of report**

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent
examiner's statement**

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.

Signed:

Date:

30/01/2025

Name:

Osama Ayub

**Relevant professional
qualification(s) or body
(if any):**

FCCA, CTA

Address:

76 Aveling Close

Purley

CR8 4DW

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

A large, empty rectangular box with a thin black border, occupying the right two-thirds of the page. It is intended for the user to provide details of items as requested in the text to the left.



CHARITY COMMISSION
FOR ENGLAND AND WALES

Empowering Deaf Society

1131970

Receipts and payments accounts

CC16a

For the period from	01.04.23	To	31.03.24
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Grants received *1	-	273,821	-	273,821	219,094
Donations received *2	8,247	-	-	8,247	7,760
Income received from main activities *3	560	-	-	560	1,700
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	8,807	273,821	-	282,628	228,554
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	8,807	273,821	-	282,628	228,554
A3 Payments					
Direct Project Cost*5	-	65,415	-	65,415	70,542
Support Cost*6	-	169,901	-	169,901	117,014
Management & Admin Cost*7	2,000	-	-	2,000	1,925
OH Apportionment*8	17,753	3,133	-	20,886	33,026
Loan Repayment*9	8,519	-	-	8,519	8,519
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	28,272	238,449	-	266,722	231,026
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	28,272	238,449	-	266,722	231,026
Net of receipts/(payments)	- 19,466	35,372	-	15,906	- 2,472
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	26,831	182,548	-	209,379	211,851
Cash funds this year end	7,365	217,920	-	225,285	209,379

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		7,365	217,920	-
		-	-	-
		-	-	-
	Total cash funds	7,365	217,920	-
	(agree balances with receipts and payments account(s))	OK	OK	OK

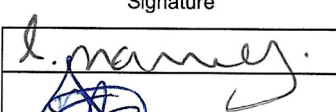
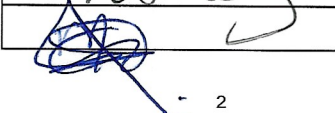
Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	See Note *11		-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	BBL Loan - Current Liability	Unrestricted Loan	8,519	
	BBL Loan - Non Current Liability	Unrestricted Loan	9,472	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	I. GOSLING	30-01-25
	M. S. THARSAW	30.01.2025

EMPOWERING DEAF SOCIETY

England & Wales - Charity number 1131970

Accounts

Empowering Deaf Society Annual Report 2022 - 2023

Reference and Administration

Charity Name : Empowering Deaf Society
Charity Number : 1131970
Charity's Address : 2A Central Parade, Ley Street, Ilford, IG2 7DE
Periods : 01/04/2022 - 31/03/2023

Trustees

Trustees, who served during the year and up to the date of this report were as follows:

Name

Ms Iona Manning

Mr Bernard Wills

Ms Lilija Vasina

Ms Ravisha Krishanthan

Structure, Governance and Management

The organisation is Empowering Deaf Society formed on 7th September 2008 and registered as a charity on 2nd October 2009. The charity was established to support the Deaf community and has a constitution which sets out the objectives and powers of the charity and its manner of governance. All Trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in the accounts.

Our Vision

Run for the Deaf, By the Deaf

Our Mission

To 'empower' Deaf people so that they have the power to change their lives for the better.

Our Aims

Our main aim is to empower the Deaf Sign Language community by providing access to information, advice advocacy and education, promoting independence and helping deaf people to fulfil their potential.

- To advance education within the Deaf Sign Language community
- To relieve unemployment by providing advice, advocacy and education for the Deaf Sign Language community.
- To relieve need among Deaf people by helping them to access mainstream and public services, and thus helping them participate optimally in society.
- To promote equality of treatment and opportunity and diversity between the Deaf and hearing populous.
- To advance education and training for deaf teachers, teachers working with deaf people and colleagues of deaf people, with the objective of improving standards of teaching on behalf of the deaf community

About us

Empowering Deaf Society (EDS) is a charity that provides education and services to Deaf people in British Sign Language.

In addition, we offer support services which include Advice, Advocacy and Employment amongst other things. EDS aims to expand on these provisions by offering an 'added value' service that can provide more than mere everyday solutions.

We are in our final year of a three year funded project by Big Lottery and have applied for a 5 year extension, to enable us to continue this work. We hope to receive a decision from Big Lottery in July 2021.

The three year funding has enabled us to provide 5 key services for deaf people; Soft skills, advice and advocacy, large scale social events, deaf awareness training and workshops on a variety of useful and informative topics.

Big Lottery funding, together with various other small funding grants, has enabled us to provide the following:

- Events
- Workshops
- Deaf Awareness Training
- Deaf teaching
- Information

Empowering Deaf Society is a registered charity in England and Wales –
Charity Number: 1131970

- Advice and Guidance (IAG) and
- Advocacy
- After school club
- Employment
- Peer friendly activity
- Fitness
- Clubbing
- Educational activity
- Kids activity
- BSL courses
- Large events
- BSL Classes for Deaf people (free of charge)
- Street party

We have been able to provide employment support to deaf people, with securing employment. We have supported them with all aspects of their new employment, including support with Access to Work funding applications, and education for their employers and colleagues. The employment support service is in very high demand by deaf people as they are finding it exceedingly difficult to find job.

We have provided numerous free deaf awareness training sessions to various agencies, including public sector and these sessions are always over-subscribed.

Our Philosophy & Beliefs

At EDS, we believe that the optimal method in achieving our aims is to be a fully accessible organisation. EDS is focused on providing services to Deaf people in their native sign language and enabling them to access opportunities without barriers. EDS believes that by demystifying deafness within mainstream services, businesses and institutions, and by encouraging deaf people to become more confident and embrace their independence, a richer and more integrated society can be formed.

Standards & Performance

The charity will monitor its performance and outcomes against strategic objectives and priorities, internal standards and external benchmarks. Actions will be taken to respond to and learn from recommendations for improvement.

Our Projects and Success

Latest statistics from 'Action on Hearing Loss' estimate that there are over 30,000 Deaf people living in Greater London alone. There is a stark significant gap in providing services to Deaf people and young Deaf people. EDS was established to address this gap in provision for Deaf people in London. British deaf people who have additional needs (i.e. the vulnerable, those from ethnic or minority backgrounds and the unemployed) are considered as those that are very 'hard to reach'. Mainstream services are unable to engage with these groups due to communication barriers and lack of awareness in relation to their immediate needs, background and cultural differences. Consequently, the unemployment rate for profoundly deaf BSL users is four times that of the national average. Unfortunately, the statistics are far worse for those from ethnic minority backgrounds, those that suffer racial discrimination, social exclusion and other communication barriers. Mainstream services are often inaccessible due to chronic national shortage of BSL/English interpreters.

Our projects extend to all ages which proves to be vital when taking into account the recent closure of many deaf schools and reduction in disability funding within many academic institutions. This means that many deaf people can no longer receive the support that they need to access education within a mainstream setting. This will help to generate some income, however, due to the rapid increase in immigration under the previous Labour Government, it meant that the number of deaf immigrants also increased significantly. These Deaf people have become extremely vulnerable; firstly, because they are deaf and secondly, not only do they not know English, but they are unable to secure a sign language interpreter that is sufficiently fluent in the sign language utilized in their native country to access and communicate with any service, such as schools and health institutions. As of direct consequence, this has increased the demand for our service with foreign sign language users wanting to learn BSL in order to assimilate.

Empowering Through Education

Our project 'Empowering through Education' included offering Deaf Awareness training, BSL courses from Level 1 to Level 6 as well as after school BSL clubs for children. However, due to strict funding criteria, we had to limit this project to only a few specific London boroughs. Many Deaf people from outside of these boroughs were also interested in participating in this project, however, we unfortunately had to turn away many potential beneficiaries as we were unable to offer those living outside of

these London boroughs this opportunity. This, therefore, highlights the demand and the need for the delivery of such a project.

Deaf Awareness Workshops

EDS projects include Deaf Awareness workshops to all the 32 London boroughs. The impact of these projects was to increase Deaf awareness within the hearing community in terms of establishing mechanisms to ensure effective interaction and comprehension between the deaf and hearing communities.

EDS has delivered Deaf awareness courses to mainstream organisations and employers. The aim is to create a positive awareness of Deaf people in mainstream society and improve communication and social interaction between the two groups.

EDS previously identified a need to deliver teacher-training courses, BSL levels 3 to 6 and other professionally accredited courses to our own staff and the deaf community. This past year we have recruited volunteers to work with us in exchange for BSL 3 and 6 accredited courses. We hope to be able to do so in the coming years.

Better Deaf Access Employer Training workshops

These workshops consisting of a 45min to one-hour deaf awareness and accessibility presentation followed by an hour session of basic BSL training, provided a short and dynamic introduction on deafness and the barriers that many deaf people face to employees of different organisations in London. It also taught some simple tips to improve communication between deaf and hearing people.

As a result of EDS providing such workshops we have had individuals from organisations such as NHS and Councils undertake a BSL level 1 course with us. Having a member of staff with a basic knowledge and understanding of sign language as well as having deaf awareness is fantastic and will mean improving working relationships between deaf and hearing staff within their organisation as well as to any Deaf service users.

By delivering these workshops covering topics such as how to get a deaf persons, acceptable terminology to use when communication about a person's deafness, what being deaf actual means when trying to access any language and the various methods of communication used by the Deaf community, we have been able to provide an insight to many in the workplace the issues and barriers deaf people face on a daily basis. In particular, educating people and eliminating any possible stigmas and creating a more inclusive workplace, improving communications and developing a deeper understanding about the barriers Deaf people face on a daily basis. It has also helped highlight to organisations EDS services and support available to them.

Network events

EDS are running networking events aimed at helping organisations and charities to be more accessible for Deaf people access. EDS are taking a problem-solving approach and meeting with a number of mainstream organisations and charities in London to make them aware of the barriers Deaf people face when trying to access services and how they can make their services more accessible for the Deaf. EDS also use this opportunity to highlight the services EDS can provide not only to any of their deaf clients but also to them as an organisation including offering deaf awareness workshops for their staff and advice to employers etc.

Employment Services

The gap in employment services in meeting the needs of Deaf people has become much more significant in recent times. The closure of certain specialist services from RAD (Royal Association for Deaf people) and budget cuts forcing mere skeleton services in other provision from them, has left the Deaf community increasingly vulnerable particularly within our current political and economic climate.

Our employment service was set up several years ago and we recruited staff and beneficiaries to this project. Since then we have been able to provide support with CVs, writing letters and application forms. In addition, we liaise with employers regarding support needs, Access to Work for funding, and refer to interpreters/agencies to fulfil their communication support needs.

We have supported many deaf people into employment at Waitrose, H&M, Coop, Travel Lodge, Amazon which has made a significant difference to their lives. Waitrose is a great employer, with good rates of pay and working conditions are incredibly good. Not only have the deaf beneficiaries benefited from gainful employment, but Waitrose staff have had education, awareness and exposure to deaf colleagues, and customers have benefited from exposure to deaf staff.

Advice & Advocacy

Our advice and advocacy services are a strong part of our overall service and we are proud of the work we have achieved and the people we have supported with this. The need for this service within the deaf community is a necessity to enable this community to thrive, prosper and be heard.

EDS aims to help deaf people with their problems, by providing the advice they need, in British Sign Language. The service aims to help deaf people manage the problems they have; using text messages, email, webchat or visit us in person where Covid-19 rules have allowed.

For each channel we welcome the deaf person, allow them to explain the problems they are facing, then we carry out a quick check to determine how we can offer the client self-help: information with an explanation of how they might use it to help sort out the problems themselves. If the matter is within our expertise, we offer advice or we may signpost them to another organisation that is better able to help with their problem.

We have supported many deaf people under our Information, Advice and Guidance, and Advocacy services. We have had strong demand for help with PIP applications but have supported with many other issues too.

We have struggled to meet the demand due to limited staffing and resources and a significant increase in demand due to the uncertainty around the Covid-19 pandemic. For this reason, we do not advertise this service widely. We are also able to signpost people to other services if we are unable to help them.

During the pandemic and due to lockdown restrictions limiting our ability to meet with beneficiaries face to face, we set up regular Zoom sessions as a way of disseminating information more widely than in one to one sessions, where beneficiaries learned about the issues affecting the deaf community and how to go about resolving them.

Other current projects

- Drop-in service for deaf people
- Deaf Awareness sessions
- School project to teach deaf and hearing pupils and staff.
- Deaf awareness training for the public and charitable sectors in London
- Volunteering opportunities give to deaf and hearing people EDS needs volunteers to meet the constant demand for advice and assistance and the effective running of the charity. Bearing in mind that we are working with a specific clientele the need for volunteers in helping us to reduce our operating costs cannot be overstated.
- Large events
- Employment support
- Better Deaf Access Employer Training workshops
- BSL courses
- Afterschool BSL club
- Weekly deaf club

Empowering Deaf Society is a registered charity in England and Wales –
Charity Number: 1131970

- Weekly BSL club
- Cycling event project
- Fundraising event
- Signposting
- Women only project
- Fitness
- Mental Health
- Network events
- Children activities

Our Achievements

- Provide basic BSL training to London's mainstream services, businesses and institutions, by offering BSL courses.
- Provide BSL training to London's deaf residents (where BSL is not their native sign language)
- Provide Afterschool BSL clubs.
- Provide Deaf Awareness workshops to the public sector and charities in London.
- Provide Deaf Accessibility advice and information to organisations in London.
- Provide services for Deaf people such as advice, advocacy and employment.
- Provide workshops on fundamental issues e.g. health problems.
- Facilitate tailored courses to London's deaf residents to provide a basic comprehension of the employment market, HMRC etc.
- Cost of living support workshops
- Provide social clubs for Deaf people.
- Social activities to reduce isolation and promote wellbeing.

Creating A Community

As noted, wider services for deaf people have been restricted due to government cutbacks. Many services are now not able to meet the needs of the deaf community. The barriers that exist between deaf and hearing people are becoming increasingly exacerbated, a step in the wrong direction. EDS hopes to set up future projects to reduce the negative impact of these public-sector cuts and the total loss in services.

We have continued to work in partnership with external bodies, e.g. presenters at workshops and remote activities and interpreters.

Future Plans

We are in our third year of a five year project, funded by Big Lottery, which covers the following five services:

- Large scale community events (3 per year)
- Services for Deaf people who are new to the UK
- AQS achieve
- OISC achieve
- Information, Advice, Guidance, Advocacy and Employment service
- Deaf Awareness Training in all London boroughs
- Information Workshops
- Employment support
- Better work project

The deaf community have continued to be severely affected by effects of the pandemic, with reports of declines in mental health, well-being and access to services. Also they are massively struggling with the current cost of living crisis we are experiencing .

In addition to the above, we are hoping to hold a large scale collaborative arts festival in future and are already pursuing funding opportunities from the Arts Council.

We have run health, fitness and sporting services in the past year, such as our cycling programme, and there is a need for this to expand, with running and basketball for example, and a continuation of the cycling programme. We hope to be successful in gaining funding for such sporting project

Our successful BSL in Schools project is now back up and running and we hope it continues to grow from strength to strength in the coming year with the introduction of the BSL curriculum and introduction of the BSL GCSE coming 2025

Deaf club

Our weekly Deaf club is back up and running this year and is great space for Deaf people to come together, have a meal and socialise.

Our aim has always been to deliver the community-centred projects that we have designed. EDS will continue with its ongoing research to identify needs within the community along with funding opportunities. Once needs have been identified, EDS will follow procedure in order to secure funding and deliver projects in accordance to the needs identified.

We are also continually exploring other funding opportunities to enable us to develop and extend current projects, and establish new projects based on need and demand.

Empowering Deaf Society is a registered charity in England and Wales –
Charity Number: 1131970

With the intent of increasing the charity's core funding, when lockdown restrictions end and we are able to provide services to external organisations, we will be charging mainstream organisations and services for training. The beneficiaries of the charity will therefore benefit from having this stable income. We hope to target organisations such as local Councils, Hospitals, the Police, Schools, Colleges, Universities and individuals.

Fundraising Strategy

We have received funds from the following funders

- Big lottery Continuation funding
- Trust for London
- Jubilee fund
- CRS GLA
- GLA migrant fund
- Local impact fund

We are awaiting decisions from the following funders

- Award for all
- City bridge trust
- Albert hunt
- City Bridge Trust
- Groundwork
- Sport England
- Art council
- Clothworker

We endeavour to continue looking for further funding opportunities to allow us to continue our work.

We are so proud of all that we have achieved since we first set up in 2009; our portfolio of events, services and achievements is impressive, and we receive fantastic feedback from beneficiaries.



Receipts and payments accounts

CC16a

For the period
from

01.04.22

To

31.03.23

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Grants received *1	-	219,094	-	219,094	183,976
Donations received *2	7,760	-	-	7,760	7,601
Income received from main activities *3	1,700	-	-	1,700	2,549
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	9,460	219,094	-	228,554	194,126
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	9,460	219,094	-	228,554	194,126
A3 Payments					
Direct Project Cost*5	-	70,542	-	70,542	29,553
Support Cost*6	-	117,014	-	117,014	106,578
Management & Admin Cost*7	1,925	-	-	1,925	1,920
OH Apportionment*8	28,072	4,954	-	33,026	15,240
Loan Repayment*9	8,519	-	-	8,519	4,970
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	38,516	192,510	-	231,026	158,261
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	38,516	192,510	-	231,026	158,261
Net of receipts/(payments)	- 29,056	26,584	-	- 2,472	35,865
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	55,887	155,964	-	211,851	175,986
Cash funds this year end	26,831	182,548	-	209,379	211,851

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		26,831	182,548	-
		-	-	-
		-	-	-
	Total cash funds	26,831	182,548	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £

B2 Other monetary assets

	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

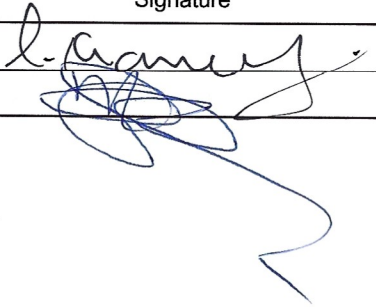
B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
See Note *11		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
BBL Loan	Unrestricted Loan	31,481	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	I. GOSLING M. Sutharsan	01-10-23 01.10.2023



Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
Empowering Deaf Society

On accounts for the year
ended

31 March 2023

Charity no
(if any)

1131970

Set out on pages

3-4

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2021.

Responsibilities and
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

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.

Signed:

Date:

27/01/2024

Name:

Osama Ayub

Relevant professional
qualification(s) or body
(if any):

FCCA, CTA

Address:

76 Aveling Close

Purley

CR8 4DW

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

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A large, empty rectangular box with a thin black border, occupying the central and right portions of the page. It is intended for the user to provide details as requested in the text to the left.

EMPOWERING DEAF SOCIETY

England & Wales - Charity number 1131970

Accounts

Empowering Deaf Society Annual Report 2021 - 2022

Reference and Administration

Charity Name : Empowering Deaf Society
Charity Number : 1131970
Charity's Address : 2A Central Parade, Ley Street, Ilford, IG2 7DE
Periods : 01/04/2021 - 31/03/2022

Trustees

Trustees, who served during the year and up to the date of this report were as follows:

Name

Ms Iona Manning

Mr Bernard Wills

Ms Liliya Vasina

Ms Ravisha Krishanthan

Structure, Governance and Management

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- To relieve need among Deaf people by helping them to access mainstream and public services, and thus helping them participate optimally in society.
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- Workshops
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- Advocacy
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- Employment
- Peer friendly activity
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- Kids activity
- BSL courses
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- BSL Classes for Deaf people (free of charge)
- Street party

We have been able to provide employment support to deaf people, with securing employment. We have supported them with all aspects of their new employment, including support with Access to Work funding applications, and education for their employers and colleagues. The employment support service is in very high demand by deaf people as they are finding it exceedingly difficult to find job.

We have provided numerous free deaf awareness training sessions to various agencies, including public sector and these sessions are always over-subscribed.

Our Philosophy & Beliefs

At EDS, we believe that the optimal method in achieving our aims is to be a fully accessible organisation. EDS is focused on providing services to Deaf people in their native sign language and enabling them to access opportunities without barriers. EDS believes that by demystifying deafness within mainstream services, businesses and institutions, and by encouraging deaf people to become more confident and embrace their independence, a richer and more integrated society can be formed.

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The charity will monitor its performance and outcomes against strategic objectives and priorities, internal standards and external benchmarks. Actions will be taken to respond to and learn from recommendations for improvement.

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At the start of this period, the whole country was put into lockdown, with no notice when the Covid-19 pandemic hit the UK. As a Deaf organisation already facing barriers and struggles, this came as a huge shock to us and our beneficiaries and we had to have a complete rethink of our strategies in order that we could continue supporting the deaf community during this unprecedented time.

Our office was closed and all staff were working from home. Deaf staff who normally work alongside Communication Support Workers and Interpreters were forced to work remotely via video calls. Deaf beneficiaries who were used to coming into the office for support, had to start accessing our services remotely.

In order to cope with these new and changing times, we had to rethink our communication strategies internally. We created Whatsapp groups for each individual event, where we could discuss specific issues.

The first six months of the year were very stressful for our staff and our beneficiaries but we are so proud of how we have adapted and learned to work in new and innovative ways. With emergency Coronavirus funding, we were able to set up new projects, enabling us to help the most vulnerable and isolated of the deaf community. We set up regular workshops on a variety of topics; both informative and fun. Before lockdown, no one had ever heard of Zoom and now our staff and beneficiaries are experts!

We are so proud of how we have adapted and during this most difficult time, our services and our financial situation have improved significantly.

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background and cultural differences. Consequently, the unemployment rate for profoundly deaf BSL users is four times that of the national average. Unfortunately, the statistics are far worse for those from ethnic minority backgrounds, those that suffer racial discrimination, social exclusion and other communication barriers. Mainstream services are often inaccessible due to chronic national shortage of BSL/English interpreters.

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During the pandemic and due to lockdown restrictions limiting our ability to meet with beneficiaries face to face, we set up regular Zoom sessions as a way of disseminating information more widely than in one to one sessions, where beneficiaries learned about the issues affecting the deaf community and how to go about resolving them.

Other current projects

This year we have been successful in securing funding for a variety of projects such as:

- Award for all
- Funded project
- Drop-in service for deaf people and Deaf Awareness sessions
- School project to teach deaf and hearing pupils and staff
- Deaf awareness training to anywhere they needed
- Volunteering opportunities give to deaf and hearing people
- EDS needs volunteers to meet the constant demand for advice and assistance and the effective running of the charity. Bearing in mind that we are working with a specific clientele the need for volunteers in helping us to reduce our operating costs cannot be overstated
- Large events
- Employment support
- BSL classes
- Hands talk club
- Weekly deaf club

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- Weekly BSL club
- Cycling event project
- Fundraising event
- Signposting
- Women only project
- Fitness
- Zoom activities
- Children in Need Covid support activities for children and families

Our Achievements

- Provide basic BSL training to London's mainstream services, businesses and institutions, by offering BSL courses
- Provide BSL training to London's deaf residents (where BSL is not their native sign language)
- Provide services for Deaf people such as advice, advocacy and employment
- Provide social clubs for Deaf people
- Provide workshops on fundamental issues e.g. health problems
- Facilitate tailored courses to London's deaf residents to provide a basic comprehension of the employment market, HMRC etc.
- Covid Emergency support
- Zoom activities to reduce isolation and promote wellbeing

Creating A Community

As noted, wider services for deaf people have been restricted due to government cutbacks. Many services are now not able to meet the needs of the deaf community. The barriers that exist between deaf and hearing people are becoming increasingly exacerbated, a step in the wrong direction. EDS hopes to set up future projects to reduce the negative impact of these public-sector cuts and the total loss in services.

Our primary focus in most of this year has been meeting the needs arising due to Covid-19 i.e. facilitating working from home, supporting beneficiaries remotely and continuing service provision, fundraising and strategizing for new ways of working.

We have continued to work in partnership with external bodies, e.g. presenters at workshops and remote activities and interpreters.

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Future Plans

We are in our third year of a three year project, funded by Big Lottery, which covers the following five services:

- Large scale community events (2 per year)
- Services for Deaf people who are new to the UK
- Information, Advice, Guidance, Advocacy and Employment service
- Deaf Awareness Training in all London boroughs
- Information Workshops
- Employment support
- Better work project

Due to the ongoing Covid-19 pandemic, large scale events are not possible due to limits on numbers and social distancing rules. As such, we are unlikely to plan any large scale events for next year although are keeping a close eye on the situation. The future is very uncertain at the moment and our face-to-face work depends largely on the Government guidelines, the progress of the vaccination roll out and the Covid-19 statistics.

The deaf community have been severely affected by the lockdown, with reports of declines mental health, well-being and access to services. We hope to be able to run large scale community events again in 2022/23. Until then, we will continue offering emergency support as and when it is needed, together with remote support services and workshops.

In addition to the above, we are hoping to hold a large scale collaborative arts festival in 2022 and are already pursuing funding opportunities from the Arts Council.

We were successful with funding from Children in Need to run a children's project through Covid-19 and we hope to be able to secure continuation funding for this to enable us to continue with this provision.

We have run health, fitness and sporting services in the past, such as our cycling programme, and there is a need for this to expand, with running and basketball for example, and a continuation of the cycling programme. We hope to be successful in gaining funding for this sporting project for such times when we are able to meet face-to-face. Throughout lockdown we ran regular fitness sessions over Zoom and these were incredibly well attended, with beneficiaries reporting that they are keen to come to face-to-face sessions.

Our previously successful BSL in Schools project has unfortunately had to be put on hold due to school closures and lockdown restrictions. We were able to run some sessions ad hoc but not the regular sessions we had been running previously.

Due to Covid-19, most of our fundraising activities were not able to go ahead as usual, but we have managed to carry out some small fundraising activities and are delighted that our reserves now amount to around £60,000 which we are keeping for emergency use.

Deaf club

Our previously successful Deaf club unfortunately had to close due to lockdown. We did try to convert this to Zoom, but the members struggled with the technology and also struggled with group conversations on the screen, turn taking etc. We tried to set up smaller deaf clubs with restricted numbers, in each borough, but this proved very difficult to manage and organise. We hope that Deaf Club will be back, face-to-face in 2022.

Our aim has always been to deliver the community-centred projects that we have designed. EDS will continue with its ongoing research to identify needs within the community along with funding opportunities. Once needs have been identified, EDS will follow procedure in order to secure funding and deliver projects in accordance to the needs identified.

We are also continually exploring other funding opportunities to enable us to develop and extend current projects, and establish new projects based on need and demand.

With the intent of increasing the charity's core funding, when lockdown restrictions end and we are able to provide services to external organisations, we will be charging mainstream organisations and services for training. The beneficiaries of the charity will therefore benefit from having this stable income. We hope to target organisations such as local Councils, Hospitals, the Police, Schools, Colleges, Universities and individuals.

Fundraising Strategy

We have received funds from the following funders

- Big lottery Continuation funding
- Children in Need
- Trust for London
- Comic Relief
- ESFA

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We are awaiting decisions from the following funders

- Civil society root 3 GLA
- Award for all
- Money CAP
- Albert hunt
- Jubilee funds The National Lottery
- City Bridge Trust
- Groundwork
- Sport England
- Art council
- Clothworker

We endeavour to continue looking for further funding opportunities to allow us to continue our work.

We are so proud of all that we have achieved since we first set up in 2009; our portfolio of events, services and achievements is impressive, and we receive fantastic feedback from beneficiaries.

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Receipts and payments accounts

CC16a

For the period
from

01.04.21

To

31.03.22

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Grants received *1	-	183,976	-	183,976	200,020
Donations received *2	7,601	-	-	7,601	6,165
Income received from main activities *3	2,549	-	-	2,549	60
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	10,150	183,976	-	194,126	206,245
A2 Asset and investment sales, (see table).					
Loans received from external funder	-	-	-	-	40,000
	-	-	-	-	-
Sub total	-	-	-	-	40,000
Total receipts	10,150	183,976	-	194,126	246,245
A3 Payments					
Direct Project Cost*5	-	29,553	-	29,553	35,493
Support Cost*6	-	106,578	-	106,578	85,744
Management & Admin Cost*7	1,920	-	-	1,920	3,078
OH Apportionment*8	12,954	2,286	-	15,240	23,322
Loan Repayment*9	4,970	-	-	4,970	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	19,844	138,417	-	158,261	147,637
A4 Asset and investment purchases, (see table)					
Asset Purchases	-	-	-	-	7,667
	-	-	-	-	-
Sub total	-	-	-	-	7,667
Total payments	19,844	138,417	-	158,261	155,304
Net of receipts/(payments)	- 9,693	45,559	-	35,865	90,941
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	65,581	110,406	-	175,986	85,045
Cash funds this year end	55,887	155,964	-	211,852	175,986

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		55,887	155,964	-
		-	-	-
		-	-	-
	Total cash funds	55,887	155,964	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £

B2 Other monetary assets

	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-


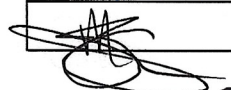
B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
See Note *11		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
BBL Loan	Unrestricted Loan	35,030	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Iona Manning	30.01.2023
	M. Sutarwan	30.01.23



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name
Empowering Deaf Society

**On accounts for the year
ended**

31 March 2022

**Charity no
(if any)**

1131970

Set out on pages

3-4

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2021.

**Responsibilities and
basis of report**

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent
examiner's statement**

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.

Signed: 

Date: 28/01/2023

Name: Osama Ayub

**Relevant professional
qualification(s) or body
(if any):**

FCCA, CTA

Address:

76 Aveling Close

Purley

CR8 4DW

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

The charity had received a bounce back loan of £40,000 during the financial year ended 31 March 2021. During the current financial year a repayment of £4,970 has been made towards the loan, leaving an outstanding balance of £35,030 as at 31 March 2022.

The charity has sufficient unrestricted cash and liquid reserves to cover the loan, therefore, no going concern issues have been recognised.

EMPOWERING DEAF SOCIETY

England & Wales - Charity number 1131970

Accounts

Empowering Deaf Society Annual Report 2020 - 2021

Reference and Administration

Charity Name : Empowering Deaf Society
Charity Number : 1131970
Charity's Address : 2A Central Parade, Ley Street, Ilford, IG2 7DE
Periods : 01/04/2020 - 31/03/2021

Trustees

Trustees, who served during the year and up to the date of this report were as follows:

Name

Ms Iona Manning

Mr Bernard Wills

Ms Lilija Vasina

Ms Ravisha Krishanthan

Structure, Governance and Management

The organisation is Empowering Deaf Society formed on 7th September 2008 and registered as a charity on 2nd October 2009. The charity was established to support the Deaf community and has a constitution which sets out the objectives and powers of the charity and its manner of governance. All Trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in the accounts.

Our Vision

Run for the Deaf, By the Deaf

Our Mission

To 'empower' Deaf people so that they have the power to change their lives for the better.

Our Aims

Our main aim is to empower the Deaf Sign Language community by providing access to information, advice advocacy and education, promoting independence and helping deaf people to fulfil their potential.

- To advance education within the Deaf Sign Language community
- To relieve unemployment by providing advice, advocacy and education for the Deaf Sign Language community.
- To relieve need among Deaf people by helping them to access mainstream and public services, and thus helping them participate optimally in society.
- To promote equality of treatment and opportunity and diversity between the Deaf and hearing populous.
- To advance education and training for deaf teachers, teachers working with deaf people and colleagues of deaf people, with the objective of improving standards of teaching on behalf of the deaf community

About us

Empowering Deaf Society (EDS) is a charity that provides education and services to Deaf people in British Sign Language.

In addition, we offer support services which include Advice, Advocacy and Employment amongst other things. EDS aims to expand on these provisions by offering an 'added value' service that can provide more than mere everyday solutions.

We are in our final year of a three year funded project by Big Lottery and have applied for a 5 year extension, to enable us to continue this work. We hope to receive a decision from Big Lottery in July 2021.

The three year funding has enabled us to provide 5 key services for deaf people; Soft skills, advice and advocacy, large scale social events, deaf awareness training and workshops on a variety of useful and informative topics.

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We have struggled to meet the demand due to limited staffing and resources and a significant increase in demand due to the uncertainty around the Covid-19 pandemic. For this reason, we do not advertise this service widely. We are also able to signpost people to other services if we are unable to help them.

During the pandemic and due to lockdown restrictions limiting our ability to meet with beneficiaries face to face, we set up regular Zoom sessions as a way of disseminating information more widely than in one to one sessions, where beneficiaries learned about the issues affecting the deaf community and how to go about resolving them.

Other current projects

This year we have been successful in securing funding for a variety of projects such as:

- Award for all
- Funded project
- Drop-in service for deaf people and Deaf Awareness sessions
- School project to teach deaf and hearing pupils and staff
- Deaf awareness training to anywhere they needed
- Volunteering opportunities give to deaf and hearing people
- EDS needs volunteers to meet the constant demand for advice and assistance and the effective running of the charity. Bearing in mind that we are working with a specific clientele the need for volunteers in helping us to reduce our operating costs cannot be overstated
- Large events
- Employment support
- BSL classes
- Hands talk club
- Weekly deaf club

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Charity Number: 1131970

- Weekly BSL club
- Cycling event project
- Fundraising event
- Signposting
- Women only project
- Fitness
- Zoom activities
- Children in Need Covid support activities for children and families

Our Achievements

- Provide basic BSL training to London's mainstream services, businesses and institutions, by offering BSL courses
- Provide BSL training to London's deaf residents (where BSL is not their native sign language)
- Provide services for Deaf people such as advice, advocacy and employment
- Provide social clubs for Deaf people
- Provide workshops on fundamental issues e.g. health problems
- Facilitate tailored courses to London's deaf residents to provide a basic comprehension of the employment market, HMRC etc.
- Covid Emergency support
- Zoom activities to reduce isolation and promote wellbeing

Creating A Community

As noted, wider services for deaf people have been restricted due to government cutbacks. Many services are now not able to meet the needs of the deaf community. The barriers that exist between deaf and hearing people are becoming increasingly exacerbated, a step in the wrong direction. EDS hopes to set up future projects to reduce the negative impact of these public-sector cuts and the total loss in services.

Our primary focus in most of this year has been meeting the needs arising due to Covid-19 i.e. facilitating working from home, supporting beneficiaries remotely and continuing service provision, fundraising and strategizing for new ways of working.

We have continued to work in partnership with external bodies, e.g. presenters at workshops and remote activities and interpreters.

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Future Plans

We are in our third year of a three year project, funded by Big Lottery, which covers the following five services:

- Large scale community events (2 per year)
- Services for Deaf people who are new to the UK
- Information, Advice, Guidance, Advocacy and Employment service
- Deaf Awareness Training in all London boroughs
- Information Workshops
- Employment support
- Better work project

Due to the ongoing Covid-19 pandemic, large scale events are not possible due to limits on numbers and social distancing rules. As such, we are unlikely to plan any large scale events for next year although are keeping a close eye on the situation. The future is very uncertain at the moment and our face-to-face work depends largely on the Government guidelines, the progress of the vaccination roll out and the Covid-19 statistics.

The deaf community have been severely affected by the lockdown, with reports of declines mental health, well-being and access to services. We hope to be able to run large scale community events again in 2022/23. Until then, we will continue offering emergency support as and when it is needed, together with remote support services and workshops.

In addition to the above, we are hoping to hold a large scale collaborative arts festival in 2022 and are already pursuing funding opportunities from the Arts Council.

We were successful with funding from Children in Need to run a children's project through Covid-19 and we hope to be able to secure continuation funding for this to enable us to continue with this provision.

We have run health, fitness and sporting services in the past, such as our cycling programme, and there is a need for this to expand, with running and basketball for example, and a continuation of the cycling programme. We hope to be successful in gaining funding for this sporting project for such times when we are able to meet face-to-face. Throughout lockdown we ran regular fitness sessions over Zoom and these were incredibly well attended, with beneficiaries reporting that they are keen to come to face-to-face sessions.

Our previously successful BSL in Schools project has unfortunately had to be put on hold due to school closures and lockdown restrictions. We were able to run some sessions ad hoc but not the regular sessions we had been running previously.

Due to Covid-19, most of our fundraising activities were not able to go ahead as usual, but we have managed to carry out some small fundraising activities and are delighted that our reserves now amount to around £60,000 which we are keeping for emergency use.

Deaf club

Our previously successful Deaf club unfortunately had to close due to lockdown. We did try to convert this to Zoom, but the members struggled with the technology and also struggled with group conversations on the screen, turn taking etc. We tried to set up smaller deaf clubs with restricted numbers, in each borough, but this proved very difficult to manage and organise. We hope that Deaf Club will be back, face-to-face in 2022.

Our aim has always been to deliver the community-centred projects that we have designed. EDS will continue with its ongoing research to identify needs within the community along with funding opportunities. Once needs have been identified, EDS will follow procedure in order to secure funding and deliver projects in accordance to the needs identified.

We are also continually exploring other funding opportunities to enable us to develop and extend current projects, and establish new projects based on need and demand.

With the intent of increasing the charity's core funding, when lockdown restrictions end and we are able to provide services to external organisations, we will be charging mainstream organisations and services for training. The beneficiaries of the charity will therefore benefit from having this stable income. We hope to target organisations such as local Councils, Hospitals, the Police, Schools, Colleges, Universities and individuals.

Fundraising Strategy

We are awaiting decisions from the following funders

- Big lottery Continuation funding
- Children in Need
- Trust for London
- People Health
- Reaching Community
- Art council

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- City Bridge Trust
- Comic Relief
- Active ageing
- ESF
- Cockayne
- Tampon Tax

We endeavour to continue looking for further funding opportunities to allow us to continue our work.

We are so proud of all that we have achieved since we first set up in 2009; our portfolio of events, services and achievements is impressive, and we receive fantastic feedback from beneficiaries.



CHARITY COMMISSION
FOR ENGLAND AND WALES

Empowering Deaf Society

1131970

Receipts and payments accounts

CC16a

For the period
from

01.04.20

To

31.03.21

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Grants received *1	-	200,020	-	200,020	-
Donations received *2	6,165	-	-	6,165	-
Income received from main activities *3	60	-	-	60	-
Other Income	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	6,225	200,020	-	206,245	-
A2 Asset and investment sales, (see table).					
Loans received from external funder *4	40,000	-	-	40,000	-
	-	-	-	-	-
Sub total	40,000	-	-	40,000	-
Total receipts	46,225	200,020	-	246,245	-
A3 Payments					
Direct Project Cost*5	-	35,493	-	35,493	-
Support Cost*6	-	85,744	-	85,744	-
Management & Admin Cost*7	3,078	-	-	3,078	-
OH Apportionment*8	19,823	3,498	-	23,322	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	22,901	124,736	-	147,637	-
A4 Asset and investment purchases, (see table)					
Asset Purchases *9	-	7,667	-	7,667	-
	-	-	-	-	-
Sub total	-	7,667	-	7,667	-
Total payments	22,901	132,403	-	155,304	-
Net of receipts/(payments)	23,324	67,618	-	90,941	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	42,257	42,788	-	85,045	-
Cash funds this year end	65,581	110,406	-	175,986	-

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		65,581	110,406	-
		-	-	-
		-	-	-
	Total cash funds	65,581	110,406	-
	(agree balances with receipts and payments account(s))	OK	OK	OK

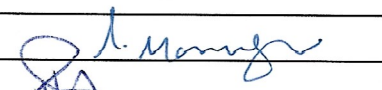

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	See Note *11		-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

Categories	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	I. MANDINGA	04/10/2021
	M. Sutharasan	6/10/21



Section A

Independent Examiner's Report

Report to the trustees/ members of	Charity Name Empowering Deaf Society		
On accounts for the year ended	31 March 2021	Charity no (if any)	1131970
Set out on pages	3-4		

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2021.

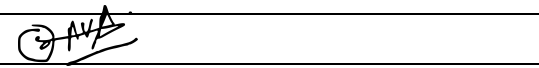
**Responsibilities and
basis of report**

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent
examiner's statement**

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.

Signed:  **Date:** 31/01/2022

Name: Osama Ayub

**Relevant professional
qualification(s) or body
(if any):**

Address: 76 Aveling Close
Purley
CR8 4DW

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.