

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.



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

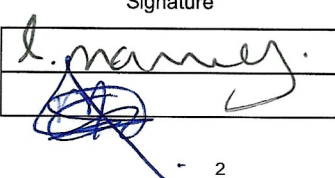
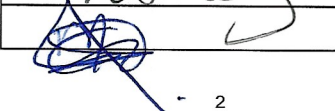
Section A Receipts and payments

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