

# GROOOPS DYSLEXIA AWARE COUNSELLING

England & Wales · Charity number 1168098

## Details

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**Other names** GDAC

**Status** Registered

**Legal form** CIO

**Registered** 2016-07-07

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

## Contact

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**Address** 27 Chessington Avenue  
London  
N3 3DR

**Phone** 02083460941

**Email** [info@grooops.org](mailto:info@grooops.org)

**Website** [www.grooops.org](http://www.grooops.org)

## Activities

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**Objects:** 1. TO PROMOTE AND PROTECT THE GOOD HEALTH OF CHILDREN, YOUNG PEOPLE AND FAMILIES EXPERIENCING DIFFICULTIES IN LIFE CHANGING TRANSITIONS SUCH AS DIVORCE, DOMESTIC VIOLENCE, ASPECTS OF LOSS, LEARNING DIFFICULTIES, SCHOOL, COLLEGE, FAMILY AND WORK ISSUES, BEHAVIOURAL AND RELATIONSHIP CHALLENGES BY THE CREATION AND MAINTENANCE OF A VOLUNTARY PROGRAMME OF FACILITATED, MULTI-CULTURAL, SOCIAL INTERACTION PSYCHO-THERAPEUTIC GROUP WORKSHOPS.2. TO ADVANCE THE EDUCATION AND TRAINING OF MEMBERS IN ORDER TO INCREASE THEIR PERSONAL AND PROFESSIONAL DEVELOPMENT.3. TO ENCOURAGE PARENT/CARER INVOLVEMENT IN THE SOCIAL, EMOTIONAL AND EDUCATIONAL GROWTH OF THEIR PARTICIPANT CHILDREN.4. TO PROVIDE 1:1 COUNSELLING AND PSYCHO SOCIAL INTERVENTIONS FOR CHILDREN, YOUNG PEOPLE & THEIR FAMILIES TO FURTHER SUPPORT THEIR SOCIAL AND EMOTIONAL GROWTH.5. TO PROVIDE 1:1 COUNSELLING, GROUP WORK AND PSYCHOSOCIAL INTERVENTION FOR ADULTS, CHILDREN, YOUNG PEOPLE AND THEIR FAMILIES IN ADDRESSING THE EMOTIONAL REPERCUSSIONS OF DYSLEXIA.6. TO ADVANCE THE EDUCATION AND TRAINING OF THOSE WORKING WITH DYSLEXIC STUDENTS AND THOSE WHO ARE AFFECTED BY DYSLEXIA, IN EDUCATIONAL SETTINGS AND IN THE WORKPLACE BY OFFERING DYSLEXIA AWARENESS COURSES AND DYSLEXIA FOCUSED LEARNING OPPORTUNITIES.

**Activities:** The charity's aims are to address the emotional repercussions of dyslexia through counselling, coaching, groupwork, training and supervision with a vision to create an emotionally healthy dyslexia aware world.

## Classification

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- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Disability
- **Who:** Children/young People, People With Disabilities

## Geography

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- Throughout England

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-12-31	£26,419	£39,345	-	-
2024-12-31	£48,691	£48,951	-	-
2023-12-31	£36,123	£35,853	-	-
2022-12-31	£44,077	£45,162	-	-
2021-12-31	£47,772	£50,153	-	-
2020-12-31	£52,720	£58,335	-	-

## Trustees

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Name	Role	Appointed
ANN O'SHAUGHNESSY		2016-11-28
BOZENA TERESA KRUZA		2008-05-11
CHARLES FREEMAN		2016-11-28
ENRICO RIVA		2016-11-28
HOLLY MATTHEWS		2017-06-01
RIKKI FINEGOLD		2017-05-22

**GROOOPS DYSLEXIA AWARE COUNSELLING**

England & Wales - Charity number 1168098

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# Accounts

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**Charity Registration Number: 1168098**



**GROOPS**

**DYSLEXIA AWARE COUNSELLING**

**A Charitable Incorporated Organisation  
Report and Financial Statement  
For the period 1<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025**

**REFERENCE AND ADMINISTRATIVE DETAILS:**

Charity Name: GroOops Dyslexia Aware Counselling

Working Name: GDAC

Charity No: 1168098

Principal Address: 27 Chessington Avenue, Finchley, London.

Post Code: N3 3DR

**TRUSTEES:**

Miss A. O'Shaughnessy

Ms B. Kruza

Miss H. Matthews

Mr C. Freeman

Ms R. Finegold

**FOUNDER/DIRECTOR:**

Mrs P. Aston

**BANKERS:**

NatWest Bank

1175 Finchley Road

London

NW11 0BQ

**ACCOUNTANTS:**

Target Accounting Services Ltd

23 Saxon Drive

London

W3 ONU

**AIMS:**

Addressing the emotional repercussions of dyslexia\* through counselling, coaching, groupwork, training and supervision.

*\*We use the term 'Dyslexia' because it is the most common of all Sp.L.D.s (Specific Learning Differences). What we do is largely applicable to all the other conditions known to be related such as Dyscalculia, A.D.H.D., A.D.D., Autism Level 1 (Asperger's Syndrome), Dyspraxia, Dysgraphia and HSP. Many of these conditions can overlap and often coexist.*

**VISION:**

Dedicated to creating an emotionally healthy dyslexia aware world.

## **STRUCTURE GOVERNANCE AND MANAGEMENT:**

### **BRIEF HISTORY OF GroOops Dyslexia Aware Counselling:**

*\*We use the term 'Dyslexia' because it is the most common of all Sp.L.D.s. What we do is largely applicable to all the other conditions known to be related such as Dyscalculia, A.D.H.D., A.D.D., Autism Level 1 (Asperger's Syndrome), Dyspraxia and Dysgraphia. It can include Bi-polar and HSP. Many of these conditions can overlap and often coexist.*

Originally constituted in 2007, in 2014 the original GroOops unincorporated charity undertook a turnkey process to provide all our recognised services under the umbrella of Creative Dyslexia Aware Counselling incorporating Coaching, Groupwork, Training and Supervision, to acknowledge and serve this specialised area of need. In 2016 we became a CIO - GroOops Dyslexia Aware Counselling (GDAC).

GroOops Dyslexia Aware Counselling (GDAC) is a charitable incorporated foundation charity (CIO) having gained The Charity Commission's agreement to the dissolution of the unincorporated charity established in 2007 - GroOops (Reg. Charity No: 1124036) and the transfer of all assets of GroOops (Reg. Charity No: 1124036) to the new incorporated charity, GroOops Dyslexia Aware Counselling (GDAC)(Reg. Charity No: 1168098), in an order dated the 26th August 2016.

### **TRUSTEES:**

In the period 1st January to 31st December 2025 the Trustees met at periodic times through the year.

The appointment of Trustees is through an election at general meetings, and a chair is chosen for each meeting. Management supervision meetings are held as appropriate between the appointed Trustees and Founder/Director. Day to day administrative decisions concerning the running of the charity are dealt with in consultation with the Founder/Director and any Office Management Team (OMT), appointed Project Managers for events and volunteers. GDAC also benefits from a number of experienced consultants whose advice they can draw on as required. Clinical supervision is provided monthly to the Founder/Director and management supervision is provided by the appropriate trustee to the Founder/Director as necessary.

### **AREA OF OPERATION:**

The GDAC base is in Finchley, London N3. We deliver face to face counselling, Zoom counselling, trainings and workshops from this base, throughout the UK, and by arrangement, worldwide. Our Network of freelance Dyslexia Aware Counsellors and Coaches provide their services from their bases face to face and via Zoom. Our Founder/ Director delivers key-note speeches, tutorials and presentations globally and writes on the emotional repercussions of dyslexia.

**STAFFING:**

Our staff throughout this period consisted of several independent network members, plus a number of professionals volunteering their time. Our Founder/Director is self-employed and advises on an ad hoc basis in a variety of areas of expertise and delivery. Many of our personnel dedicate some or all their time voluntarily to support the growth and development of the charity. Others are on self-employed/freelance contracts, and none are employed directly by the charity. All work together in a holistic approach to benefit the charity and deliver its vision as a whole. All personnel are interviewed in depth, provide two references and have contracts outlining their duties. Enhanced DBS checks are conducted on all staff and volunteers at a minimum of 3 yearly intervals.

**RISK MANAGEMENT:**

GDAC Board of Trustees, along with the OMT is responsible for the management of the risks faced by GDAC. Risks are identified, assessed and controls established continuously throughout the year. A formal review of the charity's risk management processes is undertaken on an annual basis. The charity uses the following controls for limitation of risks:

- Agendas for all meetings and Board activity.
- Comprehensive strategic planning, budgeting and management accounting.
- Established organisational structure and lines of reporting.
- Formal written policies.
- Clear authorisation and approval levels.
- Vetting procedures as required by law for the protection of the vulnerable.

It is also the responsibility of the Trustees to identify and mitigate against any major risks to which the delivery of the charity's objects are exposed. Such risks include:

- Funding not forthcoming.
- Possible staffing issues.

If any of these risks were to continue over time it would prevent the work from expanding, but the charity could continue to function for the time being. The Trustees would review policies and reduce expenditure where appropriate. The Board of Trustees is satisfied that the significant risks identified have been adequately diminished where necessary. However, it is recognised that systems can only provide reasonable and not absolute assurance that major risks have been adequately addressed. We are aware of the growing awareness of neurodiversity, particularly in the workplace and an increasing expertise in the sector and the incremental influence of AI. Last year, it was considered that the work of the charity may have reached and fulfilled its potential and that the time had come to monitor and downsize as and when appropriate. We believe that the time has now come.

**FINANCIAL REVIEW:** Primary costs incurred are practitioner costs and resources. We keep costs down by employing self-employed/freelance and sessional workers on an ad hoc

basis and using volunteers. Income has been generated via client fees, donations and network fees. We have broken even for the sixth consecutive year.

### **Independent Examiner's Report on the Accounts**

I report on the accounts of GroOops Dyslexia Aware Counselling for the year ended 31 December 2024, whose summary are set out in the annual report, also the bank statements, transactions and reconciliation as well as cash book.

#### **Respective responsibilities of trustees and examiner**

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 and that an independent examination is needed.

It is my responsibility to:

Examine the accounts under section 145 of the Charities Act.

To follow the procedures laid down in the general directions given by the Charity Commission (under section 145(5)(b) of the Charities Act and

To state whether particular matters have come to my attention

#### **Basis of independent examiner's statement**

My examination was carried out in accordance with general directions given by the Charity Commission. An examination includes reviews of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the director and trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a true and fair view and the report is limited to those matters set out in the statement below.

#### **Independent examiner's statement**

In connection with my examination no material matters have come to my attention which gives me cause to believe that in any material respect;

accounting records were not kept in accordance with section 130 of the Charities Act or

the accounts do not accord with the accounting records.

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



T. M. Gates, B.Sc (Hons) 45 Deanhill Road, London SW14 7DQ Date: 10<sup>th</sup>. March 2026

<b>Receipts and Payments Accounts</b>			
<b>For the year ended 31 December 2025</b>			
	<b>Unrestricted Funds</b>	<b>Total Funds 2025</b>	<b>Total Funds 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b><i>Receipts</i></b>			
DWP-Access to work	12,260	12,260	21,840
Donations	658	658	655
Dyslexia Aware Counselling Client Fees	13,207	13,207	24,648
Network Commission	293	293	1,548
<b>Total Receipts</b>	<b>26,419</b>	<b>26,419</b>	<b>48,691</b>
<b><i>Payments</i></b>			
Coordinators Fees	6,110	6,110	10,140
Administrators Fees	6,110	6,110	10,140
Consultants/Practitioners Fees	25,390	25,390	24,310
Supervision	325	325	325
Insurance	-	-	1,203
Professional Fees and Accountancy	-	-	13
DBS Services	68	68	
Telephone and Internet	-	-	384
Printing and Stationery	-	-	19
Office Expenses	248	248	-
Computers/Website	1,094	1,094	2,417
<b>Total Payments</b>	<b>39,345</b>	<b>39,345</b>	<b>48,951</b>
<b>Net movement in funds</b>	<b>-12,926</b>	<b>-12,926</b>	<b>-260</b>
Total funds brought forward	27,824	27,824	28,084
<b>Total funds carried forward</b>	<b>14,898</b>	<b>14,898</b>	<b>27,824</b>

<b>GroOops Dyslexia Aware Counselling</b>			
<b>Statement of Assets and Liabilities at the end of 31st December 2025</b>			
		<b>2025</b>	<b>2024</b>
		£	£
<b>Current assets</b>			
Cash at bank and in hand		14,898	27,824
<b>Total net assets</b>		<u>14,898</u>	<u>27,824</u>
<b>Accumulated funds</b>			
Funds	1	14,898	27,824
<b>Total cash funds</b>		<u>14,898</u>	<u>27,824</u>
<b>Notes to the accounts</b>			
<b>Funds</b>			
		<b>2025</b>	<b>2024</b>
		£	£
Unrestricted		14,898	27,824
<b>Closing funds</b>		<u>14,898</u>	<u>27,824</u>

**GROOOPS DYSLEXIA AWARE COUNSELLING**

England & Wales - Charity number 1168098

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# Accounts

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**Charity Registration Number: 1168098**



**GROOPS**

**DYSLEXIA AWARE COUNSELLING**

**A Charitable Incorporated Organisation  
Report and Financial Statement  
For the period 1<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024**

**REFERENCE AND ADMINISTRATIVE DETAILS:**

Charity Name: GroOops Dyslexia Aware Counselling

Working Name: GDAC

Charity No: 1168098

Principal Address: 27 Chessington Avenue, Finchley, London.

Post Code: N3 3DR

**TRUSTEES:**

Miss A. O'Shaughnessy

Ms B. Kruza

Miss H. Matthews

Mr C. Freeman

Ms R. Finegold

**FOUNDER/DIRECTOR:**

Mrs P. Aston

**BANKERS:**

NatWest Bank

1175 Finchley Road

London

NW11 OBQ

**ACCOUNTANTS:**

Target Accounting Services Ltd

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W3 ONU

**AIMS:**

Addressing the emotional repercussions of dyslexia\* through counselling, coaching, groupwork, training and supervision.

*\*We use the term 'Dyslexia' because it is the most common of all Sp.L.D.s (Specific Learning Differences). What we do is largely applicable to all the other conditions known to be related such as Dyscalculia, A.D.H.D., A.D.D., Autism Level 1 (Asperger's Syndrome), Dyspraxia, Dysgraphia and HSP. Many of these conditions can overlap and often coexist.*

**VISION:**

Dedicated to creating an emotionally healthy dyslexia aware world.

## **STRUCTURE GOVERNANCE AND MANAGEMENT:**

### **BRIEF HISTORY OF GroOops Dyslexia Aware Counselling:**

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### **TRUSTEES:**

In the period 1st January to 31st December 2024 the Trustees met at suitable times through the year.

The appointment of Trustees is through an election at general meetings, and a chair is chosen for each meeting. Management supervision meetings are held as appropriate between the appointed Trustees and Founder/Director. Day to day administrative decisions concerning the running of the charity are dealt with in consultation with the Founder/Director and the Office Management Team (OMT), appointed Project Managers for events and some volunteers. GDAC also benefits from a number of experienced consultants whose advice they can draw on as required. Clinical supervision is provided monthly to the Founder/Director and management supervision is provided by the appropriate trustee to the Founder/Director as necessary.

### **AREA OF OPERATION:**

The GDAC base is in Finchley, London N3. We deliver face to face counselling, Zoom counselling, trainings and workshops from this base, throughout the UK, and by arrangement, worldwide. Our Network of freelance Dyslexia Aware Counsellors and Coaches provide their services from their bases face to face and via Zoom. Our Founder/ Director delivers key-note speeches, tutorials and presentations globally and writes on the emotional repercussions of dyslexia.

**STAFFING:**

Our staff throughout this period consisted of several independent network members, a part-time administrative support worker plus a number of professionals volunteering their time. Our Founder/Director is self-employed and advises on an ad hoc basis in a variety of areas of expertise and delivery. Many of our personnel dedicate some or all their time voluntarily to support the growth and development of the charity. Others are on self-employed/freelance contracts, and none are employed directly by the charity. All work together in a holistic approach to benefit the charity as a whole. All personnel are interviewed in depth, provide two references and have contracts outlining their duties. Enhanced DBS checks are conducted on all staff and volunteers at a minimum of 3 yearly intervals.

**RISK MANAGEMENT:**

GDAC Board of Trustees, along with the OMT is responsible for the management of the risks faced by GDAC. Risks are identified, assessed and controls established continuously throughout the year. A formal review of the charity's risk management processes is undertaken on an annual basis. The charity uses the following controls for limitation of risks:

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- Established organisational structure and lines of reporting.
- Formal written policies.
- Clear authorisation and approval levels.
- Vetting procedures as required by law for the protection of the vulnerable.

It is also the responsibility of the Trustees to identify and mitigate against any major risks to which the delivery of the charity's objects are exposed. Such risks include:

- Funding not forthcoming.
- Possible staffing issues.

If any of these risks were to continue over some time it would prevent the work from expanding, but the charity could continue to function for the time being. The Trustees would review policies and reduce expenditure where appropriate. The Board of Trustees is satisfied that the significant risks identified have been adequately diminished where necessary. However, it is recognised that systems can only provide reasonable and not absolute assurance that major risks have been adequately administered. We are aware of the growing awareness of neurodiversity, particularly in the workplace and an increasing expertise in the sector. It is therefore considered that the work of the charity may have reached and fulfilled its potential and that the time has come to monitor and downsize as and when appropriate.

**FINANCIAL REVIEW:** Primary costs incurred are core staff and resources. We keep costs down by employing self-employed/freelance and sessional workers on an ad hoc basis and using volunteers. Income has been generated via client fees, donations and network fees. We have broken even for the fifth consecutive year.

## **Independent Examiner's Report on the Accounts**

I report on the accounts of GroOops Dyslexia Aware Counselling for the year ended 31 December 2024, whose summary are set out in the annual report, also the bank statements, transactions and reconciliation as well as cash book.

### **Respective responsibilities of trustees and examiner**

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 and that an independent examination is needed.

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the accounts do not accord with the accounting records.

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T. M. Gates, B.Sc (Hons)  
45 Deanhill Road,  
London SW14 7DQ  
Date: 31<sup>st</sup> March 2025

<b>Receipts and Payments Accounts</b>			
<b>For the year ended 31 December 2024</b>			
	<b>Unrestricted Funds</b>	<b>Total Funds 2024</b>	<b>Total Funds 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b><i>Receipts</i></b>			
DWP-Access to work	21,840	21,840	18,720
Donations	655	655	2,058
GroOps Training	-		
Dyslexia Aware Counselling Client Fees	24,648	24,648	12,650
Network Commission	1,548	1,548	2,695
<b>Total Receipts</b>	<b>48,691</b>	<b>48,691</b>	<b>36,123</b>
<b><i>Payments</i></b>			
Coordinators Fees	10,140	10,140	9,350
Administrators Fees	10,140	10,140	9,350
Consultants/Practitioners Fees	24,310	24,310	13,990
Supervision	325	325	455
Insurance	1,203	1,203	1,137
Professional Fees and Accountancy	13	13	40
Telephone and Internet	384	384	554
Printing and Stationery	19	19	100
Computers/Website	2,417	2,417	859
Postage/Stamps/Mail	-		18
<b>Total Payments</b>	<b>48,951</b>	<b>48,951</b>	<b>35,853</b>
<b>Net movement in funds</b>	<b>-260</b>	<b>-260</b>	<b>270</b>
Total funds brought forward	28,084	28,084	27,814
<b>Total funds carried forward</b>	<b>27,824</b>	<b>27,824</b>	<b>28,084</b>

**GroOops Dyslexia Aware Counselling****Statement of Assets and Liabilities at the end of 31st December 2024**

		<b>2024</b>	<b>2023</b>
		£	£
<b>Current assets</b>			
Cash at bank and in hand		27,824	28,084
<b>Total net assets</b>		<u>27,824</u>	<u>28,084</u>
<b>Accumulated funds</b>			
Funds	1	27,824	28,084
<b>Total cash funds</b>		<u>27,824</u>	<u>28,084</u>
<b>Notes to the accounts</b>			
<b>Funds</b>			
		<b>2024</b>	<b>2023</b>
		£	£
Unrestricted		27,824	28,084
<b>Closing funds</b>		<u>27,824</u>	<u>28,084</u>

**GROOOPS DYSLEXIA AWARE COUNSELLING**

England & Wales - Charity number 1168098

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# Accounts

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**Charity Registration Number: 1168098**



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**DYSLEXIA AWARE COUNSELLING**

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Working Name: GDAC

Charity No: 1168098

Principal Address: 27 Chessington Avenue, Finchley, London.

Post Code: N3 3DR

**TRUSTEES:**

Miss A. O'Shaughnessy

Ms B. Kruza

Miss H. Matthews

Mr C. Freeman

Ms R. Finegold

**PATRONS:**

Dr Lindsay Peer CBE

**FOUNDER/DIRECTOR:**

Mrs P. Aston

**BANKERS:**

NatWest Bank

1175 Finchley Road

London

NW11 OBQ

**ACCOUNTANTS:**

Target Accounting Services Ltd

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W3 ONU

**AIMS:**

Addressing the emotional repercussions of dyslexia\* through counselling, coaching, groupwork, training and supervision.

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**VISION:**

Dedicated to creating an emotionally healthy dyslexia aware world.

## **STRUCTURE GOVERNANCE AND MANAGEMENT:**

### **BRIEF HISTORY OF GroOops Dyslexia Aware Counselling:**

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### **TRUSTEES:**

In the period 1st January to 31st December 2023 they met three times - 3<sup>rd</sup>. April, 7<sup>th</sup> August and 4<sup>th</sup>. December.

The appointment of Trustees is through an election at general meetings, and a chair is chosen for each meeting. Management supervision meetings are held as appropriate between the appointed trustees and Founder/Director. Day to day administrative decisions concerning the running of the charity are dealt with in consultation with the Founder/Director and the Office Management Team (OMT), appointed Project Managers for events and some volunteers. GDAC also benefits from a number of experienced consultants whose advice they can draw on as required. Clinical supervision is provided monthly to the Founder/Director and management supervision is provided by the appropriate trustee to the Founder/Director as necessary.

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The GDAC base is in Finchley, London N3. We deliver face to face counselling, Zoom counselling, trainings and workshops from this base and, by arrangement, throughout the UK, Europe and the USA. Our Network of freelance Dyslexia Aware Counsellors and Coaches provide their services from their bases face to face and via Zoom worldwide as appropriate. Our Founder/ Director delivers key-note speeches, tutorials and presentations, globally, by arrangement and writes on the emotional repercussions of dyslexia.

**STAFFING:**

Our staff throughout this period consisted of several independent network members, one part-time administrative support worker plus a number of professionals volunteering their time. Our Founder/Director is self-employed and advises and on an ad hoc basis in a variety of areas of expertise and delivery. Many of our personnel dedicate some or all their time voluntarily to support the growth and development of the charity. Others are on self-employed/freelance contracts, and none are employed directly by the charity. All work together in a holistic approach to benefit the charity as a whole. All personnel are interviewed in depth, provide two references and have contracts outlining their duties. Enhanced DBS checks are conducted on all staff and volunteers at a minimum of 3 yearly intervals.

**RISK MANAGEMENT:**

GDAC Board of Trustees, along with the OMT is responsible for the management of the risks faced by GDAC. Risks are identified, assessed and controls established continuously throughout the year. A formal review of the charity's risk management processes is undertaken on an annual basis.

The charity uses the following controls for limitation of risks:

- Agendas for all meetings and Board activity.
- Comprehensive strategic planning, budgeting and management accounting.
- Established organisational structure and lines of reporting.
- Formal written policies.
- Clear authorisation and approval levels.
- Vetting procedures as required by law for the protection of the vulnerable.

It is also the responsibility of the Trustees to identify and mitigate against any major risks to which the delivery of the charity's objects are exposed:

Such risks include:

- Funding not forthcoming.
- Possible staffing issues.

If any of these risks were to continue over some time it would prevent the work from expanding, but the charity could continue to function for the time being. The Trustees would review policies and reduce expenditure where appropriate. The Board of Trustees is satisfied that the significant risks identified have been adequately diminished where necessary. However, it is recognised that systems can only provide reasonable and not absolute assurance that major risks have been adequately administered.

**FINANCIAL REVIEW:** Primary costs incurred are core, staff and resources. We keep costs down by employing self-employed/freelance and sessional workers on an ad hoc basis and using volunteers. Income has been generated via client fees, donations and network fees.

### **Independent Examiner's Report on the Accounts**

I report on the accounts of GroOops Dyslexia Aware Counselling for the year ended 31 December 2023, whose summary are set out in the annual report, also the bank statements, transactions and reconciliation as well as cash book.

#### **Respective responsibilities of trustees and examiner**

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 and that an independent examination is needed.

It is my responsibility to:

Examine the accounts under section 145 of the Charities Act.

To follow the procedures laid down in the general directions given by the Charity Commission (under section 145(5)(b) of the Charities Act and

To state whether particular matters have come to my attention

#### **Basis of independent examiner's statement**

My examination was carried out in accordance with general directions given by the Charity Commission. An examination includes reviews of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the director and trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a true and fair view and the report is limited to those matters set out in the statement below.

#### **Independent examiner's statement**

In connection with my examination no material matters have come to my attention which gives me cause to believe that in any material respect;

accounting records were not kept in accordance with section 130 of the Charities Act or

the accounts do not accord with the accounting records.

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



T. M. Gates, B.Sc (Hons)  
45 Deanhill Road,  
London SW14 7DQ  
Date: 11<sup>th</sup> June 2024

<b>Receipts and Payments Accounts</b>			
<b>For the year ended 31 December 2023</b>			
	<b>Unrestricted</b>	<b>Total Funds</b>	<b>Total Funds</b>
	<b>Funds</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b><u>Receipts</u></b>			
DWP-Access to work	18,720	18,720	14,000
Donations	2,058	2,058	500
GroOps Training	-		1,550
Dyslexia Aware Counselling Client Fees	12,650	12,650	23,311
Network Commission	2,695	2,695	4,716
<b>Total Receipts</b>	<b>36,123</b>	<b>36,123</b>	<b>44,077</b>
<b><u>Payments</u></b>			
Coordinators Fees	9,350	9,350	6,314
Administrators Fees	9,350	9,350	6,314
Consultants/Practitioners Fees	13,990	13,990	29,010
Supervision	455	455	445
Insurance	1,137	1,137	1,040
DBS Services	-		147
Professional Fees and Accountancy	40	40	
Telephone and Internet	554	554	
Research/Books & Subscription	-		50
Printing and Stationery	100	100	192
Refreshment	-		102
Computers/Website	859	859	1,170
Postage/Stamps/Mail	18	18	378
<b>Total Payments</b>	<b>35,853</b>	<b>35,853</b>	<b>45,162</b>
<b>Net movement in funds</b>	<b>270</b>	<b>270</b>	<b>-1,085</b>
Total funds brought forward	27,814	27,814	28,899
<b>Total funds carried forward</b>	<b>28,084</b>	<b>28,084</b>	<b>27,814</b>

<b>GroOops Dyslexia Aware Counselling</b>			
<b>Statement of Assets and Liabilities at the end of 31st December 2023</b>			
		<b>2023</b>	<b>2022</b>
		£	£
<b>Current assets</b>			
Cash at bank and in hand		28,084	27,814
<b>Total net assets</b>		<b>28,084</b>	<b>27,814</b>
<b>Accumulated funds</b>			
Funds	1	28,084	27,814
<b>Total cash funds</b>		<b>28,084</b>	<b>27,814</b>
<b>Notes to the accounts</b>			
<b>Funds</b>			
		<b>2023</b>	<b>2022</b>
		£	£
Unrestricted		28,084	27,814
<b>Closing funds</b>		<b>28,084</b>	<b>27,814</b>





<b>GroOops Dyslexia Aware Counselling</b>				
<b>Statement of Assets and Liabilities at the end of 31st December 2022</b>				
			<b>2022</b>	<b>2021</b>
			£	£
<b>Current assets</b>				
Cash at bank and in hand			27,814	28,899
<b>Total net assets</b>			<b>27,814</b>	<b>28,899</b>
<b>Accumulated funds</b>				
Funds	1		27,814	28,899
<b>Total cash funds</b>			<b>27,814</b>	<b>28,899</b>
<b>Notes to the accounts</b>				
<b>1 Funds</b>				
			<b>2022</b>	<b>2021</b>
			£	£
Unrestricted			27,814	28,899
<b>Closing funds</b>			<b>27,814</b>	<b>28,899</b>

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**GROOOPS DYSLEXIA AWARE COUNSELLING**

England & Wales - Charity number 1168098

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# Accounts

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**Charity Registration Number: 1168098**



**GROOPS**

**DYSLEXIA AWARE COUNSELLING**

**A Charitable Incorporated Organisation  
Report and Financial Statement  
For the period 1<sup>st</sup> January 2022 to 31<sup>st</sup> December 2022**

**REFERENCE AND ADMINISTRATIVE DETAILS:**

Charity Name: GroOops Dyslexia Aware Counselling

Working Name: GDAC

Charity No: 1168098

Principal Address: 27 Chessington Avenue, Finchley, London.

Post Code: N3 3DR

**TRUSTEES:**

Miss A. O'Shaughnessy

Ms B. Kruza

Miss H. Matthews

Mr C. Freeman

Ms R. Finegold

**PATRONS:**

Dr Lindsay Peer CBE

**FOUNDER/DIRECTOR:**

Mrs P. Aston

**BANKERS:**

NatWest Bank

1175 Finchley Road

London

NW11 0BQ

**ACCOUNTANTS:**

Target Accounting Services Ltd

23 Saxon Drive

London

W3 ONU

**AIMS:**

Addressing the emotional repercussions of dyslexia\* through counselling, coaching, groupwork, training and supervision.

*\*We use the term 'Dyslexia' because it is the most common of all Sp.L.D.s (Specific Learning Differences). What we do is largely applicable to all the other conditions known to be related such as Dyscalculia, A.D.H.D., A.D.D., Autism Level 1 (Asperger's Syndrome), Dyspraxia, Dysgraphia and HSP. Many of these conditions can overlap and often coexist.*

**VISION:**

Dedicated to creating an emotionally healthy dyslexia aware world.

## **STRUCTURE GOVERNANCE AND MANAGEMENT:**

### **BRIEF HISTORY OF GroOops Dyslexia Aware Counselling:**

*\*We use the term 'Dyslexia' because it is the most common of all Sp.L.D.s. What we do is largely applicable to all the other conditions known to be related such as Dyscalculia, A.D.H.D., A.D.D., Autism Level 1 (Asperger's Syndrome), Dyspraxia and Dysgraphia. Many of these conditions can overlap and often coexist.*

Originally constituted in 2007, in 2014 the original GroOops unincorporated charity undertook a turnkey process to provide all our recognised services under the umbrella of Creative Dyslexia Aware Counselling incorporating Coaching, Groupwork, Training and Supervision, to acknowledge and serve this specialised area of need. In 2016 we became a CIO - GroOops Dyslexia Aware Counselling (GDAC).

GroOops Dyslexia Aware Counselling (GDAC) is a charitable incorporated foundation charity (CIO) having gained The Charity Commission's agreement to the dissolution of the unincorporated charity established in 2007 - GroOops (Reg. Charity No: 1124036) and the transfer of all assets of GroOops (Reg. Charity No: 1124036) to the new incorporated charity, GroOops Dyslexia Aware Counselling (GDAC)(Reg. Charity No: 1168098), in an order dated the 26th August 2016.

The Trustees meet approximately twice a year. In the period 1st January to 31st December 2022 - 12<sup>th</sup> May 2022, 17<sup>th</sup> October 2022.

The appointment of Trustees is through an election at general meetings, and a chair is chosen for each meeting. Management supervision meetings are held as appropriate between the appointed trustees and Founder/Director. Day to day administrative decisions concerning the running of the charity are dealt with in consultation with the Founder/Director and the Office Management Team (OMT), appointed Project Managers for events and some volunteers. GDAC also benefits from a number of experienced consultants whose advice they can draw on as required. Clinical supervision is provided monthly to the Founder/Director and management supervision is provided by the appropriate trustee to the Founder/Director as necessary.

### **AREA OF OPERATION:**

The GDAC base is in Finchley, London N3. We deliver face to face counselling, Zoom counselling, trainings and workshops from this base and, by arrangement, throughout the UK, Europe and the USA. Our Network of Dyslexia Aware Counsellors and Coaches provide their services from their bases face to face and via Zoom worldwide as appropriate. Our Founder/ Director delivers key-note speeches, tutorials and presentations, globally, by arrangement and writes on the emotional repercussions of dyslexia.

### **STAFFING:**

Our staff throughout this period consisted of several independent network members, one part-time Administrative support worker plus a number of professionals

volunteering their time. Our Founder/Director is self-employed and advises and on an ad hoc basis in a variety of areas of expertise and delivery. Many of our personnel dedicate some or all their time voluntarily to support the growth and development of the charity. Others are on self-employed/freelance contracts, and none are employed directly by the charity. All work together in a holistic approach to benefit the charity as a whole. All personnel are interviewed in depth, provide two references and have contracts outlining their duties. Enhanced DBS checks are conducted on all staff and volunteers at a minimum of 3 yearly intervals.

### **RISK MANAGEMENT:**

GDAC Board of Trustees, along with the OMT is responsible for the management of the risks faced by GDAC. Risks are identified, assessed and controls established continuously throughout the year. A formal review of the charity's risk management processes is undertaken on an annual basis.

The charity uses the following controls for limitation of risks:

- Agendas for all meetings and Board activity.
- Comprehensive strategic planning, budgeting and management accounting.
- Established organisational structure and lines of reporting.
- Formal written policies.
- Clear authorisation and approval levels.
- Vetting procedures as required by law for the protection of the vulnerable.

It is also the responsibility of the Trustees to identify and mitigate against any major risks to which the delivery of the charity's objects are exposed:

Such risks include:

- Funding not forthcoming.
- Possible staffing issues.

If any of these risks were to continue over some time it would prevent the work from expanding, but the charity could continue to function for the time being. The Trustees would review policies and reduce expenditure where appropriate. The Board of Trustees is satisfied that the significant risks identified have been adequately diminished where necessary. However, it is recognised that systems can only provide reasonable and not absolute assurance that major risks have been adequately administered.

## FINANCIAL REVIEW

The total practitioners' fees in 2022 are approximately £29,000 and we have more than halved our deficit from -2382 to -1085. Primary costs incurred are core, staff and resources. We keep costs down by employing self-employed/freelance and sessional workers on an ad hoc basis and using volunteers. Income has been generated via client fees, donations and Network fees.

Approved by the Trustees and signed on their instruction and behalf.

Date: 7<sup>th</sup> August 2023

SIGNATURE

A handwritten signature in blue ink that reads "Chode Freeman". The signature is written in a cursive style with a long horizontal flourish at the end.

TRUSTEE AND ACTING CHAIR

### **Independent Examiner's Report on the Accounts**

I report on the accounts of GroOops Dyslexia Aware Counselling for the year ended 31 December 2022, whose summary are set out in the annual report, also the bank statements, transactions and reconciliation as well as cash book.

#### **Respective responsibilities of trustees and examiner**

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 and that an independent examination is needed.

It is my responsibility to:

Examine the accounts under section 145 of the Charities Act.

To follow the procedures laid down in the general directions given by the Charity Commission (under section 145(5)(b) of the Charities Act and

To state whether particular matters have come to my attention

#### **Basis of independent examiner's statement**

My examination was carried out in accordance with general directions given by the Charity Commission. An examination includes reviews of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the director and trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a true and fair view and the report is limited to those matters set out in the statement below.

#### **Independent examiner's statement**

In connection with my examination no material matters have come to my attention which gives me cause to believe that in any material respect;

accounting records were not kept in accordance with section 130 of the Charities Act or  
the accounts do not accord with the accounting records.

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



T. M. Gates, B.Sc (Hons)

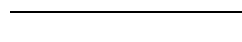
45 Deanhill Road, London

SW14 7DQ

Date: 10<sup>th</sup> May 2023

<b>Receipts and Payments Accounts</b>			
<b>For the year ended 31 December 2022</b>			
	<b>Unrestricted</b>	<b>Total Funds</b>	<b>Total Funds</b>
	<b>Funds</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b><u>Receipts</u></b>			
DWP-Access to work	14,000	14,000	18,220
Donations	500	500	666
GroOps Training	1,550	1,550	
Dyslexia Aware Counselling Client Fees	23,311	23,311	22,868
Network Commission	4,716	4,716	6,018
Other Receipts			
<b>Total Receipts</b>	<b>44,077</b>	<b>44,077</b>	<b>47,772</b>
<b><u>Payments</u></b>			
Coordinators Fees	6,314	6,314	8,230
Administrators Fees	6,314	6,314	8,230
Consultants/Practitioners Fees	29,010	29,010	30,150
Supervision	445	445	275
Insurance	1,040	1,040	976
DBS Services	147	147	
Professional Fees and Accountancy	-		13
Telephone and Internet	-		364
Research/Books & Subscription	50	50	49
Printing and Stationery	192	192	37
Refreshment	102	102	
Computers/Website	1,170	1,170	1,415
Postage/Stamps/Mail	378	378	415
<b>Total Payments</b>	<b>45,162</b>	<b>45,162</b>	<b>50,153</b>
<b>Net movement in funds</b>	<b>-1,085</b>	<b>-1,085</b>	<b>-2,382</b>
Total funds brought forward	28,899	28,899	31,281
<b>Total funds carried forward</b>	<b>27,814</b>	<b>27,814</b>	<b>28,899</b>

<b>GroOops Dyslexia Aware Counselling</b>				
<b>Statement of Assets and Liabilities at the end of 31st December 2022</b>				
			<b>2022</b>	<b>2021</b>
			£	£
<b>Current assets</b>				
Cash at bank and in hand			27,814	28,899
<b>Total net assets</b>			<b>27,814</b>	<b>28,899</b>
<b>Accumulated funds</b>				
Funds	1		27,814	28,899
<b>Total cash funds</b>			<b>27,814</b>	<b>28,899</b>
<b>Notes to the accounts</b>				
<b>1 Funds</b>				
			<b>2022</b>	<b>2021</b>
			£	£
Unrestricted			27,814	28,899
<b>Closing funds</b>			<b>27,814</b>	<b>28,899</b>



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**GROOOPS DYSLEXIA AWARE COUNSELLING**

England & Wales - Charity number 1168098

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# Accounts

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Charity Registration Number: 1168098



**GROOOPS**

DYSLEXIA AWARE COUNSELLING

**A Charitable Incorporated Organisation**

**Report and Financial Statement**

**For the period 1st January 2021 to 31st December 2021**

Where does our name come from?

**Grr oOo oops**

The frustration we often feel.

Three oOo's – because to us it just looks right.

Getting something wrong.

## **Executive Summary of Report and Financial Statement**

### **1st January 2021 to 31st December 2021 - Charity Reg. No: 1168098**

*\*We use the term 'Dyslexia' because it is the most common of all Sp.L.D.s (Specific Learning Differences). What we do is largely applicable to all the other conditions known to be related such as Dyscalculia, A.D.H.D., A.D.D., Autism Level 1 (Asperger's Syndrome), Dyspraxia and Dysgraphia. Many of these conditions can overlap and often coexist.*

The work this year has been about maintaining our service to the best possible level given the insecurities and limitations impacting on us by the Covid Pandemic.

The total number of counselling sessions increased to over 600 with our Network doubling its capacity. Approximately 99% were conducted online with little demand to return to face-to-face work. We have continued to provide our Psycho-educational sessions. Our provision of assisted places increased to 13% this year. The majority of our clients are UK based. However, our reach incorporated USA, Sweden, Germany, The Netherlands and Ireland with enquiries from Australia and New Zealand. Once again we had to cancel our training due to Covid.

Many of our clients have found us using online search engines and from Counselling Directory, The British Dyslexia Association and The Dyslexia Association of London. Most clients are working in some capacity and the Network has allowed us to provide limited levels of assisted places for those who are not.

The vast majority of referrals confirm they are dyslexic with representation of other SpLDs such as Dyspraxia, Dyscalculia, Dysgraphia, and ADHD. Historical presenting issues have slightly changed with Feeling of Shame and Embarrassment being prevalent at 89% in comparison to the previous year where Low Self Esteem reported by 81% of clients.

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Subjective units of distress (SUDs), prior to receiving dyslexia aware counselling, sees the greatest number of ratings with 32% coding 3 out of 5, 31% coding 4 and 22% coding 5 (the highest possible anxiety level). Post counselling, we see a significant reduction. Rating 3 dropped to only 16%, 4 to 21% and 5 to 1% indicating the efficacy of our work.

Feedback has been consistently positive with 21% rating 8/10, 12% rating 9/10 and 58% rating 10/10. In addition, the highest scoring of statements suggest that clients feel 'listened to and heard'; the GroOps Dyslexia Aware Counselling has 'made a positive difference' and 'better to work with' than previous experiences.

We continue to battle with finances in an ever-turbulent world but are encouraged by the enthusiasm that our work engenders. Whilst world situations require caution, we are optimistic about the value of our work.

Our gratitude to all who have supported us throughout this turbulent time especially those who provide their annual donations and those who use 'Give as you live' and 'Amazon Smile' to support our very necessary work.



**PENNIE ASTON**

**FOUNDER AND DIRECTOR**

Dyslexia Aware Counselling by The GroOps Foundation

**REFERENCE AND ADMINISTRATIVE DETAILS:**

Charity Name: GroOops Dyslexia Aware Counselling  
Old Name: GroOops  
Working Name/s: GDAC  
Dyslexia Aware Counselling by GroOops  
The GroOops Foundation

Charity No: 1168098  
Principal Address: PO Box 53287, London  
Post Code: N3 9AD

**TRUSTEES:**

Miss A. O'Shaughnessy  
Ms B. Kruza  
Miss H. Matthews  
Mr C. Freeman  
Ms R. Finegold

**PATRONS:**

Dr Lindsay Peer CBE

**FOUNDER/DIRECTOR:**

Mrs P. Aston

**BANKERS:**

NatWest Bank  
1175 Finchley Road  
London  
NW11 0BQ

**ACCOUNTANTS:**

Target Accounting Services Ltd  
23 Saxon Drive  
London  
W3 0NU

**AIMS:**

Addressing the emotional repercussions of dyslexia through counselling, coaching, groupwork, training and supervision.

**VISION:**

Dedicated to creating an emotionally healthy dyslexia aware world.

## **STRUCTURE GOVERNANCE AND MANAGEMENT:**

### **BRIEF HISTORY OF GroOops Dyslexia Aware Counselling:**

*\*We use the term 'Dyslexia' because it is the most common of all Sp.L.D.s. What we do is largely applicable to all the other conditions known to be related such as Dyscalculia, A.D.H.D., A.D.D., Autism Level 1 (Asperger's Syndrome), Dyspraxia and Dysgraphia. Many of these conditions can overlap and often coexist.*

Originally constituted in 2007, in 2014 the original GroOops unincorporated charity undertook a turnkey process to provide all our recognised services under the umbrella of Creative Dyslexia Aware Counselling incorporating Coaching, Groupwork, Training and Supervision, to acknowledge and serve this specialised area of need. In 2016 we became a CIO - GroOops Dyslexia Aware Counselling (GDAC).

GroOops Dyslexia Aware Counselling (GDAC) is a charitable incorporated foundation charity (CIO) having gained The Charity Commission's agreement to the dissolution of the unincorporated charity established in 2007 - GroOops (Reg. Charity No: 1124036) and the transfer of all assets of GroOops (Reg. Charity No: 1124036) to the new incorporated charity, GroOops Dyslexia Aware Counselling (GDAC) (Reg. Charity No: 1168098), in an order dated the 26th August 2016.

The Trustees meet approximately every four months and 3 times in the period 1st January to 31st December 2021:

- 4<sup>th</sup> February 2021
- 20<sup>th</sup> May 2021
- 2<sup>nd</sup> December 2021

The appointment of Trustees is through an election at general meetings, and a chair is chosen for each meeting. Management supervision meetings are held as appropriate between the appointed trustee/s and Founder/Director. Day to day administrative decisions concerning the running of the charity are dealt with in consultation with the Founder/Director and the Office Management Team (OMT), appointed Project Managers for events and some volunteers. GDAC also benefits from a number of experienced consultants whose advice they can draw on as required. Clinical supervision is provided monthly to the Founder/Director and management supervision is provided by the appropriate trustee to the Founder/Director as necessary.

### **AREA OF OPERATION:**

The Foundation's base is in Finchley, London N3. We deliver face to face counselling, Skype/Zoom counselling, trainings and workshops from this base and, by arrangement, throughout the UK, Europe and the USA. Our Network of Dyslexia Aware Counsellors and Coaches provide their services from their bases face to face and via Skype/Zoom worldwide as appropriate. Our Founder/ Director delivers key-

note speeches, tutorials and presentations, globally, by arrangement and writes on the emotional repercussions of dyslexia.

### **STAFFING:**

Our staff throughout this period consisted of several independent network members, three part-time administrative support workers plus a number of professionals volunteering their time. Our Founder/Director is self-employed and advises on an ad hoc basis in a variety of areas of expertise and delivery. Many of our personnel dedicate some or all their time voluntarily to support the growth and development of the charity. Others are on self-employed/freelance contracts, and none are employed directly by the charity. All work together in a holistic approach to benefit the charity as a whole. All personnel are interviewed in depth, provide two references and have contracts outlining their duties. Enhanced DBS checks are conducted on all staff and volunteers at a minimum of 3 yearly intervals.

### **RISK MANAGEMENT:**

GDAC Board of Trustees, along with the OMT is responsible for the management of the risks faced by GDAC. Risks are identified, assessed and controls established continuously throughout the year. A formal review of the charity's risk management processes is undertaken on an annual basis.

The charity uses the following controls for limitation of risks:

- Agendas for all meetings and Board activity.
- Comprehensive strategic planning, budgeting and management accounting.
- Established organisational structure and lines of reporting.
- Formal written policies.
- Clear authorisation and approval levels.
- Vetting procedures as required by law for the protection of the vulnerable.

5

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It is also the responsibility of the Trustees to identify and mitigate against any major risks to which the delivery of the charity's objects are exposed:

Such risks include:

- Funding not forthcoming.
- Possible staffing issues.

If any of these risks were to continue over some time it would prevent the work from expanding, but the charity could continue to function for the time being. The Trustees would review policies and reduce expenditure where appropriate. The Board of Trustees is satisfied that the significant risks identified have been adequately diminished where necessary. However, it is recognised that systems can only provide reasonable and not absolute assurance that major risks have been adequately administered.

## **OBJECTIVES AND ACTIVITIES:**

*\*We use the term 'Dyslexia' because it is the most common of all Sp.L.D.s. What we do is largely applicable to all the other conditions known to be related such as Dyscalculia, A.D.H.D., A.D.D., Autism Level 1 (Asperger's Syndrome), Dyspraxia and Dysgraphia. Many of these conditions can overlap and often coexist.*

The Objects of the Charity are as stated in its constitution and how we fulfil them are as follows:-

**1. To promote and protect the good health of children, young people and families experiencing difficulties in life-changing transitions such as divorce, domestic violence, aspects of loss, learning difficulties, school, college, family and work issues, behavioural and relationship challenges by the creation and maintenance of a voluntary programme of facilitated, multi-cultural, social interaction psycho-therapeutic group workshops.**

- a) The provision of our workshops both for professionals attending and those created specifically for clients.
- b) Creating, delivering and attending workshops for other organisations we work in partnership with or are affiliated with.
- c) Our developing counselling programme.
- d) Our developing research and development in the creation of an innovative therapeutic dyslexia aware counselling approach.
- e) Accumulation of data on specific emotional repercussions of dyslexia and anxiety levels via our referral forms.

**2. To advance the education and training of members in order to increase their personal and professional development.**

Members in this context are both those who are clients and those who are professionals. We fulfil this through our training programmes i.e. Intro To: and Skills Training Days. Our volunteer counsellors receive dyslexia aware specific supervision and learn dyslexia aware specific strategies for use in their counselling.

**3. To encourage parent/carer involvement in the social, emotional and educational growth of their participant children.**

We provide a unique service of psycho-social, psycho-educational therapeutic sessions for parents of dyslexic family members that are specifically dyslexia aware to equip them to understand dyslexia and how best to support their family members.

**4. To provide 1:1 counselling and psychosocial interventions for children, young people & their families to further support their social and emotional growth.**

- a) We run a small, niche (boutique) counselling service created to develop and trial the dyslexia aware approach delivered by neurodiverse counsellors who have the life experience of being neurodiverse themselves.
- b) The purpose of this service is to support dyslexic individuals and their families and also to trial specific interventions as to their efficacy expressly in reducing anxiety and depression and increasing self-awareness, developing an internalised sense of dyslexic identity and improved self-confidence.
- c) The small size of this delivery allows for changes to our approach and the honing of best practice for future delivery of our workshops and innovation in the field.

**5. To provide 1:1 counselling, group work and psychosocial intervention for adults, children, young people and their families in addressing the emotional repercussions of dyslexia.**

We provide counselling sessions for individuals, group work for professionals and clients and psychosocial sessions for interested parties.

**6. To advance the education and training of those working with dyslexic students and those who are affected by dyslexia, in educational settings and in the workplace by offering dyslexia awareness courses and dyslexia focused learning opportunities.**

- a) We work with colleges, universities, HR departments etc., to up-skill their managers whilst working with individuals on the emotional repercussions.
- b) We deliver presentations, webinars and workshops for associate dyslexia organisations and produce informative videos to inform interested parties about the emotional repercussions for dyslexia and what they can do about it.

## FINANCIAL REVIEW

The total fees in 2021 are £30,150 compared to £35,397 due to the provision of more assisted places by the Network. We have more than halved our deficit to £2,382 from £5,615 in 2020 despite having to cancel trainings and rearrange schedules.

Our primary costs incurred are core, staff and resources. We keep costs down by employing self-employed/freelance and sessional workers on an ad hoc basis and using volunteers. Income has come in via client fees, donations and Network fees. The Network brought in an additional £6,018 in comparison to 2020's £2,987 proving the value of its existence. Total fees paid for counselling services this year reached £30,150 reflecting the increased number of sessions referred to the Network. Due to being dyslexic, our Director continues to be in receipt of an Access to Work grant in the sum of £16,260 for a support worker. Our Director continues to provide accommodation, general services and the majority of directorial services on a mostly pro bono basis.

Approved by the Trustees and signed on their instruction and behalf.

Date: 15 August 2022

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SIGNATURE:



TRUSTEE AND ACTING CHAIR

# INDEPENDENT EXAMINER'S REPORT

## Independent Examiner's Report on the Accounts

I report on the accounts of GroOops Dyslexia Aware Counselling for the year ended 31 December 2021, which are set out on the following pages

### Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 and that an independent examination is needed.

It is my responsibility to:

Examine the accounts under section 145 of the Charities Act.

To follow the procedures laid down in the general directions given by the Charity Commission (under section 145(5)(b) of the Charities Act and

To state whether particular matters have come to my attention

### Basis of independent examiner's statement

My examination was carried out in accordance with general directions given by the Charity Commission. An examination includes reviews of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the director and trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a true and fair view and the report is limited to those matters set out in the statement below.

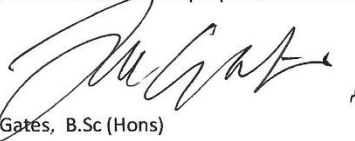
### Independent examiner's statement

In connection with my examination no material matters have come to my attention which gives me cause to believe that in any material respect;

accounting records were not kept in accordance with section 130 of the Charities Act or

the accounts do not accord with the accounting records.

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



T. M. Gates, B.Sc (Hons)

45 Deanhill Road,

London SW14 7DQ

Date: 27<sup>th</sup> April 2022

## ACCOUNTS

<b>Receipts and Payments Accounts</b>			
<b>For the year ended 31 December 2021</b>			
	<b>Unrestricted</b>	<b>Total Funds</b>	<b>Total Funds</b>
	<b>Funds</b>	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b><i>Receipts</i></b>			
DWP-Access to work	18,220	18,220	16,260
Donations	666	666	753
GroOps Training			310
Dyslexia Aware Counselling Client Fees	22,868	22,868	32,410
Network Commission	6,018	6,018	2,987
<b>Total Receipts</b>	<b>47,772</b>	<b>47,772</b>	<b>52,720</b>
<b><i>Payments</i></b>			
Coordinators Fees	8,230	8,230	10,595
Administrators Fees	8,230	8,230	10,595
Consultants/Practitioners Fees	30,150	30,150	33,525
Supervision	275	275	275
Insurance	976	976	976
Promotion and Advertising	-		21
DBS Services	-		40
Professional Fees and Accountancy	13	13	13
Telephone and Internet	364	364	203
Research/Books & Subscription	49	49	47
Printing and Stationery	37	37	71
Computers/Website	1,415	1,415	1,602
Postage/Stamps/Mail	415	415	374
<b>Total Payments</b>	<b>50,153</b>	<b>50,153</b>	<b>58,335</b>
<b>Net movement in funds</b>	<b>-2,382</b>	<b>-2,382</b>	<b>-5,615</b>
Total funds brought forward	31,281	31,281	36,896
<b>Total funds carried forward</b>	<b>28,899</b>	<b>28,899</b>	<b>31,281</b>

## ASSETS AND LIABILITIES

GroOops Dyslexia Aware Counselling			
Statement of Assets and Liabilities at the end of 31st December 2021			
		2021	2020
		£	£
<b>Current assets</b>			
Cash at bank and in hand		28,899	31,281
<b>Total net assets</b>		<b>28,899</b>	<b>31,281</b>
<b>Accumulated funds</b>			
Funds	1	28,899	31,281
<b>Total cash funds</b>		<b>28,899</b>	<b>31,281</b>
<b>Notes to the accounts</b>			
<b>1 Funds</b>			
		2021	2020
		£	£
Unrestricted		28,899	31,281
<b>Closing funds</b>		<b>28,899</b>	<b>31,281</b>



*"Since coming to GroOops I have been able to better understand where the "feeling" is coming from and how to handle. In the past the feelings/emotions would be so overwhelming I would not know what to do, but now I'm able to step back and realise why I'm feeling that way". (Director of Meetings and Events)*

*"I feel more like myself - positive and happy". (Events Manager)*

*"The relationship. Presentation brilliant and visual. Open and kind. Felt at home and understood". (Media Assistant)*

*"Thank you for putting this in perspective." (Youth worker)*

*"It has been a pleasure meeting with Pennie bi-weekly and I'm going to miss our time together. The last few days I have actually been feeling sad knowing that our sessions have come to an end but because of her counselling I know where the feelings are coming from". (Director)*

*"When my mother passed I went to counselling but GroOops was very different. Having dyslexia and being able to talk to someone that truly understood me made a world of difference". (Director of Meetings and Events)*

*"Have been gaslit for a lifetime. Now a massive hole has been filled" (Director)*

*"I think I am more confident – stand up for myself more. I have more boundaries and I know what is okay and what's not okay now. Especially in relationships". (Student)*

*"I really appreciate the lack of judgement and straight talking advice when needed". (Teaching Assistant)*

**GROOOPS DYSLEXIA AWARE COUNSELLING**

England & Wales - Charity number 1168098

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# Accounts

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Charity Registration Number: 1168098



**GROOOPS**

DYSLEXIA AWARE COUNSELLING

**A Charitable Incorporated Organisation**

**Report and Financial Statement**

**For the period 1st January 2020 to 31st December 2020**

Where does our name come from?

**Grr oOo oops**

The frustration we often feel.

Three oOo's – because to us it just looks right.

Getting something wrong.

## **Executive Summary of Report and Financial Statement**

### **1st January 2020 to 31st December 2020 - Charity Reg. No: 1168098**

*\*We use the term 'Dyslexia' because it is the most common of all Sp.L.D.s (Specific Learning Differences). What we do is largely applicable to all the other conditions known to be related such as Dyscalculia, A.D.H.D., A.D.D., Autism Level 1 (Asperger's Syndrome), Dyspraxia and Dysgraphia. Many of these conditions can overlap and often coexist.*

This has been an exceptional year for us all. Even with the advent of Covid our Dyslexia Aware Counselling delivery grew by nearly 12% - our highest growth yet. Our referrals have spread from being largely centred on Greater London to encompassing most parts of the UK. We are seeing increasing client interest in the USA, Sweden and Australia. We made the transition from Face to Face work to Zoom throughout 2020 with relative ease. By the end of 2020 we had 40 new clients, 58% of which were seen via our base and 42% via our Network of Dyslexia Aware Practitioners which we established in 2018.

Our advocacy work also had to go online and we successfully worked in partnership with the Dyslexia Association of London delivering a Webinar focusing on mental wellbeing through Covid; A podcast with Dear Dyslexic New Zealand (to be delivered in 2021); An article for PESI during Dyslexia Awareness Week; another Webinar for City Lit's Mental Wealth Festival; a contribution of a chapter for the British Dyslexia Associations new book Parenting a Dyslexic Child (due to be released in the summer of 2021) and an article published on Counselling Directory entitled 'Things you should know if you care about someone with Dyslexia'.

As an organisation that receives no outside funding and is dependent on generating its own income all our practitioners are committed to supporting those less able to afford counselling and fulfil our charitable objectives. Nearly 12% of our sessions were delivered to pro bono or low-income clients. Testimonials reflect the positive impact our approach affords our clients and increasingly referrals are made to our Network of Dyslexia Aware Practitioners – this year delivering 42% of all sessions. Post counselling, we have seen a significant reduction in client anxiety levels further supporting the viability and need for our work.

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Our service was most hit by Covid restrictions and lockdowns requiring us to cancel all our trainings, workshops and presentations. Were it not for this we believe we would have broken even as anticipated in 2019. Unfortunately, we still have a deficit of -£5615 but this is half of what we carried through from 2018. This gives us encouragement that with the reopening of society throughout 2021 we can look forward to restarting our innovative programme of dyslexia aware therapeutic approaches.

Our gratitude to all who have supported us throughout this turbulent time especially those who provide their annual donations and those who use 'Give as you live' and 'Amazon Smile' to support our very necessary work.



**PENNIE ASTON**

**FOUNDER AND DIRECTOR**

Dyslexia Aware Counselling by The GroOps Foundation

**REFERENCE AND ADMINISTRATIVE DETAILS:**

Charity Name: GroOops Dyslexia Aware Counselling  
Old Name: GroOops  
Working Name/s: GDAC  
Dyslexia Aware Counselling by GroOops  
The GroOops Foundation

Charity No: 1168098  
Principal Address: PO Box 53287, London  
Post Code: N3 9AD

**TRUSTEES:**

Miss A. O'Shaughnessy  
Ms B. Kruza  
Miss H. Matthews  
Mr C. Freeman  
Ms R. Finegold

**PATRONS:**

Dr Lindsay Peer CBE

**FOUNDER/DIRECTOR:**

Mrs P. Aston

**BANKERS:**

NatWest Bank  
1175 Finchley Road  
London  
NW11 0BQ

**ACCOUNTANTS:**

Target Accounting Services Ltd  
23 Saxon Drive  
London  
W3 0NU

**AIMS:**

Addressing the emotional repercussions of dyslexia through counselling, coaching, groupwork, training and supervision.

**VISION:**

Dedicated to creating an emotionally healthy dyslexia aware world.

## **STRUCTURE GOVERNANCE AND MANAGEMENT:**

### **BRIEF HISTORY OF GroOops Dyslexia Aware Counselling:**

*\*We use the term 'Dyslexia' because it is the most common of all Sp.L.D.s. What we do is largely applicable to all the other conditions known to be related such as Dyscalculia, A.D.H.D., A.D.D., Autism Level 1 (Asperger's Syndrome), Dyspraxia and Dysgraphia. Many of these conditions can overlap and often coexist.*

Originally constituted in 2007, in 2014 the original GroOops unincorporated charity undertook a turnkey process to provide all our recognised services under the umbrella of Creative Dyslexia Aware Counselling incorporating Coaching, Groupwork, Training and Supervision, to acknowledge and serve this specialised area of need. In 2016 we became a CIO - GroOops Dyslexia Aware Counselling (GDAC).

GroOops Dyslexia Aware Counselling (GDAC) is a charitable incorporated foundation charity (CIO) having gained The Charity Commission's agreement to the dissolution of the unincorporated charity established in 2007 - GroOops (Reg. Charity No: 1124036) and the transfer of all assets of GroOops (Reg. Charity No: 1124036) to the new incorporated charity, GroOops Dyslexia Aware Counselling (GDAC) (Reg. Charity No: 1168098), in an order dated the 26th August 2016.

The Trustees meet approximately every four months and 3 times in the period 1st January to 31st December 2020:

- 20<sup>th</sup> February 2020
- 18<sup>th</sup> June 2020
- 12<sup>th</sup> November 2020

The appointment of Trustees is through an election at general meetings, and a chair is chosen for each meeting. Management supervision meetings are held as appropriate between the appointed trustee/s and Founder/Director. Day to day administrative decisions concerning the running of the charity are dealt with in consultation with the Founder/Director and the Office Management Team (OMT), appointed Project Managers for events and some volunteers. GDAC also benefits from a number of experienced consultants whose advice they can draw on as required. Clinical supervision is provided monthly to the Founder/Director and management supervision is provided by the appropriate trustee to the Founder/Director as necessary.

### **AREA OF OPERATION:**

The Foundation's base is in Finchley, London N3. We deliver face to face counselling, Skype/Zoom counselling, trainings and workshops from this base and, by arrangement, throughout the UK, Europe and the USA. Our Network of Dyslexia Aware Counsellors and Coaches provide their services from their bases face to face and via Skype/Zoom worldwide as appropriate. Our Founder/ Director delivers key-

note speeches, tutorials and presentations, globally, by arrangement and writes on the emotional repercussions of dyslexia.

### **STAFFING:**

Our staff throughout this period consisted of several independent network members, three part-time administrative support workers plus a number of professionals volunteering their time. Our Founder/Director is self-employed and advises on an ad hoc basis in a variety of areas of expertise and delivery. Many of our personnel dedicate some or all their time voluntarily to support the growth and development of the charity. Others are on self-employed/freelance contracts, and none are employed directly by the charity. All work together in a holistic approach to benefit the charity as a whole. All personnel are interviewed in depth, provide two references and have contracts outlining their duties. Enhanced DBS checks are conducted on all staff and volunteers at a minimum of 3 yearly intervals.

### **RISK MANAGEMENT:**

GDAC Board of Trustees, along with the OMT is responsible for the management of the risks faced by GDAC. Risks are identified, assessed and controls established continuously throughout the year. A formal review of the charity's risk management processes is undertaken on an annual basis.

The charity uses the following controls for limitation of risks:

- Agendas for all meetings and Board activity.
- Comprehensive strategic planning, budgeting and management accounting.
- Established organisational structure and lines of reporting.
- Formal written policies.
- Clear authorisation and approval levels.
- Vetting procedures as required by law for the protection of the vulnerable.

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It is also the responsibility of the Trustees to identify and mitigate against any major risks to which the delivery of the charity's objects are exposed:

Such risks include:

- Funding not forthcoming.
- Possible staffing issues.

If any of these risks were to continue over some time it would prevent the work from expanding, but the charity could continue to function for the time being. The Trustees would review policies and reduce expenditure where appropriate. The Board of Trustees is satisfied that the significant risks identified have been adequately diminished where necessary. However, it is recognised that systems can only provide reasonable and not absolute assurance that major risks have been adequately administered.

## **OBJECTIVES AND ACTIVITIES:**

*\*We use the term 'Dyslexia' because it is the most common of all Sp.L.D.s. What we do is largely applicable to all the other conditions known to be related such as Dyscalculia, A.D.H.D., A.D.D., Autism Level 1 (Asperger's Syndrome), Dyspraxia and Dysgraphia. Many of these conditions can overlap and often coexist.*

The Objects of the Charity are as stated in its constitution and how we fulfil them are as follows:-

**1. To promote and protect the good health of children, young people and families experiencing difficulties in life-changing transitions such as divorce, domestic violence, aspects of loss, learning difficulties, school, college, family and work issues, behavioural and relationship challenges by the creation and maintenance of a voluntary programme of facilitated, multi-cultural, social interaction psycho-therapeutic group workshops.**

- a) The provision of our workshops both for professionals attending and those created specifically for clients.
- b) Creating, delivering and attending workshops for other organisations we work in partnership with or are affiliated with.
- c) Our developing counselling programme.
- d) Our developing research and development in the creation of an innovative therapeutic dyslexia aware counselling approach.
- e) Accumulation of data on specific emotional repercussions of dyslexia and anxiety levels via our referral forms.

**2. To advance the education and training of members in order to increase their personal and professional development.**

Members in this context are both those who are clients and those who are professionals. We fulfil this through our training programmes i.e. Intro To: and Skills Training Days. Our volunteer counsellors receive dyslexia aware specific supervision and learn dyslexia aware specific strategies for use in their counselling.

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We provide a unique service of psycho-social, psycho-educational therapeutic sessions for parents of dyslexic family members that are specifically dyslexia aware to equip them to understand dyslexia and how best to support their family members.

**4. To provide 1:1 counselling and psychosocial interventions for children, young people & their families to further support their social and emotional growth.**

- a) We run a small, niche (boutique) counselling service created to develop and trial the dyslexia aware approach delivered by neurodiverse counsellors who have the life experience of being neurodiverse themselves.
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- c) The small size of this delivery allows for changes to our approach and the honing of best practice for future delivery of our workshops and innovation in the field.

**5. To provide 1:1 counselling, group work and psychosocial intervention for adults, children, young people and their families in addressing the emotional repercussions of dyslexia.**

We provide counselling sessions for individuals, group work for professionals and clients and psychosocial sessions for interested parties.

**6. To advance the education and training of those working with dyslexic students and those who are affected by dyslexia, in educational settings and in the workplace by offering dyslexia awareness courses and dyslexia focused learning opportunities.**

- a) We work with colleges, universities, HR departments etc., to up-skill their managers whilst working with individuals on the emotional repercussions.
- b) We deliver presentations, webinars and workshops for associate dyslexia organisations and produce informative videos to inform interested parties about the emotional repercussions for dyslexia and what they can do about it.

## **THE CONTENT AND FOCUS OF OUR WORK THIS YEAR - 1st January to 31st December 2020:**

This has been a peculiar year for all of us and has inevitably impacted on what we could do and where. Nevertheless, we have been able to pull together some constructive and enlightening opportunities to embrace the dyslexic community as follows:

WEBINAR DYSLEXIA LONDON – 6<sup>th</sup> April 2020

<https://dyslexialondon.org/webinars/grooops-webinar-monday-6th-april/>

PESI ARTICLE – DYSLEXIA AWARENESS WEEK – 5<sup>th</sup> October 2020

<https://www.pesi.co.uk/Blog/2020/October/Counselling-Clients-With-Dyslexia>

PODCAST – DEAR DYSLEXIC – March 2020

CITY LIT – MENTAL HEALTH AND DYSLEXIA EVENT – 7<sup>th</sup> October 2020

UNBOXED: Creativity beyond Dyslexia

<https://www.movebeyondwords.co.uk/film>

MOVE BEYOND WORDS BOARD – December 2020

<https://www.movebeyondwords.co.uk/about>

PARENTING A DYSLEXIC CHILD – BDA – Chapter contribution. Book to be published Summer of 2021.

[https://www.amazon.co.uk/Parenting-Dyslexic-British-Dyslexia-Association/dp/178775426X/ref=sr\\_1\\_3?crid=XU4ZDQPNXI1W&dchild=1&keywords=parenting+a+dyslexic+child&qid=1620984944&srefix=parenting+the+dyslexic+child%2Caps%2C150&sr=8-3](https://www.amazon.co.uk/Parenting-Dyslexic-British-Dyslexia-Association/dp/178775426X/ref=sr_1_3?crid=XU4ZDQPNXI1W&dchild=1&keywords=parenting+a+dyslexic+child&qid=1620984944&srefix=parenting+the+dyslexic+child%2Caps%2C150&sr=8-3)

THINGS YOU SHOULD KNOW IF YOU CARE ABOUT SOMEONE WITH DYSLEXIA – Counselling Directory Article

<https://www.counselling-directory.org.uk/memberarticles/what-you-need-to-know-if-you-care-about-someone-with-dyslexia>

*"I just read your article and had an epiphany. I have shared it with my whole family of twenty-nine who are all dyslexic apart from two. I will be having children soon and this will help dramatically. I have hidden away for most of my twenty's ..... Once I moved out of the environment where I thought everyone thought I was a waste of space, and I did as well - a great weight was lifted of my shoulders. I have an IQ of 128 but a reading and writing age of an 11yr old. I gave up on life and fell into smoking weed and other drugs to escape. I just wanted to say thank you for writing this and you're amazing."*

***Linked In follower***

## CANCELLED EVENTS

Dyslexia Show – 25<sup>th</sup>/26<sup>th</sup> September 2020

<https://www.thenec.co.uk/whats-on/dyslexia-show/>

Parents Day – 16<sup>th</sup> May 2020

<https://www.grooops.org/portfolio/parents-partners-day-16th-may-2020/>

Network Members Day – 14.6.20

<https://www.grooops.org/portfolio/dyslexia-aware-network-members-day/>

Trainings – April and October 2020

<https://www.grooops.org/portfolio/three-day-intensive-workshop-april-2020/>

## GROWING SUPPORT FOR OUR WORK

British Dyslexia Association

<https://www.bdadyslexia.org.uk/dyslexia/neurodiversity-and-co-occurring-differences/anxiety-and-mental-health>

<https://cdn.bdadyslexia.org.uk/documents/About/Reports/Minutes-24-April-2019-APPG-for-Dyslexia-and-other-SpLDs.pdf?mtime=20190709142428&focal=none>

Access to Work

We have seen a significant rise in clients who have received funding from Access to Work to support their understanding of their dyslexia and develop life skills to cope.

<https://www.gov.uk/access-to-work>

Kathleen Dunbar – You are amazing.

<https://dyslexicselfesteem.com/books-and-articles>

COSCA

[https://www.cosca.org.uk/application/files/5715/2119/6781/resources\\_on\\_counselling\\_dyslexics\\_15.4.16\\_Copy104-19-16.pdf](https://www.cosca.org.uk/application/files/5715/2119/6781/resources_on_counselling_dyslexics_15.4.16_Copy104-19-16.pdf)

Dyslexia Association of Scotland

[https://www.dyslexiascotland.org.uk/sites/default/files/library/Printable\\_PostAssessment\\_Pack\\_for\\_Adults.pdf](https://www.dyslexiascotland.org.uk/sites/default/files/library/Printable_PostAssessment_Pack_for_Adults.pdf)

Dyslexia Association of London

<https://www.dyslexialondon.org/counselling/>

Lindsay Peer

[http://www.peergordonassociates.co.uk/lindsay\\_peer.html](http://www.peergordonassociates.co.uk/lindsay_peer.html)

## SOCIAL MEDIA

We maintain an active presence on LinkedIn, Facebook, Instagram and Twitter.

## COUNSELLING

The number of client sessions in 2020 can be broken down into two parts; GroOops sessions and sessions conducted by counsellors in the GroOops Emotional Wellbeing Network. Both GroOops and the Network have continued to support clients throughout 2020. The number of sessions for both the Network and GroOops have increased this year. GroOops conducted a total of 295 sessions in 2020 (up by 37 sessions since 2019 when GroOops conducted 258 sessions). The Network had a total of 216 counselling sessions split between 6 different counsellors. This is an increase of 17 sessions since 2019.

While we have seen steady growth in the number of enquiries and new clients from 2014 to 2018, during 2019 enquiry activity dropped by 1.4%. In 2020 enquiries grew again by +11%, seeing our highest number since 2014. Referrals (returned client referral forms) have decreased in the past 2 years with a 16% drop in 2019 and a further 22% in 2020. The number of new clients dropped by 17% in 2019, but remained steady in 2020, with both years seeing 40 new clients each.

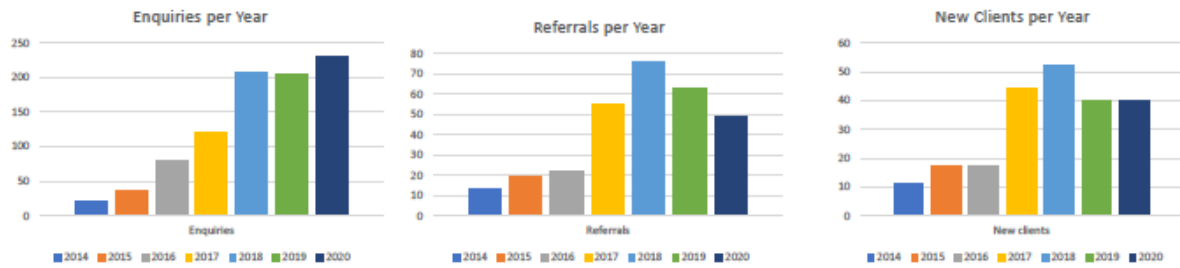
As we receive no core funding or government support clients are asked to pay what they can afford, and a transparent choice is made available to them. Each counsellor accepts a number of pro bono or low-cost clients in each year. Despite the prevailing economic disturbance of Covid, in 2020 we increased the percentage of these sessions to 12% in fulfilment of our charitable obligations.

*“Thank you so much for everything you have helped me with over the past months. Doors have been opened that I didn't know existed. I feel so much more informed and equipped to navigate the wonderful reality of being dyslexic.”*

*“You "get" me. I don't need to hide "me". No more “sorries”.”*

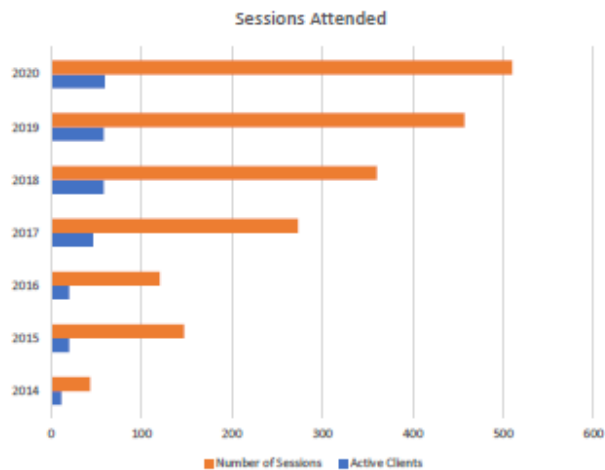
*“Everything was done really well. I can't think of anything that could be improved”.*

## NEW CLIENTS AND GROWTH



Stage	2014	2015	2016	2017	2018	2019	2020	Total
Enquiries	21	35	79	120	207	204	230	896
Referrals	13	19	22	55	76	63	52	296
Clients	11	17	17	44	52	40	40	221

## SESSIONS ATTENDED IN 2020



While the number of active clients per year has remained quite steady since 2018, with an increase of just 2% in 2020 when compared to 2018 and 2019, the number of counselling sessions has actually increased by 11% (54 sessions) since 2019.

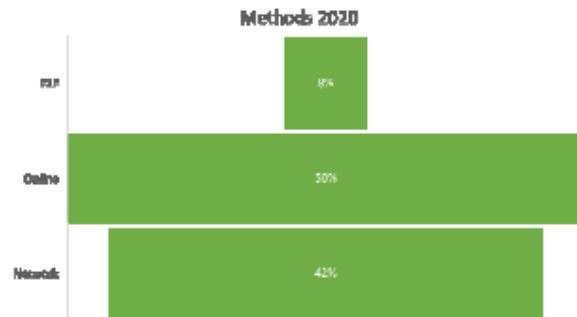
Year	2014	2015	2016	2017	2018	2019	2020
Number of active clients	11	17	17	44	52	40	40
Number of sessions	43	147	120	273	360	457	511

## SESSION TYPES AND METHODS

Previously, clients have had the choice of Face2Face sessions, online sessions (via Skype), or counselling via the Network. Face2Face sessions originally dominated, with 48% of active clients in 2018 opting for Face2Face, 36% opting for online and 16% were referred to the Network.

In 2019 we saw a shift, with 40% of clients opting for Face2Face, 15% opting for online or a mix of Skype and F2F, and 43% referred to the Network (the remaining 2% were counsellors having Supervision).

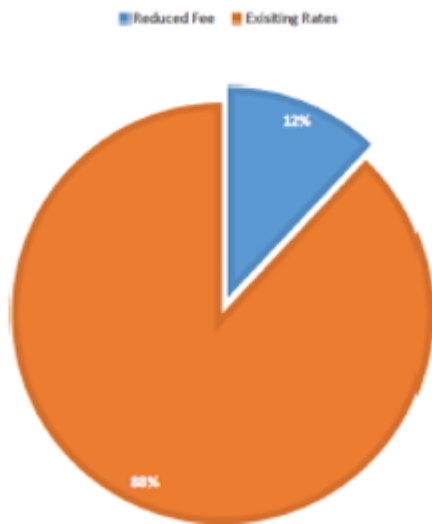
In 2020 we saw a change due to the Covid-19 pandemic, forcing the majority of sessions to be online: only 8% were Face2Face, 50% were online, and 42% Network. The percentage of clients opting for the network has remained fairly steady in 2019 and 2020.



## REDUCED FEES

On page 3 of our client self-referral form is a section with various fee options available. Dependent on the expertise of the practitioner, clients may choose from a broad spectrum from assisted place (£45 and under); Qualified counsellor in training (£45 - £55) 1<sup>st</sup> Year Dyslexia Aware Counsellor (£65); Experienced Dyslexia Aware Counsellor (£85); through to consultant fees of £110

### NEW CLIENTS PAYING REDUCED FEES IN 2020

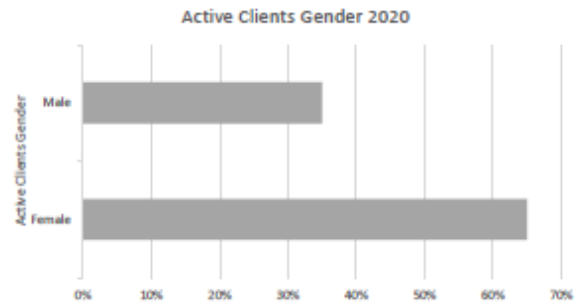
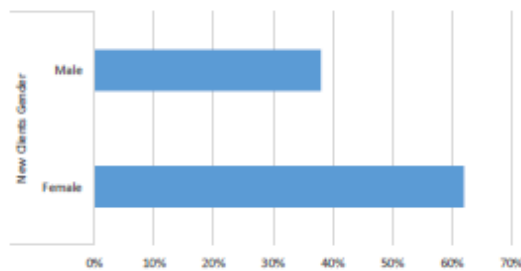


## DEMOGRAPHICS

In 2020 New client ages ranged from 17 years through to 67 years. The majority of new clients (53%) were aged 26 – 45 and 29% aged 36 to 45 years. When looking at the ages at referral of all active clients in 2020 we see a similar trend in the majority of clients being aged between 16 and 55 years.



## GENDER



## OCCUPATION

We have seen a variety of occupations in new clients during 2020. Art based/creative roles and business/admin/clerical roles see the highest client percentages.

Client Socio-economic Grade	New Clients	Active
AB	20%	24%
C1	43%	43%
C2	15%	11%
DE	13%	13%
Unknown/Retired	7%	7%
	100%	100%

Industry/Sector	New Clients	Active Clients
Manual	5%	5%
Arts/Creative	19%	20%
B2B, Admin, Clerical	22%	19%
Health & medical	8%	7%
Other professional	8%	13%
Teaching/childminder	5%	4%
Government	8%	7%
Students	7%	7%
Unemployed	11%	11%
Unknown	4%	4%
Retired	3%	3%
	100%	100%

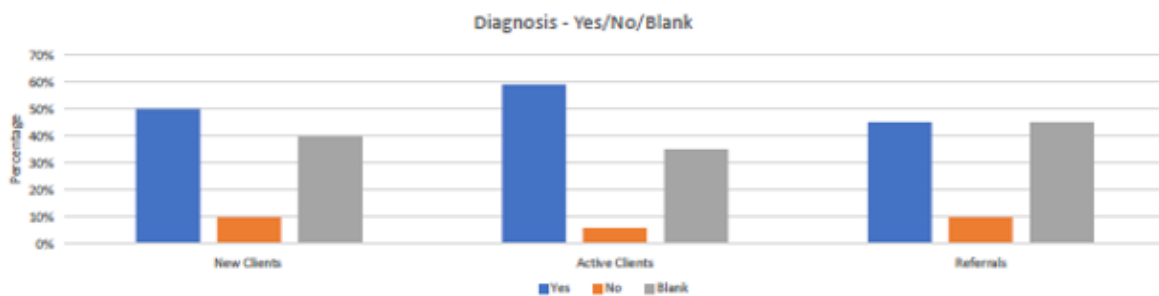
## ETHNICITY



## DIAGNOSIS/ASSESSMENT

When completing the self-referral form, clients/potential clients are asked if they have had a diagnosis/assessment. They have the option to answer Yes or No. This is followed by some tick boxes where they can confirm which specific learning difference they have.

We see that 45% - 59% of responders answer yes to this question. However, almost and equal percentage leave this question unanswered. The graphs below show the differences in responses to the Dyslexia diagnosis question between new client, active client and referrals.



## CO-OCCURRENCE/CO-MORBIDITY

The tables below show the range of SpLDs ticked on the referral forms by new and active clients, as well as the percentage of co-occurrence of learning differences in clients, with 16% of new clients and 25% of active clients experiencing this.

72% of new clients in 2020 said they had Dyslexia only, while 12% specified both Dyslexia and Dyspraxia. Clients coding other multiple difficulties, including ADD/ADHD and Asperger's along with Dyslexia were in the lower percentages (2% of each). 12% of new clients did not code any learning difficulties – note these blanks were only left by clients who had not had a diagnosis.

Dyslexia	Dyspraxia	ADD/ADHD	Asperger's	Other	Blank	New Clients
YES						72%
YES	YES					12%
YES		YES				2%
YES			YES			2%
					YES	12%
						100%

Active clients showed a similar trend with the majority having only Dyslexia at 63%, and 15% had both Dyslexia and Dyspraxia. Again, those showing other multiple difficulties were in the lower percentages. We also had 4% of active clients coding Dyspraxia only (no Dyslexia), and 8% leaving this section unanswered.

Dyslexia	Dyspraxia	ADD/ADHD	Asperger's	Other	Blank	Active Clients
YES						63%
YES	YES					15%
YES	YES	YES				2%
YES		YES				4%
YES			YES			2%
YES				YES		2%
	YES					4%
					YES	8%
						100%

## PRESENTING ISSUES



Active Clients' presenting issues (collected at the referral stage) can be seen in the graph to the left.

Feelings of Shame and Embarrassment and Low Self Esteem are the presenting issues experienced by the highest percentages of clients at 85% and 81% respectively. This is slightly different to the previous two years where Feelings of Shame and Embarrassment scored lower at 70% in 2018 and 74% in 2019. Low self Esteem was the highest scoring factor in the previous two years at 85% for both years.

Inability to Study or Work Efficiently (72%), Lack of Confidence (72%) and Generalised Anxiety (65%) also scored highly this year, and while they were also scoring high in the previous 2 years, there is just a slight variation in the percentages.

In 2018 Generalised Anxiety (76%), Feelings of Shame and Embarrassment (70%) and Poor Concentration (69%) were the next highest scoring, while in 2019 Generalised Anxiety (74%), Feelings of Shame and Embarrassment (74%) and Inability to Study or Work Efficiently (74%) were next highest.

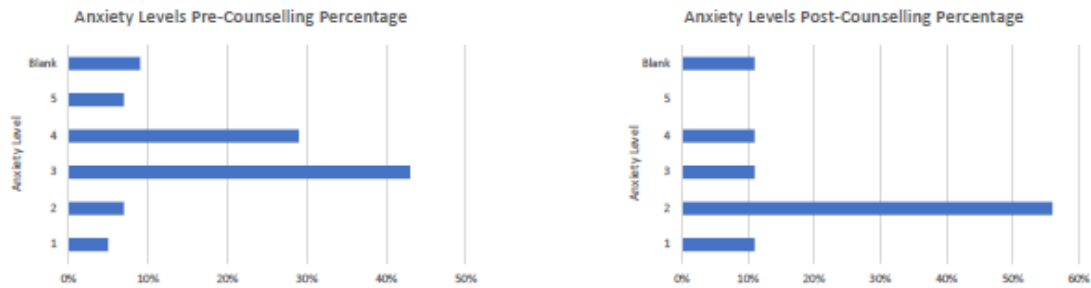
Self Harm (6%) and Truancy (7%) are the least common Presenting Issues for all years, followed by Risk of Exclusion, Bullying and Risky Behaviour. Detailed graphs for 2018 and 2029 can be seen on the next slide.

## ANXIETY LEVELS PRE AND POST COUNSELLING

### Monitoring Subjective Units of Distress (SUDs) – Pre and Post Counselling

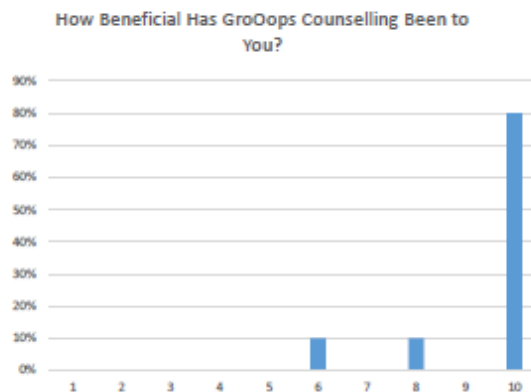
Pre counselling clients are asked to rate their anxiety levels on a scale of 1 to 5, where 1 = Not anxious and 5 = Very anxious. After counselling ends clients are asked to rate their anxiety levels again. The graphs below show the difference in pre and post counselling anxiety levels. Prior to counselling the higher end of the anxiety level scale sees the greater number of clients' ratings, with 43% coding 3 out of 5, 29% coding 4 and 7% coding a 5 – the highest possible level.

Post counselling we see a significant reduction to client anxiety levels, with 56% rating their anxiety at a 2 (post-counselling only 7% of clients coded a 2). We also have no clients coding the maximum anxiety level of 5 post counselling.



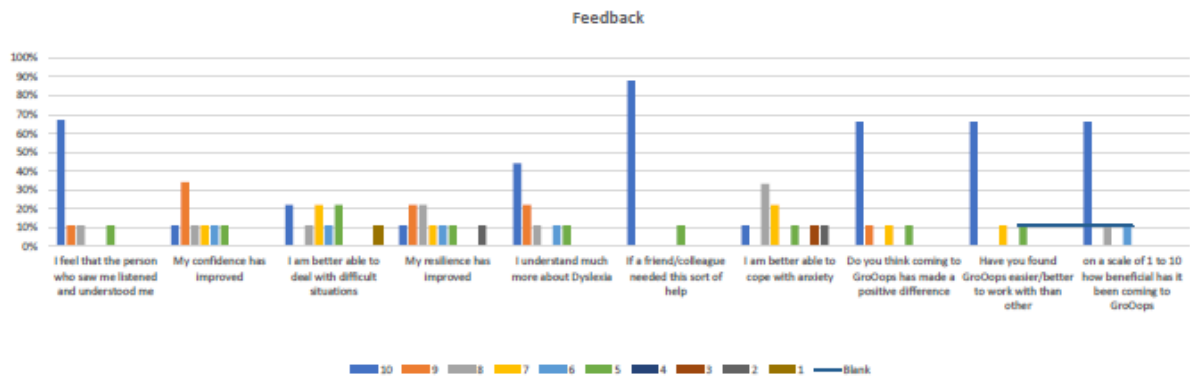
## FEEDBACK

Feedback provided in 2020 was very good. When asked the question “How beneficial has GroOops counselling been to you?”, 80% of responders rated 10 out of 10, 10% rated 8 out of 10 and 10% rated 6 out of 10. There were no scores lower than 6.



*“My anxiety level was 5 at the beginning. Now it’s 2. I’m really glad GroOops exists.”*

Clients also rated a series of statements out of 10, where 10=very high/applicable and 1=very low/not applicable. The statements and percentages per score out of 10 can be seen in the graph below.



## TRAINING

In 2020 GroOops did not run any training workshops due to social distancing regulations. However, the first workshop scheduled for the year, in April, was fully booked before postponement. All of these attendees were refunded their deposit and offered a place on a waiting list for the opportunity to have first option of booking a place on the next scheduled workshop. This was tentatively booked for October but postponed shortly after because of the subsequent second lockdown. This has resulted in an existing waiting list of attendees who have been previously booked to attend.

A second waiting list has also been put together, consisting of others who have contacted us expressing their interest in joining the October workshop, or any other scheduled workshop in the future, and who have requested a place on a waiting list.

## EMOTIONAL WELLBEING AND COUNSELLING NETWORK

Launched in September of 2018 membership is open only to those who have attended our Dyslexia Aware Workshops and fit our membership criteria. As we were unable to run our training modules this year our Network has remained the same as in 2019. The Network had a total of 216 counselling sessions split between different Network counsellors. This is an increase of 17 sessions since 2019. In 2020 the Network was active in 13 locations. However, introduction of Zoom sessions allowed all practitioners to work remotely increasing their availability generally.

Who can join?

Any professional who has attended at least one 'Intro To:' course; who is committed to supporting the dyslexic community; embodies the GroOops vision of an emotionally healthy dyslexia aware world and is willing to engage in ongoing CPD in this area of specialism and shared learning.

The Network is becoming a stable of proficient dyslexia aware practitioners to whom we can signpost clients either for 1:1 in their locality or via Skype/Zoom when this is

not possible, often at reduced costs, which is negotiable with the individual counsellor. This referral system means that clinical services are provided by the individual therapist/dyslexia professional - not by GroOops. Every member must have an up to date DBS certificate; maintain valid professional details (such as BACP/NCS/UKCP registration for counsellors); appropriate professional insurance; adequate independent regular clinical supervision as dictated by their professional body. The equivalent is required for other professions such as teachers, tutors, coaches etc.

*“People have commented that they see a difference in me.  
More confident, calmer and not apologizing for myself.”*

*“The most engaging part was the psycho-educational  
aspect at the start. That was the springboard for  
everything else. It allowed me to understand me.”*

## **PROJECTS AND PLANS FOR NEXT YEAR**

(1<sup>st</sup> January to 31<sup>st</sup> December 2021)

We live in hope that things will return to relative normal and allow us to focus on reinstating our training programmes. We have seen a steady increase in interest in our work throughout the year evidenced in the increased delivery of counselling via both our base and the Network and have worked to our capacity. As training expands so will the Network.

Moreover, as we continue to develop targeted trainings, workshops and presentations to highlight the emotional repercussions of Dyslexia and other neuro-diverse conditions, we will research and report on what can be further done to support healthy emotional development.

In the same way, at the core of our work, is the provision of our overall service to all who are in need at reasonable costs wherever they may live. At present, and for the foreseeable future, our survival is dependent on client fees being paid by those who can afford to do so to supplement those who cannot, donations and income from trainings and presentations.

## FINANCIAL REVIEW

The total fees in 2020 are £35,397 compared to £28,124 in 2019. This is an increase of £7273.00 (approximately 20%). However, due to the cancellation of trainings, workshops and presentations and the related loss of earnings (an estimated loss of approximately £7,000) we are in deficit of -£5,615. However, even in this difficult financial time we have managed to nearly half the deficit from 2019 of -£10,777 whilst not compromising our delivery throughout the year of low cost counselling to all who require it.

Our primary costs incurred are core staff and resources. We keep costs down by employing self-employed/freelance and sessional workers on an ad hoc basis and using volunteers. Income has come in via client fees, donations and Network fees. The Network brought in an additional £2,987 in 2020 (an 86% increase of 2019's £1,381) proving the value of its existence. Total fees paid for counselling services this year reached £33,525 reflecting the increased number of sessions provided. Due to being dyslexic, our Director continues to be in receipt of an Access to Work grant in the sum of £16,260 for a support worker. Our Director continues to provide accommodation, general services and the majority of directorial services on a mostly pro bono basis.

Approved by the Trustees and signed on their instruction and behalf.



CHARLES FREEMAN  
TRUSTEE AND ACTING CHAIR

Date: 11/06/2021

## INDEPENDENT EXAMINER'S REPORT

### Independent Examiner's Report on the Accounts

I report on the accounts of Grooops Dyslexia Aware Counselling for the year ended 31 December 2019, which are set out on the following pages

#### Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 and that an independent examination is needed.

It is my responsibility to:

Examine the accounts under section 145 of the Charities Act.

To follow the procedures laid down in the general directions given by the Charity Commission (under section 145(5)(b) of the Charities Act and

To state whether particular matters have come to my attention

#### Basis of independent examiner's statement

My examination was carried out in accordance with general directions given by the Charity Commission. An examination includes reviews of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the director and trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a true and fair view and the report is limited to those matters set out in the statement below.

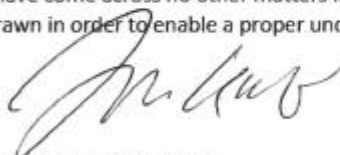
#### Independent examiner's statement

In connection with my examination no material matters have come to my attention which gives me cause to believe that in any material respect;

accounting records were not kept in accordance with section 130 of the Charities Act or

the accounts do not accord with the accounting records

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



T. M. Gates, B.Sc (Hons)

45 Deanhill Road,

London SW14 7DQ

Date: 31 May 2020

## ACCOUNTS

### Receipts and Payments Accounts For the year ended 31 December 2020

	Unrestricted Funds £	Total Funds 2020 £	Total Funds 2019 £
<b><i>Receipts</i></b>			
DWP-Access to work	16,260	16,260	16,920
Donations	753	753	698
GroOps Training	310	310	6,245
Dyslexia Aware Counselling Client Fees	32,410	32,410	26,518
Network Commission	2,987	2,987	1,606
Supervision			804
Other Receipts			
<b>Total Receipts</b>	<b>52,720</b>	<b>52,720</b>	<b>52,791</b>
<b><i>Payments</i></b>			
Coordinators Fees	10,595	10,595	11,738
Administrators Fees	10,595	10,595	14,018
Consultants/Practitioners Fees	33,525	33,525	21,740
Supervision	275	275	440
GroOps Training			3,800
Supervision Delivery			365
Training			1,132
Presentation			1,000
Insurance	976	976	965
Promotion and Advertising	21	21	136
DBS Services	40	40	25
Professional Fees and Accountancy	13	13	40
Telephone and Internet	203	203	521
Research/Books & Subscription	47	47	532
Printing and Stationery	71	71	226
Refreshment	-	-	57
Office Expenses	-	-	143
Computers/Website	1,602	1,602	6,294
Postage/Stamps/Mail	374	374	396
<b>Total Payments</b>	<b>58,335</b>	<b>58,335</b>	<b>63,565</b>
<b>Net movement in funds</b>	<b>-5,615</b>	<b>-5,615</b>	<b>-10,774</b>
Total funds brought forward	36,896	36,896	47,670
<b>Total funds carried forward</b>	<b>31,281</b>	<b>31,281</b>	<b>36,896</b>

## ASSETS AND LIABILITIES

GroOops Dyslexia Aware Counselling  
Statement of Assets and Liabilities at the end of 31st December 2020

	2020 £	2019 £
<b>Current assets</b>		
Cash at bank and in hand	31,281	36,896
<b>Total net assets</b>	<u>31,281</u>	<u>36,896</u>
<b>Accumulated funds</b>		
Funds	1 31,281	36,896
<b>Total cash funds</b>	<u>31,281</u>	<u>64,212</u>
<b>Notes to the accounts</b>		
1 Funds	2019 £	2019 £
Unrestricted	31,281	36,896
<b>Closing funds</b>	<u>31,281</u>	<u>36,896</u>