

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 session 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 GroOops 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 GroOops 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 OBQ

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.

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:

- 4th February 2021
- 20th May 2021
- 2nd 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.

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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:

A handwritten signature in blue ink that reads "Chole Freeman" followed by a horizontal flourish.

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.

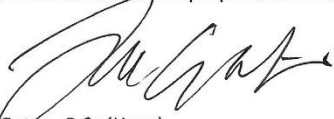
Independent examiner's statement

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: 27th April 2022

ACCOUNTS

Receipts and Payments Accounts			
For the year ended 31 December 2021			
	Unrestricted	Total Funds	Total Funds
	Funds	2021	2020
	£	£	£
<u>Receipts</u>			
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
Total Receipts	47,772	47,772	52,720
<u>Payments</u>			
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
Total Payments	50,153	50,153	58,335
Net movement in funds	-2,382	-2,382	-5,615
Total funds brought forward	31,281	31,281	36,896
Total funds carried forward	28,899	28,899	31,281

ASSETS AND LIABILITIES

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

