

HEAR TOGETHER
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

HEAR TOGETHER

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Nicholas Tedd (Chair) Claire Page (Treasurer) Julie Mather
Charity number	1188842
Principal address	Martin Cottage The Woolrooms Coleorton Leicestershire LE67 8JN
Accountants	Rogers Spencer Newstead House Pelham Road Nottingham NG5 1AP
Bankers	CAF Bank 25 Kings Hill Avenue Kings Hill West Malling Kent ME1 9TQ

HEAR TOGETHER

CONTENTS

	Page
Trustees' report	1 - 4
Statement of trustees' responsibilities	5
Accountants' report	6
Statement of financial activities	7
Balance sheet	8
Notes to the financial statements	9 - 12

HEAR TOGETHER

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their annual report and financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Constitution, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Objectives and activities

Hear Together is dedicated to supporting people with hearing loss in Nottingham and Derby. Our vision is that everyone lives well with hearing loss and fulfils their unique potential.

We believe that connecting and communicating with other people is fundamental to living well.

We are passionate about helping deaf and hard of hearing children and adults to participate and thrive at home, in education and at work.

The charity's objects are "to relieve the needs of deaf and hard of hearing people in the UK to help them and their families to live well with hearing loss by providing person-centred services, advancing education and promoting hearing technology".

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Achievements and performance

Services for Adults with hearing loss

Our Adult services were affected by the sad loss of our friend and colleague Laura Ainsworth, who not only provided these services, but was also leading on the planning and roll-out of our new Ear Health & ear wax removal service. We are grateful to our audiologist Diana Harbor for taking on additional sessions to keep the newly established post-Covid Hear2Help services running, as well as continuing Laura's dream of the Hear2Help ear health and wax removal services. The many demands on Diana's time have meant that the new service has taken longer to progress; however we are now in a position to offer ear wax removal and ear health services across the county.

In addition, we recruited two new members to our team, Dianne Crisp, who previously supported Laura and H2H clinics as a volunteer and Melissa Koc, who has been part of our family events for years with her son. Dianne and Melissa run all of our H2H clinics, and we now have 8 thriving and busy drop-in community clinics every month. Feedback has been excellent, and we have started to recruit volunteers to help manage the numbers of people accessing their help with hearing aids, batteries, tubing and more.

Our plan to develop a service into care homes has not progressed due to resource demands, but this has given us time to reconsider this proposal and we will not be following this through.

Training, Information & Resources

Alongside her additional role as the lead for the adult services, Diana has continued to develop our training offer. She ran five new courses for professionals working with deaf children for the well-respected Scottish Sensory Centre; these were delivered online with excellent feedback. These courses will be run again later in 2023 and early 2024 advertised through our own website.

We have fantastic content in our Deaf Awareness course packages- the training is designed for organisations big and small to provide insight into living with a hearing loss and practical ways to support that person as an employee, colleague or friend. The course can be tailored to the bespoke needs of the requesting organisation or individual; we also plan to develop it into an interactive modular course that can be purchased for ongoing use by the organisation, such as part of a mandatory training package.

HEAR TOGETHER

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

A significant and excellent addition to our organisation this year has been Rachel Lightfoot providing administrative support for event planning, communications, website and social media presence and marketing. We are a team who all have additional work and volunteering commitments, so having timely, competent and effective admin support, enables us all to maximise our personal strengths and resources for Hear Together.

The website has had a significant refresh this year with new features to enable online booking and payment and clearer access to information. Our marketing materials are more cohesive and frequent, and our social media has a stronger 'pulse'. Evidence of this comes in different forms, from external training requests both locally and nationally, to new families getting in touch and joining groups, through to unexpected donations and fundraising gifts.

Services for deaf children

Our children's services have been growing steadily. The Baby and Toddler group now runs every 4-6 weeks at the Nottinghamshire Deaf Society, nurturing a sense of community for the families. The group run by specialist Speech and Language Therapists, Sarah Allen and Suzanne Harrigan, provides regular opportunity for families to find out more about the development of their baby's communication and listening, and learn practical ways to support this in everyday situations at home. As with all our groups, there is also the opportunity to meet other people dealing with similar issues, to learn from and support each other and to make friends and have fun.

The bi-monthly events led by Clare Allen for Primary children and teenagers have continued to be popular, from working together on successful science experiments, through developing creativity on clay pots, to taking on the challenges of climbing & bouldering! These events have been great fun, but also brilliant at developing self-confidence, self-esteem and resilience and communication. We have benefitted from the generosity of regular volunteers to help run these events, providing sign communication, encouragement for newcomers and brilliant role-models courtesy of some of our previous Young Leaders.

Our dream is to run residential events for the older kids- we know how valuable these are, Clare has excellent experience running successful residentials and there is a demand; our biggest hurdles are time and money, which we plan to review in the coming year.

General

We are now registered with the NCVO as a recognised Leader of Volunteers and are actively recruiting new volunteers to help with service delivery.

We have developed our links with local organisations, in particular, with Nottinghamshire Deaf Society where we have been running many of our activities for children and teenagers and holding our own team meetings. In December 2022 we were invited to participate in their Civic Reception at the Council House hosted by the Mayor of Nottingham; we had a strong presence including two powerful presentations, one by our Melissa Koc and the other by Scarlett, the 7 year old sister of one of our Baby group members.

Fundraising & Income generation

We now use the Enthuse fundraising platform for our donations and fundraising.

The London Marathon has continued to be a strong source of income with 8 runners in October 2022 and 6 in April 2023.

We have used the services of a consultant grant writer to support us in generating grant applications and aim to develop this relationship in the coming year.

To generate sustainable income, we charge for training events, some children's activities and actively encourage donations for our Hear2Help service. Our ear wax removal service will also be a paid-for service.

HEAR TOGETHER

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Trustees & Governance

The Board of Trustees meets quarterly with Sarah Allen, Co-ordinator, and other team members regularly attend to keep Trustees informed and engaged. The current terms of office for the appointed Trustees are until 2026 providing additional stability and continuity for the charity.

Hear Together continues to meet the recommended standards required for accreditation by the Charity Excellence Framework for robust organisation and governance. We have an annual service plan in place for 2023-24 to focus our objectives and monitor our progress transparently.

Financial review

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The trustees considers that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Structure, governance and management

The charity is a company limited by guarantee. Organisations need structure, processes and systems, which also require review. While Hear Together has covered basic requirements, the Charity Excellence Framework identifies areas of improvement which would make it more robust.

Hear Together Team

Clare Allen	(Appointed 1 April 2020)
Sarah Allen	(Appointed 1 April 2020)
Diana Harbor	(Appointed 1 April 2020)
Rachel Lightfoot	(Appointed 1 April 2022)
Dianne Crisp	(Appointed 1 September 2022)
Melissa Koc	(Appointed 1 September 2022)

The trustees who served during the year and up to the date of signature of the financial statements were:

Nicholas Tedd (Chair)
Claire Page (Treasurer)
Julie Mather (Secretary)

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

The company's current policy concerning the payment of trade creditors is to follow the CBI's Prompt Payers Code (copies are available from the CBI, Centre Point, 103 New Oxford Street, London WC1A 1DU).

The company's current policy concerning the payment of trade creditors is to:

- settle the terms of payment with suppliers when agreeing the terms of each transaction;
- ensure that suppliers are made aware of the terms of payment by inclusion of the relevant terms in contracts; and
- pay in accordance with the company's contractual and other legal obligations.

Hear Together is a well-managed organisation with robust governance, which meets the standards required by the Charity Excellence Framework.

HEAR TOGETHER

TRUSTEES' REPORT (CONTINUED) *FOR THE YEAR ENDED 31 MARCH 2023*

The trustees' report was approved by the Board of Trustees.

A handwritten signature in black ink, appearing to read 'N. Tedd', with a long horizontal stroke underneath.

Nicholas Tedd (Chair)

Trustee

Date: 19th October 2023

HEAR TOGETHER

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2023

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

HEAR TOGETHER

CHARTERED ACCOUNTANTS' REPORT TO THE TRUSTEES ON THE PREPARATION OF THE UNAUDITED STATUTORY FINANCIAL STATEMENTS OF HEAR TOGETHER FOR THE YEAR ENDED 31 MARCH 2023

In order to assist you to fulfil your duties under the Charities Act 2011, we have prepared for your approval the financial statements of Hear Together for the year ended 31 March 2023, which comprise the statement of financial activities and the related notes from the charity's accounting records and from information and explanations you have given us.

As a practising member firm of the Institute of Chartered Accountants in England and Wales, we are subject to its ethical and other professional requirements which are detailed at <https://www.icaew.com/regulation>

This report is made to the charity's trustees, as a body, in accordance with the terms of our engagement letter. Our work has been undertaken solely to prepare for your approval the financial statements of Hear Together and state those matters that we have agreed to state to the charity's trustees, as a body, in this report in accordance with ICAEW Technical Release 07/16 AAF. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Hear Together and the charity's trustees as a body, for our work or for this report.

It is your duty to ensure that Hear Together has kept adequate accounting records and to prepare statutory financial statements that give a true and fair view of the assets, liabilities, financial position and deficit of Hear Together. You consider that Hear Together is exempt from the statutory audit requirement for the year, and is not required to obtain an independent examiner's report.}

We have not been instructed to carry out an audit or a review of the financial statements of Hear Together. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the statutory financial statements.

Rogers Spencer

Chartered Accountants

Newstead House
Pelham Road
Nottingham
NG5 1AP

HEAR TOGETHER

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds 2023 £	Unrestricted funds 2022 £
<u>Income from:</u>			
Donations and legacies	2	23,868	15,919
Investments	3	497	14
		<hr/>	<hr/>
Total income		24,365	15,933
		<hr/>	<hr/>
<u>Expenditure on:</u>			
Charitable activities	4	36,056	38,712
		<hr/>	<hr/>
Net expenditure for the year/ Net movement in funds		(11,691)	(22,779)
Fund balances at 1 April 2022		76,421	99,200
		<hr/>	<hr/>
Fund balances at 31 March 2023		64,730	76,421
		<hr/>	<hr/>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

HEAR TOGETHER

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Current assets					
Debtors	7	-		469	
Cash at bank and in hand		66,679		77,838	
		<u>66,679</u>		<u>78,307</u>	
Creditors: amounts falling due within one year	8	(1,949)		(1,886)	
Net current assets			64,730		76,421
Income funds					
Unrestricted funds			64,730		76,421
			<u>64,730</u>		<u>76,421</u>

The financial statements were approved by the Trustees on 20th July 2023.



Nicholas Tedd (Chair)
Trustee

HEAR TOGETHER

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

Hear Together is a charitable incorporated organisation registered with the Charity Commission in England and Wales. The charity's principal office address is Martin Cottage, The Woolrooms, Coleorton, Leicestershire, LE67 8JN.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

HEAR TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of the resources.

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the promotional costs to the charity.
- Expenditure on charitable activities includes all costs undertaken to further the purposes of the charity and their associated support costs, including costs of governance.

1.6 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2023 £	2022 £
Donations and gifts	20,713	15,919
Legacies receivable	3,155	-
	<u>23,868</u>	<u>15,919</u>

3 Investments

	Unrestricted funds	Unrestricted funds
	2023 £	2022 £
Interest receivable	497	14
	<u>497</u>	<u>14</u>

HEAR TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

4 Charitable activities

	Total 2023 £	Total 2022 £
Staff costs	21,577	30,540
Advertising and marketing	111	108
Staff training	25	1,118
Computer costs	3,183	1,126
Legal and professional fees	4,606	1,480
Bank charges	72	96
Sundry expenses	6,482	4,244
	<u>36,056</u>	<u>38,712</u>
	<u>36,056</u>	<u>38,712</u>

5 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

6 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Employees	<u>4</u>	<u>4</u>

Employment costs

	2023 £	2022 £
Wages and salaries	<u>21,577</u>	<u>30,540</u>

Remuneration of key management personnel

The remuneration of key management personnel is as follows:

Aggregate compensation	<u>7,180</u>	<u>4667</u>
------------------------	--------------	-------------

There were no employees whose annual remuneration was £60,000 or more.

HEAR TOGETHER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

7 Debtors

	2023	2022
	£	£
Amounts falling due within one year:		
Prepayments and accrued income	-	469
	<u> </u>	<u> </u>

8 Creditors: amounts falling due within one year

	2023	2022
	£	£
Other taxation and social security	254	-
Trade creditors	154	269
Other creditors	-	117
Accruals and deferred income	1,541	1,500
	<u> </u>	<u> </u>
	1,949	1,886
	<u> </u>	<u> </u>

9 Related party transactions

There were no disclosable related party transactions during the year.