

DEAF UNITY

England & Wales · Charity number 1190885

Details

Status Registered

Legal form CIO

Registered 2020-08-17

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

Contact

Address Deaf Unity
Office 75652
PO Box 6945
London
W1A 6US

Phone 07999024496

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Website www.deafunity.org

Activities

Objects: 1. TO DEVELOP THE CAPACITY AND SKILLS OF THE MEMBERS OF THE SOCIALLY DISADVANTAGED COMMUNITY OF DEAF AND HARD OF HEARING PEOPLE ACROSS ENGLAND AND WALES IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY, AND HELP MEET, THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY;2. THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT BY WORKING TOWARDS THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF DISABILITY AND BY FOSTERING UNDERSTANDING BETWEEN THE DEAF COMMUNITY AND WIDER SOCIETY; AND3. THE PROMOTION OF THE SOCIAL INCLUSION AMONG DEAF AND HARD OF HEARING PEOPLE WHO ARE SOCIALLY EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY, AS A RESULT OF BEING DEAF BY: A) PROVIDING EDUCATION AND INFORMATION TO SUPPORT AND ENABLE DEAF PARENTS TO MAXIMISE EDUCATIONAL OPPORTUNITIES FOR THEIR CHILDREN AND THEMSELVES;B) RAISING PUBLIC AWARENESS OF THE ISSUES AFFECTING DEAF PARENTS AND THEIR CHILDREN, BOTH GENERALLY AND IN RELATION TO THEIR SOCIAL EXCLUSION;C) PROVIDING OTHER GENERAL SUPPORT INCLUDING ACCESS TO TRANSLATORS AND INTERPRETERS.

Activities: We are a deaf-led, UK focused charity that works to empower, nurture and train deaf individuals. We have a strong focus on providing information and training to youths and graduates to ensure they have a fighting chance to achieve their goals. We also have a strong research focus, to better understand the challenges facing deaf and disabled people and the solutions that are needed.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Disability, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** People With Disabilities

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£129,000	£146,000	-	-
2023-12-31	£115,316	£104,051	-	-
2022-12-31	£89,365	£66,282	-	-
2021-12-31	£76,368	£39,410	-	-

Trustees

Name	Role	Appointed
Alexandra Ruth Marchesi		2020-09-08
Bassim Baz		2022-06-30
Kirsty Laura Neale		2024-07-25
Paul Ntulila		2020-08-17
Stephen William Spencer Norton		2020-08-17

DEAF UNITY

England & Wales - Charity number 1190885

Accounts

DEAF UNITY

**UNAUDITED
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

DEAF UNITY

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DEAF UNITY

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Trustees Stephen Norton
Paul Ntulila
Alexandra Marchesi
Bassim Baz
Susan Kukunda (resigned 26 July 2024)
Kirsty Neale (appointed 25 July 2024)

Charity registered number 1190885

Principal office Office 75652
PO Box 6945
London
W1A 6US

Accountants Griffin Stone Moscrop & Co
Chartered Accountants
21-27 Lamb's Conduit Street
London
WC1N 3GS

Bankers HSBC
593 - 599 Fulham Road
Fulham
London
SW6 5UA

DEAF UNITY

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees present their annual report together with the financial statements of Deaf Unity (the charity) for the year ended 31 December 2024. The trustees confirm that the annual report and financial statements of the charity comply with the current statutory requirements, the charity's constitution (adopted on 10 August 2020), the requirements of the Charities Act 2011 and the requirements of the charity's governing document and the provisions of the Statement applicable in the UK and Republic of Ireland (FRS 102) (effective from October 2019).

Reference and administrative information set out on page 1 forms part of this report.

Objectives and activities

a. Policies and objectives

In setting objectives and planning for activities, the trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit and in particular to its supplementary public benefit guidance on advancement of religion for the public benefit.

The charity's objectives are the development of capacity and skills among deaf people, enabling them to participate more fully in society; the promotion of equality and diversity; the promotion of social inclusion among deaf and hard of hearing people; and the provision of wider support e.g. access to translators and interpreters.

Our mission is to empower deaf people and to push for and enable change at three pivotal transition points: moving on from school to further studies/work; entering the workforce; and progression in the workplace.

As a London-based organisation, we rally deaf Londoners around key barriers facing our community. Together we:

- raise awareness of the barriers that exist at points of transition
- develop new tools and resources to challenge the injustices that reduce deaf people's aspirations and limit their education and career paths
- create opportunities and networks, across communities and spaces
- campaign for the change that is needed if deaf people are to thrive within and contribute fully to society
- support deaf individuals to aspire and succeed

Our core development and campaigning work happens in London. Online BSL training and digital resources reach a wider deaf audience, nationally.

b. Strategies for achieving objectives

Deaf Unity's current strategy and programmes span 5 key areas of activity:

1. Working with education providers and deaf young people to ensure dreams are being nurtured and appropriate support is provided for **progression into further education and work**. We believe that leaving school should be a gateway to endless possibilities.
2. Pushing for deaf people to enjoy the same rights and opportunities as others when **entering the workforce**: we provide resources, training and support; and share best practice models.
3. Supporting **progression within the workplace**, through training and networking opportunities. We work to challenge and overcome the barriers that deaf people face.
4. Working across London's deaf community to foster a richer, connected life: **regular meet-ups and shared activities** nurture a sense of self and community, build relationships, share learning, information and ideas. This community makes an important contribution to our work, helping to highlight areas of shared concern and need and providing a sounding board for new projects.

DEAF UNITY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

Objectives and activities (continued)

5. Promoting **deaf role models who provide inspiration** and illuminate the many paths open to deaf people, whether around education, career paths or purely embracing deafhood and thriving.

c. Main activities undertaken to further the Charity's purposes for the public benefit

The trustees have referred to the Charity Commission's guidance on public benefit in reviewing the charity's aims and objectives and in planning its future actions.

Achievements and performance

This has been an important and busy year for Deaf Unity, as we started implementing our new strategy and plan, developed in late 2023, with an ever keener focus on the barriers and points of inertia that are experienced by deaf people on their journeys through education and employment.

As ever when developing our plans and activities, we drew directly on the experiences and perspectives of deaf people themselves. In partnership with the UK Deaf Students Union, we explored directly with deaf and hard of hearing university students, through a series of in-depth focus groups and 1-to-1 discussions., the challenges that they had experienced in making the transition from school to university. They overwhelmingly felt that they were poorly informed about what to expect as deaf students, before arriving at university. Key, recurring themes included:

- The huge step between school (where support/services are provided for pupils) and university, where they are expected to arrange everything independently.
- Lack of advance information about Disabled Students Allowance (DSA), which is vital in arranging support: many students miss several weeks of early lectures because funds are not yet in place.
- Lack of support on arrival at university, with poor access provision and low staff awareness or understanding of their needs, despite universities being made aware of their deafness in advance.

All agreed that access to an information pack while still at school (at the time of considering/applying to university) and to a well-structured welcome pack on arrival at university, would have made a huge difference in easing the transition and enabling them to settle into their studies. We have now started work to develop and pilot just such resources, working closely with deaf students over the coming year to co-produce packs that will bridge the information gap between school and university. We aim to make these widely available from the start of the 2026 academic year.

Students also highlighted the heavy burden placed on them to advocate and educate right across their universities, due to lack of deaf awareness. Deaf Unity continues to address the need for greater accessibility and inclusion in university settings, through our year-round delivery of Deaf Awareness training for university staff.

In parallel we reached out to several schools with a specialist offer for deaf and hard of hearing children, to explore how they supported these pupils ahead of the transition into further studies and employment. We had hoped to find existing models of good practice, that might readily be adapted for mainstream schools for the benefit of their own deaf pupils. In fact, we encountered significant gaps and need in these specialist settings too, with very little in the way of an organised career curriculum. These schools typically served students with complex needs and lower literacy levels: the support they most wanted was in the form of e.g. careers talks/advice from deaf employees working in more accessible/less professionalised roles and help with building direct relationships with employers. This is quite different from the needs that Deaf Unity has met in the past and given the limited capacity within our small charity, we did not feel able to give immediate attention to tackling these specific gaps. The discussions have however been hugely valuable in informing our longer-term plans.

DEAF UNITY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

Achievements and performance (continued)

Deaf Unity's work is about finding new approaches and interventions that enable deaf people to fully realise their potential and thrive within society – creating and embedding practices that continue far beyond any individual project or experiment. Impacts can take a long while to track and document. We were delighted to learn this year that over 10 years since University College London's Discover UCL summer schools started welcoming prospective deaf students to the campus for a bespoke, residential pre-application experience (first piloted with Deaf Unity in 2012), 129 students had attended the residential. The available data shows that of 95 students attending between 2013/14 and 2019/20, 74 students had entered higher education – with 12 of the 51 students whose degree outcomes are known achieving first class degrees.

Deaf Unity's community programmes remained vital at a time when cost of living pressures and wider financial strains continued to increase the sense of isolation and uncertainty across our community. We were delighted to be invited by Greater London Authority to produce a video about Deaf Unity's many activities happening across London, bringing deaf people together to learn, share friendships and fun, and make their voices heard. The video can be seen here: <https://www.youtube.com/watch?v=i930y7AKsKo>.

Several projects came to an end this year. We welcomed 200 people to the round-up celebrations and exhibition for our Deaf Eyes project, that brought together deaf people from different parts of London to record memories and reflections in creative ways. This was a wonderful opportunity for individuals to come together and give time and space to their individual experiences – which perhaps inevitably included feelings of being left behind by the speed of change happening in technology, society, work and life. Later in the year we celebrated the success of 11 parents of deaf children and deaf migrants and refugees, receiving their Level 1 British Sign Language certificates on completing a free course, funded by Greater London Authority.

We are enormously grateful to the new funders who have stepped up to allow vital projects such as Deaf Lives to continue, beyond their initial funding – enabling an ongoing, open and instructive dialogue around needs, interest and crisis. Deaf Lives is a vibrant, dynamic and relevant space, with topics of discussion and guest speakers all chosen by members of the group and bringing new information, insights and connectivity to this diverse community in West London.

Our monthly BSL café, attended by both deaf and hearing BSL users and learners, continues to meet at Southbank: in October we were excited to welcome a group of deaf filmmakers from Hong Kong, showcasing a film at the BFI London Film Festival: they had heard about our café and were keen to connect.

Meanwhile Healthy Deaf Minds London, a valuable forum for sharing information, experiences and awareness around mental health, health and wellbeing issues, meets regularly to hear from deaf professionals using British Sign Language and also non-deaf professionals assisted by BSL interpreters, with guests sharing not only professional knowledge but also personal lived experience. The focus of our September event for example was 'Living with Deaf Dementia': speakers and guests included: Dr Jo Atkinson, Deaf Clinical Psychologist; Katy Judd, a consultant nurse from 'Deaf with Dementia' specialising in young onset and unusual dementias; and Freda Bradshaw and Louise Able, both sharing their lived experience of caring for loved ones. These are important opportunities for deaf people to access information and ideas in their own language, BSL, and to ask questions and explore these topics: access to information is a key part of mental wellbeing. We are now planning a special Healthy Deaf Minds event in June 2025, marking the 100th meeting since the events started in 2000.

In 2024 Deaf Unity's community-based activities reached 75 regular participants – coming together to build new connectivity, share ideas and information, and give voice to the particular concerns and experiences of deaf people in London. We feel grateful for the knowledge and insights that they contribute to our work.

DEAF UNITY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

Achievements and performance (continued)

The year saw strong demand for training in both BSL and Deaf Awareness: we provided training for 300 Deaf Awareness participants and 87 BSL participants, face to face and online, mainly in London but also in Glasgow and with new courses planned in Bournemouth in 2025. This activity provides vital income for Deaf Unity while also directly supporting our objectives around developing capacity and skills among deaf people and promoting their full participation in society. As part of a unique culture in its own right, BSL creates bridges with the hearing and empowers deaf people, supporting equal access to education, healthcare, and wider services. These training programmes can play an important part in building a culture of greater equity and understanding: for example, one university where we have been delivering Deaf Awareness training is now keen to introduce BSL as an integral part of their language offer, delivered by in-house teams – an exciting departure that will undoubtedly enrich the experiences of future deaf and hard of hearing students.

Training provision has not been without its challenges: in February the departure of the part-time manager previously leading on this strand of work brought substantial pressures in terms of capacity. This was moreover at a time when Deaf Unity was in the process of transferring all learner and participant records over to a new CRM system – a demanding and time-consuming process at the best of times. Our training programmes are core to our mission and financial security and the Board decided to invest in a dedicated, full-time role of Training and Operations Manager, to ensure we maintain our focus on quality and excellent customer relationships and care as activity increases. The recruitment process was, inevitably, lengthy and time-consuming: it is not easy to find candidates with the requisite professional skills combined with knowledge of/passion for the deaf community and – ideally- some BSL knowledge, and Deaf Unity offers interviews to all deaf applicants as a matter of policy. We received over 200 applications, including many of a very high standard, and a new appointment will be in post in early 2025.

We were sorry also this year to say good bye to one of our Trustees, Susan Kukunda, who has served on the Board for 2 years. We are grateful to Susan for her many contributions over what have been formative years for our charity and for advocating for the community she is a strong member of.

In summer 2024 we undertook a skills audit for the Board of Trustees. This was encouraging in reaffirming the breadth and depth of existing skills and knowledge across the group, while also enabling us to plan future training as part of a wider organisational development programme planned for 2025. We were delighted in July to welcome to the Board a new Trustee, Kirstie Neale, a deaf academic (and former BSL learner with Deaf Unity) who brings particular strengths in campaigning for disability justice. Kirstie has been a UN Delegate for the Commission on the Status of Women, working with local, national and international contacts to investigate the intersections between gender, disability and Deaf issues. She is a welcome and inspiring addition to our small team.

Financial review

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

DEAF UNITY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

b. Reserves policy

The Trustees have reviewed and updated the reserves policy and aim to hold £30,000 in free reserves, as activity continues to grow and the charity moves towards employing a small core team of staff on a salaried basis. This sum is intended to enable Deaf Unity to continue to operate in the short term in the event of unexpected delays in the receipt of income or unexpected expenditure.

At the close of December 2024, unrestricted funds stood at £48,686.

The Trustees have agreed to transfer £8,627 previously held in the designated fund back to the general fund: the designated fund now stands at £18,000. This fund is held to support the development of new initiatives and projects in response to needs identified among our community, until such time as we are able to raise the necessary funds for delivery.

c. Financial position at year end

The financial transactions of the charity during the year and the position at the end of the year are set out in the attached accounts. Total income for the year ended 31 December 2024 was £128,578 and expenditure was £146,333 (£128,740 and £106,514 respectively in 2023), leading to an operating deficit of £17,755 (surplus of £22,226 in 2023).

Increased expenditure in the year was the result of an increase in the costs of developing and managing educational activity (£90,306 in 2024 compared to £66,519 in 2023), in part as a consequence of the departure of the BSL coordinator early in the year: this activity (and associated set-up of a CRM system) required a substantial additional time commitment from the CEO while recruitment was under way. The new post-holder (now titled Training and Services Manager with a broader remit) is now in place, as of early 2024. Additional costs were also incurred for expert support around developing future plans and fundraising strategies around these activities. General support costs were higher than the previous year (£20,403 in 2024 compared to £7,805 in 2023), in part reflecting the fees incurred for installing and setting up the new CRM system.

The charity's 2023 figures are restated in the accounts, reflecting a move from a Receipts and Payments basis to an Accruals basis in 2024. This led to a transitional adjustment of £11,124 in the accounts. Deaf Unity ended the year with total funds of £64,512 (£82,267 in 2023), of which £15,826 was in restricted funds and £48,686 in unrestricted funds.

2024 was a very successful year in terms of fundraising and we are grateful to the many new funders who generously confirmed funding towards our work this year. They include the Garfield Weston Foundation, the City Bridge Foundation, Trust for London, Heathrow Community Trust, Barchester's Charitable Foundation and the Leathersellers Foundation. Much of this funding will be received in 2025, and we are starting this next year in a strong position and able to undertake important organisational development activity that will stand the charity in good stead as we continue to expand our activities and reach.

Structure, governance and management

a. Constitution

Deaf Unity is a registered charity (number 1190885) constituted under a Charity Commission Scheme.

Deaf Unity is a Charitable Incorporated Organisation (CIO) (Company number CE023602) and its constitution stipulates that an executive committee of not less than three members will meet twice a year, with additional meetings when called. There is no maximum number of Trustees.

DEAF UNITY**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

Structure, governance and management (continued)**b. Methods of appointment or election of Trustees**

Apart from the first charity trustees, trustees are appointed for a term of 3 years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as charity trustees, the charity trustees have regard to the skills, knowledge and experience needed for the effective administration of the CIO. Every new trustee is provided with, on or before his or her first appointment: (a) a copy of the current version of the constitution and (b) a copy of the CIO's latest Trustees' Annual Report and statement of accounts.

Members currently number 5 and bring direct, lived experience of deafness, they are culturally diverse and representative of the ethnicities and backgrounds of the communities we serve.

c. Financial risk management

The Trustees have assessed the major risks to which the Charity is exposed, in particular those related to the operations and finances of the Charity, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

Plans for future periods

2025 will bring a strong focus on organisational development, systems and structures, designed to strengthen our charity's effectiveness and resilience for the long term. We plan to bring Deaf Unity's core team into a salaried structure, while continuing to draw on a small, skilled freelance team for training delivery and to manage and support individual projects. The transition will benefit from external, specialist support around organisational development/governance and evaluation, kindly funded by a development grant from Trust for London. We are grateful also to the generous core funders – notably the Garfield Weston Foundation and City Bridge Foundation – who have enabled the stability and 'headroom' needed for us to plan this move with confidence.

DEAF UNITY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

Plans for future periods (continued)

With this strengthened structure we will continue to develop and design new interventions, guided by the needs and experiences of our community. Priority projects for the year ahead include:

- Developing resource packs that bridge the gap between school and university for deaf students, as described previously. Fundraising is well under way and we aim to have the first packs ready for testing with students in late 2025.
- Working to create effective, accessible online versions of our BSL/deaf awareness courses, in response to increasing requests from existing learners for the option of courses that might be undertaken remotely, in their own time. This development will be linked to an update and redesign of our website to improve the user experience, navigation and engagement and to add features such as payment processing and user accounts.

All activities will continue to be driven by and tested with our deaf community, every step of the way. We will continue to support our deaf community in London through regular meetups, information sharing and consultation – with their lived experience, perspectives and needs feeding directly into our plans.

Statement of Trustees' responsibilities

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 & 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 its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and 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 Charity Commission Scheme. 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.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Stephen Norton

.....
Stephen Norton
Trustee

Date: 6 May 2025

DEAF UNITY**INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024**

Independent examiner's report to the Trustees of Deaf Unity ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 December 2024.

Responsibilities and basis of report

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

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

Independent examiner's statement

Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with 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) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.


I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed: 

Dated: 6 May 2025

Reema Mistry FCA

Griffin Stone Moscrop & Co
Chartered Accountants
21-27 Lamb's Conduit Street
London
WC1N 3GS

DEAF UNITY

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	As restated Total funds 2023 £
Income from:					
Donations and legacies	2	10,879	16,119	26,998	19,352
Charitable activities	3	101,580	-	101,580	109,388
Total income		112,459	16,119	128,578	128,740
Expenditure on:					
Charitable activities	4	116,188	30,145	146,333	106,514
Total expenditure		116,188	30,145	146,333	106,514
Net (expenditure)/income		(3,729)	(14,026)	(17,755)	22,226
Transfers between funds	15	539	(539)	-	-
Net movement in funds		(3,190)	(14,565)	(17,755)	22,226
Reconciliation of funds:					
Total funds brought forward as previously stated		40,752	30,391	71,143	60,041
Prior year adjustment		11,124	-	11,124	-
Total funds brought forward as restated		51,876	30,391	82,267	60,041
Net movement in funds		(3,190)	(14,565)	(17,755)	22,226
Total funds carried forward		48,686	15,826	64,512	82,267

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

The notes on pages 12 to 24 form part of these financial statements.

DEAF UNITY

BALANCE SHEET
AS AT 31 DECEMBER 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	10	81	301
		<u>81</u>	<u>301</u>
Current assets			
Debtors	11	26,795	13,433
Cash at bank and in hand		80,294	71,133
		<u>107,089</u>	<u>84,566</u>
Creditors: amounts falling due within one year	12	(42,658)	(2,600)
Net current assets		<u>64,431</u>	<u>81,966</u>
Total net assets		<u><u>64,512</u></u>	<u><u>82,267</u></u>
Charity funds			
Restricted funds	15	15,826	30,391
Unrestricted funds	15	48,686	51,876
Total funds		<u><u>64,512</u></u>	<u><u>82,267</u></u>

The financial statements were approved and authorised for issue by the Trustees on 06 May 2025 and signed on their behalf by:

Stephen Norton

.....
Stephen Norton
Trustee

The notes on pages 12 to 24 form part of these financial statements.

DEAF UNITY**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

1. Accounting policies**1.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and 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 Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Deaf Unity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

1.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

DEAF UNITY**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024****1. Accounting policies (continued)****1.4 Tangible fixed assets and depreciation**

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, .

Depreciation is provided on the following basis:

Office equipment	-	25% Straight line basis
Computer equipment	-	25% Straight line basis

1.5 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.6 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the statement of financial activities as a finance cost.

1.8 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

DEAF UNITY

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

1. Accounting policies (continued)**1.9 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2. Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Donations	129	57	186	50
Grants	10,750	16,062	26,812	19,302
Total 2024	10,879	16,119	26,998	19,352
Total 2023	50	19,302	19,352	

3. Income from charitable activities

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
British Sign Language (BSL) Course fees	34,518	34,518	59,554
Training fees	967	967	1,274
Interpreting fees	62,445	62,445	47,710
Job adverts	3,650	3,650	850
Total 2024	101,580	101,580	109,388

DEAF UNITY

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

4. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
Development costs (educational training and information)	70,407	19,899	90,306	66,519
Translation and interpretation costs	32,499	3,125	35,624	32,190
Support costs	13,282	7,121	20,403	7,805
	<u>116,188</u>	<u>30,145</u>	<u>146,333</u>	<u>106,514</u>
Total 2023	<u>81,693</u>	<u>24,821</u>	<u>106,514</u>	

5. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Grant funding of activities (Note 6) 2024 £	Support costs 2024 £	Total funds 2024 £	Total funds 2023 £
Development costs (educational training and information)	90,306	-	-	90,306	66,519
Translation and interpretation costs	35,624	-	-	35,624	32,190
Support costs	-	4,802	15,601	20,403	7,805
	<u>125,930</u>	<u>4,802</u>	<u>15,601</u>	<u>146,333</u>	<u>106,514</u>
Total 2023	<u>98,709</u>	<u>-</u>	<u>7,805</u>	<u>106,514</u>	

DEAF UNITY

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

5. Analysis of expenditure by activities (continued)**Analysis of direct costs**

	Development costs 2024 £	Translation and interpretation costs 2024 £	Total funds 2024 £	Total funds 2023 £
Freelance costs	78,118	33,579	111,697	88,423
Professional fees	-	2,045	2,045	-
Exam board certification	9,285	-	9,285	7,291
Rent (hire for events)	2,903	-	2,903	2,995
	<u>90,306</u>	<u>35,624</u>	<u>125,930</u>	<u>98,709</u>
Total 2023	<u>66,519</u>	<u>32,190</u>	<u>98,709</u>	

DEAF UNITY

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

5. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2024 £	Total funds 2023 £
Audit and accountancy fees	5,299	4,122
Bank and Paypal fees	112	68
Consulting	-	1,600
Entertainment and gifts	-	196
Postage, freight and courier	215	97
General expenses	1,572	34
Insurance	299	299
Printing and stationery	61	-
Computer maintenance costs	5,144	457
Trustees' training	455	125
Subscriptions and memberships	1,008	489
Telephone and internet	20	367
Travel and subsistence	480	89
Advertising and marketing	716	-
Depreciation	220	(138)
	<u>15,601</u>	<u>7,805</u>

6. Analysis of grants

	Grants to Institutions 2024 £	Total funds 2024 £	Total funds 2023 £
Grants	<u>4,802</u>	<u>4,802</u>	<u>-</u>

The above grant represents donated funds in Somalia to assist deaf children. The funds were originally given for Deaf Unity from the Somali community to do work in Somalia and help deaf people there. This request has now been fulfilled.

7. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £5,299 (2023 - £4,122).

DEAF UNITY

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**8. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 December 2024, no Trustee expenses have been incurred (2023 - £NIL).

9. Related party transactions

Key management personnel are considered to be the Board of Trustees and the Chief Executive Officer. The aggregate amount paid to the Chief Executive Officer totalled £23,093 for services provided to the charity.

10. Tangible fixed assets

	Office equipment £	Computer equipment £	Total £
Cost or valuation			
At 1 January 2024	163	721	884
At 31 December 2024	<u>163</u>	<u>721</u>	<u>884</u>
Depreciation			
At 1 January 2024	41	542	583
Charge for the year	41	179	220
At 31 December 2024	<u>82</u>	<u>721</u>	<u>803</u>
Net book value			
At 31 December 2024	<u>81</u>	<u>-</u>	<u>81</u>
At 31 December 2023	<u>122</u>	<u>179</u>	<u>301</u>

11. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	26,795	13,432
Other debtors	-	1
	<u>26,795</u>	<u>13,433</u>

DEAF UNITY

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

12. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	585	680
Accruals and deferred income	42,073	1,920
	42,658	2,600

Deferred income of £36,868 relates to fees received for courses to be held in 2025 as well as grants to be used for 2025 projects.

13. Financial instruments

	2024 £	2023 £
Financial assets		
Financial assets measured at fair value through income and expenditure	80,294	71,133
	80,294	71,133

Financial assets measured at fair value through income and expenditure comprise cash at bank.

14. Prior year adjustments

The charity switched from cash to accruals accounting, providing a fuller and more rigorous analysis of Deaf Unity's financial circumstances. The financial impact relates to trade debtors, trade creditors, other creditors and accruals. The Statement of Financial Activities for the year ended 31 December 2024 includes a prior year adjustment of £11,124 within unrestricted funds.

DEAF UNITY

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

15. Statement of funds

Statement of funds - current year

	As restated Balance at 1 January 2024 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 December 2024 £
Unrestricted funds					
Designated funds					
Projects	16,520	-	-	(5,893)	10,627
Staffing	8,910	-	-	(2,847)	6,063
Operations	2,000	-	-	(690)	1,310
	<u>27,430</u>	<u>-</u>	<u>-</u>	<u>(9,430)</u>	<u>18,000</u>
General funds					
General Funds	24,446	112,459	(116,188)	9,969	30,686
	<u>51,876</u>	<u>112,459</u>	<u>(116,188)</u>	<u>539</u>	<u>48,686</u>
Restricted funds					
International Leadership Project Funding	4,800	2	(4,802)	-	-
The Deaf Futures	493	-	-	(493)	-
The Churchill Fellowship	5,800	-	(4,694)	-	1,106
London Catalyst	3,000	-	(2,000)	-	1,000
Deaf Lives	2,024	7,563	(6,412)	-	3,175
National Lottery Communities Fund	5,158	-	(5,112)	(46)	-
Healthy Deaf Minds	3,131	55	(458)	-	2,728
GLA (Building Strong Communities)	5,985	999	(6,291)	-	693
Trust for London	-	7,500	(376)	-	7,124
	<u>30,391</u>	<u>16,119</u>	<u>(30,145)</u>	<u>(539)</u>	<u>15,826</u>
Total of funds	<u><u>82,267</u></u>	<u><u>128,578</u></u>	<u><u>(146,333)</u></u>	<u><u>-</u></u>	<u><u>64,512</u></u>

DEAF UNITY

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

15. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 January 2023 £	Income £	Expenditure £	Transfers in/out £	As restated Balance at 31 December 2023 £
Unrestricted funds					
Designated funds					
Projects	16,470	-	-	50	16,520
Staffing	8,910	-	-	-	8,910
Operations	2,000	-	-	-	2,000
	<u>27,380</u>	<u>-</u>	<u>-</u>	<u>50</u>	<u>27,430</u>
General funds					
General Funds	<u>(3,300)</u>	<u>109,438</u>	<u>(81,692)</u>	<u>-</u>	<u>24,446</u>
Total Unrestricted funds	<u>24,080</u>	<u>109,438</u>	<u>(81,692)</u>	<u>50</u>	<u>51,876</u>
Restricted funds					
International Leadership Project Funding	4,800	-	-	-	4,800
The Deaf Futures	493	-	-	-	493
The Churchill Fellowship	3,305	-	(4,200)	6,695	5,800
London Catalyst	3,000	-	-	-	3,000
Deaf Lives	14,822	6,738	(12,791)	(6,745)	2,024
National Lottery Communities Fund	9,540	-	(4,382)	-	5,158
Healthy Deaf Minds	-	3,569	(438)	-	3,131
GLA (Building Strong Communities)	-	8,995	(3,010)	-	5,985
	<u>35,960</u>	<u>19,302</u>	<u>(24,821)</u>	<u>(50)</u>	<u>30,391</u>
Total of funds	<u>60,040</u>	<u>128,740</u>	<u>(106,513)</u>	<u>-</u>	<u>82,267</u>

DEAF UNITY

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

16. Statement of funds (Continued)

Designated funds

Trustees authorised unrestricted funds to be used to cover expenditure for the following areas:

Projects

Funds set aside to cover projects relating to consultations, online courses, dictionary.

Staffing

Funds set aside to cover various staffing roles including Administrator, project manager, CEO, writers, development officer and interpreters.

Operations

Funds set aside to cover costs of training, as required.

DEAF UNITY**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Restricted fundsInternational Leadership Project

In 2013, the International Leadership Project Funding community in Shepherd's Bush fundraised £4,800. This was a reserved pot of money to be spent only on project(s) in Somalia for the benefit of deaf people. This request has been fulfilled in 2024 with the total fund spent on work in Somalia helping deaf people there.

The Deaf Futures

The Deaf Futures fund represents funding received for the purpose of creating a digital series and paying speakers and access requirements. There is no restriction attached to the remaining balance of £493 which has now been transferred to designed funds.

The Churchill Fellowship

The Churchill Fellowship fund represents funding received for an employability project.

London Catalyst

A grant from the London Catalyst for a programme of Deaf Awareness health workshops and training resources. The remaining £1,000 will be used in 2025 to support development of information packs for deaf students as approved by the restricted donor.

Deaf Lives

Deaf people are systematically, culturally and linguistically isolated and disenfranchised. This project seeks to create a responsive series of workshops and information sharing sessions, led by the attendees themselves from the boroughs of Hounslow and Ealing.

National Lottery Communities Fund (Deaf Eyes)

This enrichment project is led by an acclaimed deaf artist. He will be bringing together deaf people from across London to reflect on the experience of being deaf and express their lived-experience through artwork relating to handshapes and wireframe forms. The art work has been exhibited towards the end of 2024. This fund has been fully utilised now.

Healthy Deaf Minds

This fund represents the accumulation of entrance fees and donations since Healthy Deaf Minds was founded over 20 years ago. It has been donated on the understanding that the money will be used to facilitate periodic public meetings for BSL signing deaf people to learn about, and discuss, topics pertaining to well-being in its broadest sense. If, after a year from today's date, that there is insufficient interest from the deaf community, the remaining donated money can be used for whatever purposes that closely matches HDM's vision.

GLA (Building Strong Communities)

Funded by the Greater London Authority (GLA), this provides our high-quality sign language teaching free-of-charge to two groups of people who most need it: families of deaf children and recent immigrants to the UK. This funding has allowed 10 immigrants and 15 parents of deaf children to access free BSL Level 1 courses that will result in a recognised Signature qualification. Alongside the language learning, communities are being built that will continue to support and nurture participants for the rest of their lives.

Trust for London

The funding is for consultancy support (advising on governance, management, organisational structure, evaluation); staff time to fully engage with this process; and associated staff training to embed new systems and policies

DEAF UNITY

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

17. Analysis of net assets between funds**Analysis of net assets between funds - current period**

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	81	-	81
Current assets	91,263	15,826	107,089
Creditors due within one year	(42,658)	-	(42,658)
Total	<u>48,686</u>	<u>15,826</u>	<u>64,512</u>

Analysis of net assets between funds - prior period

	As restated Unrestricted funds 2023 £	Restricted funds 2023 £	As restated Total funds 2023 £
Tangible fixed assets	301	-	301
Current assets	54,175	30,391	84,566
Creditors due within one year	(2,600)	-	(2,600)
Total As restated	<u>51,876</u>	<u>30,391</u>	<u>82,267</u>

DEAF UNITY

England & Wales - Charity number 1190885

Accounts

Registered Charity No. 1190885
Company registration No. CE023602

DEAF UNITY

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

**DEAF UNITY
FOR THE YEAR ENDED 31 DECEMBER 2023
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**DEAF UNITY
FOR THE YEAR ENDED 31 DECEMBER 2023
CHARITY INFORMATION**

Head Office

Office 75652
PO Box 6945
London
W1A 6US

Registered Charity Number

1190885

Company Registration Number

CE023602

Trustees (also directors under company law) who served during the year and up to the date of this report were as follows:

Alexandra Marchesi
Stephen Norton
Paul Ntulila
Bassim Baz
Susan Kukunda

Bankers

HSBC
593 - 599 Fulham Road
Fulham
London
SW6 5UA

Independent Examiner

Griffin Stone Moscrop & Co
Chartered Accountants
21-27 Lamb's Conduit Street
London
WC1N 3GS

DEAF UNITY FOR THE YEAR ENDED 31 DECEMBER 2023 REPORT OF THE TRUSTEES

The trustees present their report and the financial statements of the charity for the year ended 31 December 2023.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the charity's constitution (adopted on 10 August 2020) and the requirements of the Charities Act 2011.

Objectives and activities

The charity's objectives are the development of capacity and skills among deaf people, enabling them to participate more fully in society; the promotion of equality and diversity; the promotion of the social inclusion among deaf and hard of hearing people; and the provision of wider support e.g. access to translators and interpreters.

Our mission is to empower deaf people and to push for and enable change at three pivotal transition points: moving on from school to further studies/work; entering the workforce; and progression in the workplace.

As a London-based organisation, we rally deaf Londoners around key barriers facing our community. Together we:

- raise awareness of the barriers that exist at points of transition.
- develop new tools and resources to challenge the injustices that reduce deaf people's aspirations and limit their education and career paths.
- create opportunities and networks, across communities and spaces.
- campaign for the change that is needed if deaf people are to thrive within and contribute fully to society.
- support deaf individuals to aspire and succeed.

Our core development and campaigning work happens in London. Online BSL training and digital resources reach a wider deaf audience, nationally.

Deaf Unity's current strategy and programmes span 5 key areas of activity:

1. Working with education providers and deaf young people to ensure dreams are being nurtured and appropriate support is provided for **progression into further education and work**. We believe that leaving school should be a gateway to endless possibilities.
2. Pushing for deaf people to enjoy the same rights and opportunities as others when **entering the workforce**. We provide resources, training and support; and share best practice models.
3. Supporting **progression within the workplace**, through training and networking opportunities. We work to challenge and overcome the barriers that deaf people face.
4. Working across London's deaf community to foster a richer, connected life: **regular meet-ups and shared activities** nurture a sense of self and community, build relationships, share learning, information and ideas. This community makes an important contribution to our work, helping to highlight areas of shared concern and need and providing a sounding board for new projects.
5. Promoting **deaf role models who provide inspiration** and illuminate the many paths open to deaf people, whether around education, career paths or purely embracing deafhood and thriving.

Public Benefit

The trustees have referred to the Charity Commission's guidance on public benefit in reviewing the charity's aims and objectives and in planning its future actions.

Achievements and performance

We are very proud of the work that we have achieved over the last year to eighteen months. We have really taken the time to sit and listen to our community and understand the challenges that they face, both in relation to our core areas of work and also the additional barriers, frustrations and disenfranchisement that is felt across all parts of life. Being deaf and disabled at the moment is tougher than ever, with the cost-of-living crisis, changes to the support provided through Personal Independence Payments (PIP) and Access to Work; the deaf community is feeling less and less seen and heard by government and decision-makers.

We responded to this by putting a stronger focus on community projects, and the year ending December 2023 saw three of our funded projects nearing their end. These projects have allowed us to build and nurture relationships with individuals and groups across London, enabling an open and instructive dialogue around needs, interest and crisis.

To illustrate:

We have been able to launch a ground-breaking project, funded by the Greater London Authority, providing free sign language training to two different groups: parents of deaf children and recent immigrants to the UK. Training leads to a recognised Signature qualification. There remains a pressing need, as campaigns to secure free training for families of deaf children have had little success to date. Meanwhile a number of cuts to support programmes and increasing racial tension can create huge barriers for people coming to the UK who not only do not speak English but also do not know British sign language. Deaf Unity has successfully provided Level 1 BSL training, free of charge, to both groups – not only providing critical support and training in the immediate-term, but also highlighting the value of and need for such provision. Cost should not prevent a family from being able to communicate with their child; nor should someone be excluded from the wider community owing to being deaf and an immigrant. The training has created support networks that will extend far beyond the life of the project and we are extremely proud of being able to deliver this.

Another project we are very proud of is our *Deaf Lives* community consultation project, funded by People's Health Trust. Focusing on the deaf community in west London, we have created a dynamic space where deaf individuals scattered throughout the area can come together to provide and receive support from their peers, as well as receiving information and training in a safe space, in their natural language. This is a wonderful and important opportunity: it is proven that deaf people learn better in group settings, where sign language is used and there is the opportunity for discussion and to ask questions. Topics have all been chosen by members of the group as have the frequency, venues, and timings of the meetings. This is a truly community-owned project that has seen presentations from leading deaf organisations speaking directly to their stakeholders and informing them of vital services and support. Thus, this work has not only provided a space for deaf individuals to come together fortnightly – recreating the now lost *Deaf Club* spaces – it has also supported and amplified the work of other deaf organisations supporting deaf people in London. In addition, it has bolstered the efforts of pre-existing groups that were struggling to get a foothold and regular support from the community.

Lastly, our *Deaf Eyes* creative project, funded by the National Lottery Community Fund, has seen sensitive and reflective activity, bringing deaf people from different parts of London to contribute to an art and reminiscence project using artistic techniques to record memories and reflections. This has been a wonderful opportunity for deaf people to come together and give time and space to feelings of being left behind by the changes experienced in the last few years in technology, society, work, and life. It has been an enriching experience for those involved and the work will be showcased for a broad audience when it comes to a close, celebrating the valued and treasured experience of our deaf elders in the community.

We are also delighted that we have taken over the running of *Healthy Deaf Minds London*, which was founded in 2000, as this links directly to work in our community. We hope we can continue this for many years.

In 2023 these and other community-based activities reached 130+ regular participants. We feel grateful that we move into 2024 with a strong connection to the deaf community of London that is based on recognition and trust.

In addition, in 2023 we provided regular online BSL training for 115 students in groups based in London and Glasgow. Groups have a regional focus to reflect regional variances in BSL. This work directly supports Deaf Unity's mission: as a unique culture in its own right, BSL creates bridges with the hearing and empowers deaf people, supporting equal access to education, healthcare, and wider services. Training provision represents a valuable income stream for our small charity.

Plans for future periods

Deaf Unity has taken the learning from these last 18 months and distilled it into a new and ambitious strategy that leverages the insights gained from conversations and activities with the deaf community. The new strategy targets with a laser focus the barriers and points of inertia that are felt by deaf people when transitioning at the three main points identified earlier: moving on from school to further studies/work; entering the workforce; and progression in the workplace.

Our process is as follows: the initiatives suggested by our stakeholders will be the starting point for meaningful initiatives, resources and relationships to drive the changes that are needed. New approaches will be designed and tested with our community and with partners in London – schools, colleges, universities, employers, voluntary groups and wider stakeholders - so as to develop and evidence robust interventions that make a real difference in the lives of deaf people. New tools, resources, advocacy, and awareness will challenge the injustices that deny deaf people the same opportunities as their hearing peers.

Successful, proven provision will then be disseminated through digital media and partners to amplify their impact across the UK. This approach is built on recognising the rich and vibrant deaf community in London that is incredibly representative of a range of people's journeys, needs and aspirations.

Over the coming year Deaf Unity will focus on the following:

- developing a series of resources and approaches that provide inspiring, impactful careers advice for secondary age deaf students. Research by the National Deaf Children Society showed that only 12% of parents of deaf young people aged 15-18 felt that their child had received tailored careers advice that focused on their needs; 90% of parents felt that their child's career options would be limited in the future.
- pushing for increased information provision and access to support for deaf FE/HE students, at a time when they face exceptional pressures in completing their studies. A recent poll showed that a chronic shortage of vital support at university (waits of up to a year for e.g. interpreters, specialist tutors and note-taking in lectures) was driving deaf students to consider abandoning their degrees.
- exploring and identifying with a small group of jobseekers the specific interventions that have greatest impact in enabling successful transitions into work and career progression.

We will continue to support our deaf community in London through regular meet-ups, information sharing and consultation: their lived experience, perspectives and needs will continue to drive our work.

Financial review

The financial transactions of the charity during the year and the position at the end of the year are set out in the attached accounts.

Receipts for the year ending 31st December 2023 was £115,316, compared to £89,365 in 2022. This increase was the result of increased demand for our BSL training courses and for BSL interpreting. Our interpreting service started in 2022, with c. £6,000 generated in this first year and included that year under course fees. For 2023, interpreting income is shown separately and totalled £47,710.

Receipts from donations and grants reduced relative to last year: this is the result of the stronger focus we put on community projects in the immediate post-Covid period, with most of the grant income received in 2022 relating to community activities. In 2023 the charity reviewed its strategic direction, to focus more tightly on the three transition points noted above. Fundraising activity is now realigned to prioritise these more strategic interventions.

We are grateful to the many generous funders who have enabled our activity on the ground, right across London, bringing deaf people together to share social time, ideas, concerns and more. They include The Churchill Fellowship, London Catalyst, The People's Health Trust, GLA (Building Stronger Communities) and the National Lottery Communities Fund.

Reserves policy and position

The Trustees aim to hold sufficient levels of reserves to enable normal operating activities to continue over a period of at least 6 months should a shortfall in income occur. The corresponding target figure is £10,850. At the close of December 2023, unrestricted funds stood at £40,751. These unrestricted funds include a designated fund of £27,430 which is intended to support the development of new initiatives and projects in response to identified needs among our community, until such a point as we are able to raise the necessary funds for delivery.

Structure, Governance and Management

Deaf Unity is a Charitable Incorporated Organisation. The CIO's governing document stipulates that an executive committee of not less than three members will meet twice a year, with additional meetings when called.

Members (currently five) bring direct, lived experience of deafness, they are culturally diverse and representative of the ethnicities and backgrounds of the communities we serve. Day-to-day activities of the charity are led by CEO Abdi Gas, a deaf professional recognised for his achievements as a change-maker in education, employment and empowerment for deaf people.

We are keen to mature and deepen the expertise on the Board of Trustees, whilst retaining our strong representation of the community, through the recruitment of someone with knowledge in HR. We will advertise the role in the coming year in professional and third sector spaces, as well as within the deaf community through the relationships that we have built.

Trustees' responsibilities statement

The trustees are responsible for preparing the Trustees' Annual 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 & 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 period.

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 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- 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 proper 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 Charities (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.

Independent examiner

The firm appointed to carry out the independent examination was Griffin Stone Moscrop & Co.

Signed on behalf of the trustees



Stephen Norton, Trustee

Date: 9 May 2024

**DEAF UNITY
FOR THE YEAR ENDED 31 DECEMBER 2023**

Independent Examiner's Report to the Trustees of Deaf Unity

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2023 which are set out on pages 7 to 12.

Responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records.

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



Reema Mistry ACA
Griffin Stone Moscrop & Co
21-27 Lambs Conduit Street
London
WC1N 3GS

Date: 9 May 2024

**DEAF UNITY
FOR THE YEAR ENDED 31 DECEMBER 2023
RECEIPTS AND PAYMENTS ACCOUNT**

Funds	2023			2022
	Unrestricted £	Restricted £	Total £	Total £
Receipts				
Course Fees	46,679	-	46,679	40,755
Donations & Grants (Note 2)	50	19,302	19,352	44,974
Adverts	1,575	-	1,575	3,636
Interpreting Fees	47,710	-	47,710	-
Total receipts	96,014	19,302	115,316	89,365
Payments				
Freelance costs (Tutors, Project manager, Consultants, Writers, Interpreter)	66,220	21,522	87,742	54,238
Consultancy & professional fees	1,600	-	1,600	1,346
Exam board certification	7,291	-	7,291	6,243
Office expenses	1,849	3,299	5,148	3,343
Accounting	2,202	-	2,202	1,036
Bank Fees	68	-	68	77
Total payments	79,230	24,821	104,051	66,282
Asset purchases				
Office equipment	163	-	163	-
	163	-	163	-
Net receipts / (payments) in the year	16,621	(5,519)	11,102	23,082
Transfer between funds	50	(50)	-	-
Cash funds brought forward	24,080	35,960	60,040	36,958
Cash funds this period end	40,751	30,391	71,142	60,040

**DEAF UNITY
FOR THE YEAR ENDED 31 DECEMBER 2023
STATEMENT OF ASSETS AND LIABILITIES**

	2023	2022
	£	£
Monetary Assets		
Cash funds		
Cash at bank	71,133	60,040
	<u>71,133</u>	<u>60,040</u>
Assets retained for the charity's own use		
Fixed assets		
Computer & Office equipment (Note 3)	301	359
	<u>301</u>	<u>359</u>
Non Monetary Assets		
Assets		
Debtors (Note 4)	13,423	15,325
	<u>13,423</u>	<u>15,325</u>
Liabilities		
Creditor (Note 5)	680	2,713
Accruals (Note 6)	1,920	1,740
	<u>2,600</u>	<u>4,453</u>

Approved by the trustees and signed on its behalf by:

Stephen Norton

Stephen Norton, Trustee

Date: 9 May 2024

**DEAF UNITY
FOR THE YEAR ENDED 31 DECEMBER 2023
NOTES TO THE ACCOUNTS**

1 Accounting policies

1.1 Basis of accounting

The Financial Statements have been prepared on a receipts and payments basis in accordance with Section 133 of the Charities Act 2011.

1.2 Incoming resources

Income is recognised when received by or on behalf of the charity.

1.3 Grants and donations

Grants and donations are only included in the Receipts and Payments account when the charity has received them.

1.4 Resources used

Expenditure is recognised in the period in which it is incurred and allocated to the appropriate category. Expenditure includes irrecoverable VAT.

1.5 Debtors

Debtors are recognised at the settlement amount.

1.6 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation.

1.7 Funds

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

DEAF UNITY
FOR THE YEAR ENDED 31 DECEMBER 2023
NOTES TO THE ACCOUNTS

2 Statement of funds

	Balance at 1 January 2023	Income	Expenditure	Transfer in/(out) between funds	Balance at 31 December 2023
	£	£	£	£	£
Unrestricted funds					
Designated funds (8)					
Projects	16,470	-	-	50	16,520
Staffing	8,910	-	-	-	8,910
Operations	2,000	-	-	-	2,000
General Funds (1)	(3,300)	96,014	(79,393)	-	13,322
	24,080	96,014	(79,393)	50	40,752
Restricted funds					
International Leadership Project funding (1, 2)	4,800	-	-	-	4,800
The Deaf Futures (3)	493	-	-	-	493
The Churchill Fellowship (4)	3,305	-	(4,200)	6,695	5,800
London Catalyst (5)	3,000	-	-	-	3,000
The People's Health Trust (6)	14,822	6,738	(12,791)	(6,745)	2,024
National Lottery Communities fund (7)	9,540	-	(4,382)	-	5,158
Healthy Deaf Minds (9)	-	3,569	(438)	-	3,131
GLA (Building Strong Communities) (10)	-	8,995	(3,010)	-	5,985
	35,960	19,302	(24,821)	(50)	30,391
Total of funds	60,040	115,316	(104,214)	-	71,142

The Transfer between the two restricted funds is due to correction of previous misallocation.

	Balance at 1 January 2022	Income	Expenditure	Transfer in/(out) between funds	Balance at 31 December 2022
	£	£	£	£	£
Unrestricted funds					
Designated funds (8)					
Projects	16,470	-	-	-	16,470
Staffing	8,910	-	-	-	8,910
Operations	2,000	-	-	-	2,000
General Funds (1)	3,485	45,003	(51,787)	-	(3,300)
	30,865	45,003	(51,787)	-	24,080
Restricted funds					
International Leadership Project funding (1, 2)	4,800	-	-	-	4,800
The Deaf Futures (3)	493	-	-	-	493
The Churchill Fellowship (4)	800	17,000	(14,495)	-	3,305
London Catalyst (5)	-	3,000	-	-	3,000
The People's Health Trust (6)	-	14,822	-	-	14,822
National Lottery Communities fund (7)	-	9,540	-	-	9,540
	6,093	44,362	(14,495)	-	35,960
Total of funds	36,958	89,365	(66,282)	-	60,040

**DEAF UNITY
FOR THE YEAR ENDED 31 DECEMBER 2023
NOTES TO THE ACCOUNTS**

2 Statement of funds (continued)

(1)

Deaf Unity registered as a charitable incorporated organisation (CIO) on 17 August 2020. All funds accumulated up until that date were donated to the CIO on incorporation (£16,610 unrestricted funds and £4,800 restricted funds).

(2)

In 2013, the International Leadership Project Funding community in Shepherd's Bush fundraised £4,800. This is a reserved pot of money to be spent only on project(s) in Somalia for the benefit of deaf people.

(3)

The Deaf Futures fund represents funding received for the purpose of creating a digital series and paying speakers and access requirements.

(4)

The Churchill Fellowship fund represents funding received for an employability project.

(5)

A grant from the London Catalyst for a programme of Deaf Awareness health workshops and training resources.

(6)

The People's Health Trust, Deaf Lives - Deaf people are systematically, culturally and linguistically isolated and disenfranchised. This project seeks to create a responsive series of workshops and information sharing sessions, led by the attendees themselves from the boroughs of Hounslow and Ealing.

(7)

National Lottery Community Fund: Deaf Eyes - This enrichment project is led by an acclaimed deaf artist. He will be bringing together deaf people from across London to reflect on the experience of being deaf and express their lived-experience through artwork relating to handshapes and wireframe forms. The art work shall be exhibited towards the end of 2024.

(8)

Trustees authorised unrestricted funds to be used to cover expenditure for the following areas:

Projects: funds set aside to cover projects relating to consultations, online courses, dictionary.

Staffing: funds set aside to cover various staffing roles including Administrator, project manager, CEO, writers, development officer and interpreters.

Operations: funds set aside to cover costs of training, as required.

(9)

This fund represents the accumulation of entrance fees and donations since Healthy Deaf Minds was founded over 20 years ago. It has been donated on the understanding that the money will be used to facilitate periodic public meetings for BSL signing deaf people to learn about, and discuss, topics pertaining to well-being in its broadest sense. If, after a year from today's date, that there is insufficient interest from the deaf community, the remaining donated money can be used for whatever purposes that closely matches HDM's vision.

(10)

Funded by the Greater London Authority (GLA), this provides our high-quality sign language teaching free-of-charge to two groups of people who most need it: families of deaf children and recent immigrants to the UK. This funding has allowed 10 immigrants and 15 parents of deaf children to access free BSL Level 1 courses that will result in a recognised Signature qualification. Alongside the language learning, communities are being built that will continue to support and nurture participants for the rest of their lives.

**DEAF UNITY
FOR THE YEAR ENDED 31 DECEMBER 2023
NOTES TO THE ACCOUNTS**

3 Fixed assets - Computer & Office Equipment **£**

<u>Cost</u>	<u>Total</u>
Balance brought forward at 1 January 2022	721
Additions	163
Disposals	-
Balance carried forward at 31 December 2023	884

Depreciation	
Balance brought forward at 1 January 2022	362
Charge for the year	221
Disposals	-
Balance carried forward at 31 December 2023	583

Net Book Value	
As at 31 December 2023	301
As at 31 December 2022	359

4 Debtors	2023	2022
	£	£
Course fees	13,423	15,325
	13,423	15,325

5 Creditors	2023	2022
	£	£
Trade creditors	680	2,713
	680	2,713

6 Accruals	2023	2022
	£	£
Accountancy fee	1,920	1,740
	1,920	1,740

7 Trustees

During the period, no trustees received any remuneration or other benefits.

During the period, no expenses were reimbursed or paid directly to trustees.

DEAF UNITY

England & Wales - Charity number 1190885

Accounts

Registered Charity No. 1190885
Company registration No. CE023602

DEAF UNITY

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

DEAF UNITY
FOR THE YEAR ENDED 31 DECEMBER 2022
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DEAF UNITY
FOR THE YEAR ENDED 31 DECEMBER 2022
CHARITY INFORMATION

Page 1

<u>Head Office</u>	Office 75652 PO Box 6945 London W1A 6US
<u>Registered Charity Number</u>	1190885
<u>Company Registration Number</u>	CE023602
<u>Trustees</u>	Alexandra Ruth Marchesi Stephen William Spencer Norton Paul Ntulila Bassim Baz (appointed 30 June 2022) Susan Kukunda (appointed 12 September 2022)
<u>Bankers</u>	HSBC 21 King's Mall King Street London W6 0QE
<u>Independent Examiner</u>	Griffin Stone Moscrop & Co Chartered Accountants 21-27 Lamb's Conduit Street London WC1N 3GS

DEAF UNITY
FOR THE YEAR ENDED 31 DECEMBER 2022
REPORT OF THE TRUSTEES

Page 2

The trustees present their Annual Report and the Financial Statements of the Charity for the year ended 31 December 2022.

1. Constitution

The constitution was adopted on 10 August 2020.

2. Objectives

1. To develop the capacity and skills of the members of the socially disadvantaged community of deaf and hard of hearing people across England and Wales in such a way they are better able to identify, and help meet, their needs and to participate more fully in society;
2. The promotion of equality and diversity for the public benefit by working towards the elimination of discrimination on the grounds of disability and by fostering understanding between the deaf community and wider society; and
3. The promotion of the social inclusion among deaf and hard of hearing people who are socially excluded from society, or parts of society, as a result of being deaf by:
 - a) providing education and information to support and enable deaf parents to maximise educational opportunities for their children and themselves;
 - b) raising public awareness of the issues affecting deaf parents and their children, both generally and in relation to their social exclusion;
 - c) providing other general support including access to translators and interpreters.

3. Organisational structure

The charity governing document stipulates that an executive committee of not less than three members who will meet twice a year with additional meetings when called.

4. Trustees

Those who served during the period were as follows: -

Alexandra Ruth Marchesi
Stephen William Spencer Norton
Paul Ntulila
Bassim Baz (appointed 30 June 2022)
Susan Kukunda (appointed 12 September 2022)

Trustees are recruited by resolution passed at a properly convened meeting of the charity trustees. Trustees are provided with appropriate training to undertake the role.

5. Review of activities

The period of 2021-2022 has been one of ongoing growth and stabilising for the organisation. The previous period saw us implement a number of strategic efforts to focus on our core activities, re-energise our project work and focus on co-production and stakeholder engagement.

Within this period, we have reaped the benefits of this work, successfully attracting three (3) more funds allowing us to respond to areas of concern for the community and deliver projects and activities that speak to the heart of our charitable objectives.

Post-pandemic, we have retained the amazing growth in online courses and returned to in-person provisions, doubling our potential to deliver courses and allowing us to do so throughout the UK, generating unrestricted funding that we have been able to use to further our internal and external interests. We have developed relationships with a number of schools, universities and organisations throughout England and Scotland, which offer to become long-standing relationships.

This period has also seen us engage a number of deaf project managers and new deaf tutors, which evidences our desire and ability to upskill and remove employment barriers for deaf people within our community.

We are very excited about the coming period and our continued growth and maturation as an organisation.

DEAF UNITY
FOR THE YEAR ENDED 31 DECEMBER 2022
REPORT OF THE TRUSTEES

Page 3

6. Public Benefit

The trustees believe that the objectives and activities set out above provide public benefit.

7. Reserve policy

Reserve: £10,850

This was calculated as funds required to maintain sufficient levels of reserves to enable normal operating activities to continue over a period of at least 6 months should a shortfall in income occur and to take account of potential risk and contingencies that may arise. This covers our financial commitments to infrastructure (licences and website hosting, etc), as well as core staffing (CEO and Development Officer).

8. Trustees' responsibilities statement

The trustees are responsible for preparing the Trustees' Annual 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 & 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 period.

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 2019 (FRS 102);
- 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;
- 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 proper 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 Charities (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.

9. Independent examiner

The firm appointed to carry out the independent examination was Griffin Stone Moscrop & Co.

Signed on behalf of the trustees

Stephen Norton

Stephen William Spencer Norton, Trustee

Date: 5 June 2023

DEAF UNITY
FOR THE YEAR ENDED 31 DECEMBER 2022

Page 4

Independent Examiner's Report to the Trustees of Deaf Unity

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2022 which are set out on pages 5 to 9.

Responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records.

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



Reema Mistry ACA
Griffin Stone Moscrop & Co
21-27 Lambs Conduit Street
London
WC1N 3GS

Date: 5 June 2023

DEAF UNITY
FOR THE YEAR ENDED 31 DECEMBER 2022
RECEIPTS AND PAYMENTS ACCOUNT

Funds	2022		Total £	2021
	Unrestricted £	Restricted £		Total £
<u>Receipts</u>				
Courses	40,755	-	40,755	38,910
Donations & Grants (Note 2 (1))	612	44,362	44,974	33,005
Adverts	3,636	-	3,636	4,263
Interpreting	-	-	-	190
Total receipts	<u>45,003</u>	<u>44,362</u>	<u>89,365</u>	<u>76,368</u>
<u>Payments</u>				
Freelance costs (Tutors, Project manager, Consultants)	34,478	13,745	48,223	13,610
Tutors	5,265	750	6,015	9,955
Venue hire		-	-	750
Consultancy & professional fees	1,346		1,346	5,102
Website development		-	-	3,105
Exam board certification	6,243	-	6,243	3,615
Office expenses	3,343	-	3,343	917
Accounting	1,036	-	1,036	1,635
Bank Fees	77		77	
Total payments	<u>51,787</u>	<u>14,495</u>	<u>66,282</u>	<u>38,689</u>
<u>Asset purchases</u>				
Computer equipment	-	-	-	721
	<u>-</u>	<u>-</u>	<u>-</u>	<u>721</u>
Net receipts / (payments) in the year	- 6,785	29,867	23,082	36,958
Cash funds brought forward	<u>30,865</u>	<u>6,093</u>	<u>36,958</u>	<u>-</u>
Cash funds this period end	<u>24,080</u>	<u>35,960</u>	<u>60,040</u>	<u>36,958</u>

DEAF UNITY
FOR THE YEAR ENDED 31 DECEMBER 2022
STATEMENT OF ASSETS AND LIABILITIES

Page 6

	2022 £	2021 £
<u>Monetary Assets</u>		
<u>Cash funds</u>		
HSBC	60,040	36,958
	<u>60,040</u>	<u>36,958</u>
<u>Assets retained for the charity's own use</u>		
<u>Fixed assets</u>		
Computer equipment (note 3)	359	540
	<u>359</u>	<u>540</u>
<u>Non Monetary Assets</u>		
<u>Assets</u>		
Debtors (note 4)	15,325	1,020
	<u>15,325</u>	<u>1,020</u>
<u>Liabilities</u>		
Creditor (note 5)	2,713	750
Accruals (note 6)	1,740	1,610
	<u>4,453</u>	<u>2,360</u>

Approved by the trustees on 5 June 2023 and signed on its behalf by:

Stephen Norton

Stephen William Spencer Norton, Trustee

DEAF UNITY
FOR THE YEAR ENDED 31 DECEMBER 2022
NOTES TO THE ACCOUNTS

Page 7

1 Accounting policies

1.1 Basis of accounting

The Financial Statements have been prepared on a receipts and payments basis in accordance with Section 133 of the Charities Act 2011.

1.2 Incoming resources

Income is recognised when received by or on behalf of the charity.

1.3 Grants and donations

Grants and donations are only included in the Receipts and Payments account when the charity has received them.

1.4 Resources used

Expenditure is recognised in the period in which it is incurred and allocated to the appropriate category. Expenditure includes irrecoverable VAT.

1.5 Debtors

Debtors are recognised at the settlement amount.

1.6 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation.

1.7 Funds

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2 **Statement of funds**

	Balance at			Transfer in/(out) between funds	Balance at
	<u>1 January</u> <u>2022</u>	Income	Expenditure		<u>31 December</u> <u>2022</u>
	£	£	£		£
Unrestricted funds					
Designated funds (8)					
Projects	16,470	-	-	-	16,470
Staffing	8,910	-	-	-	8,910
Operations	2,000	-	-	-	2,000
General Funds (1)	<u>3,485</u>	<u>45,003</u>	<u>-</u>	<u>51,787</u>	<u>3,300</u>
	30,865	45,003	-	51,787	24,080
Restricted funds					
International Leadership Project funding (1, 2)	4,800	-	-	-	4,800
The Deaf Futures (3)	493	-	-	-	493
Fellowship Trust (4)	800	17,000	-	14,495	3,305
Catalyst (5)	-	3,000	-	-	3,000
The People's Health Trust (6)	-	14,822	-	-	14,822
Lottery community fund (7)	-	9,540	-	-	9,540
	<u>6,093</u>	<u>44,362</u>	<u>-</u>	<u>14,495</u>	<u>35,960</u>
Total of funds	36,958	89,365	-	66,282	60,040

Prior Year

	Balance at			Transfer in/(out) between funds	Balance at
	<u>17 August</u> <u>2020</u>	Income	Expenditure		<u>31 December</u> <u>2021</u>
	£	£	£		£
Unrestricted funds					
Designated funds (8)					
Projects				16,470	16,470
Staffing				8,910	8,910
Operations				2,000	2,000
General Funds (1)	<u>-</u>	<u>60,318</u>	<u>(£29,453)</u>	<u>(£27,380)</u>	<u>£3,485</u>
	-	60,318	-	29,453	30,865
Restricted funds					
International Leadership Project funding (1, 2)	-	4,800	-	-	4,800
The Deaf Futures (3)	-	1,250	(£757)	-	493
Fellowship Trust (4)	-	10,000	(£9,200)	-	800
Catalyst (5)	-	-	-	-	-
The People's Health Trust (6)	-	-	-	-	-
Lottery community fund (7)	-	-	-	-	-
	<u>-</u>	<u>16,050</u>	<u>(£9,957)</u>	<u>-</u>	<u>6,093</u>
Total of funds	-	76,368	-	39,410	36,958

(1)

Deaf Unity registered as a charitable incorporated organisation (CIO) on 17 August 2020. All funds accumulated up until that date were donated to the CIO on incorporation (£16,610 unrestricted funds and £4,800 restricted funds).

(2)

In 2013, the International Leadership Project Funding community in Shepherds bush fundraised £4,800. This is a reserved pot of money to be spent only on project(s) in Somalia for the benefit of deaf people.

(3)

The Deaf Futures fund represents funding received for the purpose of creating a digital series and paying speakers and access requirements.

(4)

The Fellowship Trust, previously known as The Churchill fund represents funding received for an employability project.

(5)

A grant from Catalyst for a programme of Deaf aware health workshops and training resources.

(6)

The People's Health Trust, Deaf Lives - Deaf people are systematically, culturally and linguistically isolated and disenfranchised. This project seeks to create a responsive series of workshops and information sharing sessions, led by the attendees themselves from the boroughs of Hounslow and Ealing.

(7)

Lottery community funds Deaf Eyes - This enrichment project is led by an acclaimed deaf artist. He will be bringing together deaf people from across London to reflect on the experience of being deaf and express their lived-experience through artwork relating to handshapes and wireframe forms. The art work shall be exhibited towards the end of 2023.

(8)

Trustees authorised unrestricted funds to be used to cover expenditure for the following areas:

Projects: funds set aside to cover projects relating to consultations, online courses, dictionary.

Staffing: funds set aside to cover various staffing roles including Administrator, project manager, CEO, writers, development officer and interpreters.

Operations: funds set aside to cover costs of training, as required.

DEAF UNITY
FOR THE YEAR ENDED 31 DECEMBER 2022
NOTES TO THE ACCOUNTS

Page 9

3	<u>Fixed assets</u>		
		<u>Computer</u>	<u>Total</u>
		<u>Equipment</u>	
	<u>Cost</u>		
	Balance brought forward at 1 January 2022	721	721
	Additions	-	-
	Disposals	-	-
	Balance carried forward at 31 December 2022	<u>721</u>	<u>721</u>
	<u>Depreciation</u>		
	Balance brought forward at 1 January 2022	181	181
	Charge for the year	181	181
	Disposals	-	-
	Balance carried forward at 31 December 2022	<u>362</u>	<u>362</u>
	<u>Net Book Value</u>		
	As at 31 December 2022	<u>359</u>	<u>359</u>
4	<u>Debtors</u>	2022	2021
	Course fees	15,325	620
	Job adverts	-	50
	Hall hire prepaid	-	350
		<u>15,325</u>	<u>1,020</u>
5	<u>Creditors</u>	2022	2021
	Trade creditors	2,713	750
		<u>2,713</u>	<u>750</u>
6	<u>Accruals</u>	2022	2021
	Accountancy fee	1,740	1,560
	Consultancy fee	-	50
		<u>1,740</u>	<u>1,610</u>
7	<u>Trustees</u>		
	During the period, no trustees received any remuneration or other benefits.		
	During the period, no expenses were reimbursed or paid directly to trustees.		

DEAF UNITY

England & Wales - Charity number 1190885

Accounts

Registered Charity No. 1190885

DEAF UNITY

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE PERIOD 17 AUGUST 2020 - 31 DECEMBER 2021

DEAF UNITY
FOR THE PERIOD 17 AUGUST 2020 - 31 DECEMBER 2021
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DEAF UNITY
FOR THE PERIOD 17 AUGUST 2020 - 31 DECEMBER 2021
CHARITY INFORMATION

Page 1

<u>Head Office</u>	Office 75652 PO Box 6945 London W1A 6US
<u>Registered Charity Number</u>	1190885
<u>Trustees</u>	Alexandra Ruth Marchesi (appointed 8 September 2020) Stephen William Spencer Norton (appointed 17 August 2020) Paul Ntulila (appointed 17 August 2020)
<u>Bankers</u>	HSBC 21 King's Mall King Street London W6 0QE
<u>Independent Examiner</u>	Griffin Stone Moscrop & Co Chartered Accountants 21-27 Lamb's Conduit Street London WC1N 3GS

DEAF UNITY
FOR THE PERIOD 17 AUGUST 2020 - 31 DECEMBER 2021
REPORT OF THE TRUSTEES

Page 2

The trustees present their Annual Report and the Financial Statements of the Charity for the period ended 31 December 2021.

1. Constitution

The constitution was adopted on 10 August 2020.

2. Objectives

1. To develop the capacity and skills of the members of the socially disadvantaged community of deaf and hard of hearing people across England and Wales in such a way they are better able to identify, and help meet, their needs and to participate more fully in society;
2. The promotion of equality and diversity for the public benefit by working towards the elimination of discrimination on the grounds of disability and by fostering understanding between the deaf community and wider society; and
3. The promotion of the social inclusion among deaf and hard of hearing people who are socially excluded from society, or parts of society, as a result of being deaf by:
 - a) providing education and information to support and enable deaf parents to maximise educational opportunities for their children and themselves;
 - b) raising public awareness of the issues affecting deaf parents and their children, both generally and in relation to their social exclusion;
 - c) providing other general support including access to translators and interpreters.

3. Organisational structure

The charity governing document stipulates that an executive committee of not less than three members who will meet twice a year with additional meetings when called.

4. Trustees

Those who served during the period were as follows: -

Alexandra Ruth Marchesi (appointed 8 September 2020)
Stephen William Spencer Norton (appointed 17 August 2020)
Paul Ntulila (appointed 17 August 2020)

Trustees are recruited by resolution passed at a properly convened meeting of the charity trustees. Trustees are provided with appropriate training to undertake the role.

5. Review of activities

The period of 2020-2021 has been fantastic for the charity, with a renewed focus on our core activities and an emphasis on co-production and stakeholder engagement. We successfully pivoted to online delivery of courses, which was our main income generator, as well as transitioning our job advert offering from a free service, to a paid one. This has resulted in some expenditure around strengthening our digital infrastructure to automate processes. We have taken on a development officer who is tasked with devising projects, supporting the charity to become funding ready and applying for funding. We have successfully won funding for a 24-month direct service to increase confidence, skills and knowledge in the deaf people through mentoring for social time and themed presentations. This adds to our funding from the Churchill Fellow for a one year employability project. We plan to build on our IAG offering in the next period, with new funding applications and an expansion of the support we can give to the Community.

DEAF UNITY
FOR THE PERIOD 17 AUGUST 2020 - 31 DECEMBER 2021
REPORT OF THE TRUSTEES

Page 3

6. Public Benefit

The trustees believe that the objectives and activities set out above provide public benefit.

7. Reserve policy

Reserve: £10,850

This was calculated as funds required to maintain sufficient levels of reserves to enable normal operating activities to continue over a period of at least 6 months should a shortfall in income occur and to take account of potential risk and contingencies that may arise. This covers our financial commitments to infrastructure (licences and website hosting, etc), as well as core staffing (CEO and Development Officer).

8. Trustees' responsibilities statement

The trustees are responsible for preparing the Trustees' Annual 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 & 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 period.

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 2019 (FRS 102);
- 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;
- 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 proper 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 Charities (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.

DEAF UNITY
FOR THE PERIOD 17 AUGUST 2020 - 31 DECEMBER 2021
REPORT OF THE TRUSTEES

Page 4

9. Independent examiner

The firm appointed to carry out the independent examination was Griffin Stone Moscrop & Co.

Signed on behalf of the trustees

Stephen Norton

Stephen William Spencer Norton, Trustee

Date: 16 March 2022

DEAF UNITY
FOR THE PERIOD 17 AUGUST 2020 - 31 DECEMBER 2021

Page 5

Independent Examiner's Report to the Trustees of Deaf Unity

I report to the charity trustees on my examination of the accounts of the charity for the period ended 31 December 2021 which are set out on pages 6 to 10.

Responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records.

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



Reema Mistry ACA
Griffin Stone Moscrop & Co
21-27 Lambs Conduit Street
London
WC1N 3GS

Date: 16 March 2022

DEAF UNITY
FOR THE PERIOD 17 AUGUST 2020 - 31 DECEMBER 2021
RECEIPTS AND PAYMENTS ACCOUNT

Page 6

Period ended 31 December 2021

Funds	Unrestricted £	Restricted £	Total £
<u>Receipts</u>			
Courses	38,910	-	38,910
Donations & Sponsorship (Note 2 (1))	16,955	16,050	33,005
Adverts	4,263	-	4,263
Interpreting	190	-	190
<u>Total receipts</u>	<u>60,318</u>	<u>16,050</u>	<u>76,368</u>
<u>Payments</u>			
Staff costs	5,610	8,000	13,610
Tutors	9,955	-	9,955
Venue hire	750	-	750
Consultancy & professional fees	3,145	1,957	5,102
Website development	3,105	-	3,105
Exam board certification	3,615	-	3,615
Office expenses	917	-	917
Accounting & legal	1,635	-	1,635
<u>Total payments</u>	<u>28,732</u>	<u>9,957</u>	<u>38,689</u>
<u>Asset purchases</u>			
Computer equipment	721	-	721
	<u>721</u>	<u>-</u>	<u>721</u>
Net receipts / (payments) in the year	30,865	6,093	36,958
Cash funds brought forward	-	-	-
Cash funds this period end	<u>30,865</u>	<u>6,093</u>	<u>36,958</u>

DEAF UNITY
FOR THE PERIOD 17 AUGUST 2020 - 31 DECEMBER 2021
STATEMENT OF ASSETS AND LIABILITIES

Page 7

	31 August 2021
	£
<u>Monetary Assets</u>	
<u>Cash funds</u>	
HSBC	36,958
Savings account	-
	<u>36,958</u>
<u>Assets retained for the charity's own use</u>	
<u>Fixed assets</u>	
Computer equipment (note 3)	540
	<u>540</u>
<u>Non Monetary Assets</u>	
<u>Assets</u>	
Debtors (note 4)	1,020
	<u>1,020</u>
<u>Liabilities</u>	
Creditor (note 5)	750
Accruals (note 6)	1,610
	<u>2,360</u>

Approved by the trustees on 16 March 2022 and signed on its behalf by:

Stephen Norton

Stephen William Spencer Norton, Trustee

DEAF UNITY
FOR THE PERIOD ENDED 31 AUGUST 2021
NOTES TO THE ACCOUNTS

Page 8

1 Accounting policies

1.1 Basis of accounting

The Financial Statements have been prepared on a receipts and payments basis in accordance with Section 133 of the Charities Act 2011.

1.2 Incoming resources

Income is recognised when received by or on behalf of the charity.

1.3 Grants and donations

Grants and donations are only included in the Receipts and Payments account when the charity has received them.

1.4 Resources used

Expenditure is recognised in the period in which it is incurred and allocated to the appropriate category. Expenditure includes irrecoverable VAT.

1.5 Debtors

Debtors are recognised at the settlement amount.

1.6 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation.

1.7 Funds

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

DEAF UNITY
FOR THE PERIOD 17 AUGUST 2020 - 31 DECEMBER 2021
NOTES TO THE ACCOUNTS

Page 9

2 Statement of funds

	<u>Balance at</u>				<u>Balance at</u>
	<u>17 August</u>	Income	Expenditure	Transfer	<u>31 December</u>
	<u>2020</u>			in/(out)	<u>2021</u>
	£	£	£	between	£
				funds	
Unrestricted funds					
Designated funds (5)					
Projects				16,470	16,470
Staffing				8,910	8,910
Operations				2,000	2,000
General Funds (1)	-	60,318	(£29,453)	(£27,380)	£3,485
	-	60,318	-	29,453	-
					30,865
Restricted funds					
Somalia funding (1, 2)	-	4,800	-		4,800
The Deaf Futures (3)	-	1,250	(£757)		493
The Churchill (4)	-	10,000	(£9,200)		800
	-	16,050	(£9,957)	-	6,093
Total of funds	-	76,368	-	39,410	-
					36,958

(1)

Deaf Unity registered as a charitable incorporated organisation (CIO) on 17 August 2020. All funds accumulated up until that date were donated to the CIO on incorporation (£16,610 unrestricted funds and £4,800 restricted funds).

(2)

In 2013, the Somali community in Shepherds bush fundraised £4,800. This is a reserved pot of money to be spent only on project(s) in Somalia for the benefit of deaf people.

(3)

The Deaf Futures fund represents funding received for the purpose of creating a digital series and paying speakers and access requirements.

(4)

The Churchill fund represents funding received for an employability project.

(5)

During the year the Trustees transferred £27,380 from unrestricted to designated funds to cover expenditure for the following areas:

Projects: funds set aside to cover projects relating to consultations, online courses, dictionary.

Staffing: funds set aside to cover various staffing roles including Administrator, project manager, CEO, writers, development officer and interpreters.

Operations: funds set aside to cover costs of training.

DEAF UNITY
FOR THE PERIOD 17 AUGUST 2020 - 31 DECEMBER 2021
NOTES TO THE ACCOUNTS

Page 10

3	<u>Fixed assets</u>		
		<u>Computer</u>	<u>Total</u>
		<u>Equipment</u>	
	<u>Cost</u>		
	Balance brought forward at 17 August 2020	-	-
	Additions	721	721
	Disposals	-	-
	Balance carried forward at 31 December 2021	<u>721</u>	<u>721</u>
	<u>Depreciation</u>		
	Balance brought forward at 17 August 2020	-	-
	Charge for the year	181	181
	Disposals	-	-
	Balance carried forward at 31 December 2021	<u>181</u>	<u>181</u>
	<u>Net Book Value</u>		
	As at 31 December 2021	<u>540</u>	<u>540</u>
4	<u>Debtors</u>	2021	
	Course fees	620	
	Job adverts	50	
	Hall hire prepaid	350	
		<u>1,020</u>	
5	<u>Creditors</u>	2021	
	Trade creditors	750	
		<u>750</u>	
6	<u>Accruals</u>	2021	
	Accountancy fee	1,560	
	Consultancy fee	50	
		<u>1,610</u>	
7	<u>Trustees</u>		
	During the period, no trustees received any remuneration or other benefits.		
	During the period, no expenses were reimbursed or paid directly to trustees.		