

# DEAF EMPOWERING NETWORK

England & Wales · Charity number 1198138

## Details

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**Other names** RARE ROCKETS NE LIMITED

**Status** Registered

**Legal form** Charitable company

**Company number** [13349398](#)

**Registered** 2022-03-04

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

## Contact

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**Address** Deaf Empowering Network  
The Work Place  
Heighington Lane  
Aycliffe Business Park  
Newton Aycliffe  
DL5 6AH

**Phone** 01325790405

**Email** [hello@deafemp.com](mailto:hello@deafemp.com)

**Website** [www.deafemp.com](http://www.deafemp.com)

## Activities

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**Objects:** THE OBJECTS OF THE CHARITY ARE THE RELIEF OF PERSONS WHO ARE DEAF, DEAFENED, OR HARD OF HEARING AND THOSE WITH HEARING LOSS, ESPECIALLY THOSE RESIDENT IN THE GEOGRAPHICAL AREA COMPRISING COUNTY DURHAM, TEES VALLEY (DARLINGTON, STOCKTON, MIDDLESBROUGH, HARTLEPOOL AND REDCAR & CLEVELAND) AND NORTH YORKSHIRE, BY PROMOTING THE SOCIAL AND HEALTH WELFARE INTERESTS OF SUCH PERSONS THROUGH THE PROVISION OF SERVICES, FACILITIES, RESOURCES, SUPPORT AND ITEMS THAT PROTECT AND IMPROVE THEIR CONDITIONS OF LIFE.

**Activities:** A Charity to serve the purpose who are deaf, deafened, or hard of hearing and those with hearing loss, especially those resident in the geographical area comprising Co. Durham, Tees Valley and North Yorks, by promoting the social and health welfare interests of such persons through the provision of services, facilities, resources, support and items that protect and improve their conditions of life

## Classification

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- **How:** Provides Services
- **What:** Disability
- **Who:** People With Disabilities

## Geography

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- Darlington
- Durham
- Hartlepool
- Middlesbrough
- North Yorkshire
- Redcar And Cleveland
- Stockton-on-tees

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-04-30	£959,878	£820,072	£373,958	26
2024-04-30	£710,895	£653,371	£234,152	20
2023-04-30	£737,364	£581,891	£176,628	14

## Trustees

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Name	Role	Appointed
Colleen Metcalfe		2021-04-01
Jacquelynn Bedingfield		2021-04-01
Kellie Wilson		2021-04-01
Raza Hussain		2021-04-01

**DEAF EMPOWERING NETWORK**

England & Wales - Charity number 1198138

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# Accounts

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**Company Registration Number 13349398**

**Charity Registration Number 1198138**

**DEAF EMPOWERING NETWORK**  
**(A Company Limited by Guarantee)**

**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 30 APRIL 2025**

**Extraordinary,  
never ordinary**

Helping to drive businesses and  
individuals forward to meet their goals.

**Baines Jewitt**  
CHARTERED ACCOUNTANTS  
AND BUSINESS ADVISERS

 [bainesjewitt.co.uk](https://www.bainesjewitt.co.uk)

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**

**YEAR ENDED 30 APRIL 2025**

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**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)**

**YEAR ENDED 30 APRIL 2025**

The trustees present their report, together with the unaudited financial statements of the charitable company ('the charity') for the year ended 30 April 2025.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland, published in October 2019.

### **Trustees of the Charity**

The directors of the charitable company are its trustees for the purposes of charity law. Details of trustees who have served during the year and since the year end can be found on page 6.

### **OBJECTS AND ACTIVITIES**

The objects of the charity are the relief of persons who are deaf, deafened, or hard of hearing and those with hearing loss, especially those resident in the geographical area comprising County Durham, Tees Valley (Darlington, Stockton, Middlesbrough, Hartlepool and Redcar & Cleveland) and North Yorkshire, the wider North East of England and neighbouring regions. This is achieved by promoting the social and health welfare interests of such persons through the provision of services, facilities, resources, support and items that protect and improve their conditions of life.

Deaf Empowering Network is a deaf-led organisation providing:

- Communication and language support between deaf, deafblind, hard of hearing and hearing people
- Community Care and practical support
- British Sign Language (BSL) and Deaf Awareness training
- Community Hubs and group activities promoting social inclusion and wellbeing

*\*Throughout this report, the terms "deaf", "deafblind" and "hard of hearing" will be collectively referred to using the inclusive term "deaf" for clarity and consistency.*

The trustees have referred to the Charity Commission's general guidance on public benefit when reviewing DEN's aims and objectives and in planning our future activities. They are satisfied that the activities described in this report directly further DEN's charitable purposes and deliver demonstrable public benefit.

### **ACHIEVEMENT AND PERFORMANCE**

#### **Overview of Services**

During 2024–2025 DEN continued to deliver and grow its core services:

- **Interpreting Service** – providing high-quality BSL/English interpreting and communication support across health, social care, education, employment, legal and community settings.
- **Community Care** – offering one-to-one, tailored support to deaf people to access services, manage daily life and reduce isolation.
- **BSL and Deaf Awareness Training** – building skills and confidence within organisations and communities to communicate more effectively with deaf people.
- **Community Hubs and Group Activities** – bringing deaf people together to connect, share information and access workshops and events.

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)**

**YEAR ENDED 30 APRIL 2025**

**ACHIEVEMENT AND PERFORMANCE (continued)**

The charity has continued to reinvest income from its traded services directly into the delivery of charitable activities, ensuring that deaf people remain at the centre of all decision-making and service development.

**BSL AND DEAF AWARENESS TRAINING**

This year DEN significantly expanded its training offer:

- Over 450 people attended BSL and Deaf Awareness training.
- Training was delivered to a wide range of organisations, including public sector bodies, voluntary and community groups and private businesses.
- Sessions ranged from short introductory “taster” workshops to more in-depth programmes helping staff build confidence in basic sign language and deaf-aware practice.

The impact of this work includes:

- Increased understanding of the barriers faced by deaf people in everyday life.
- Improved confidence among hearing staff and volunteers in communicating with deaf colleagues, clients and service users.
- Stronger relationships between DEN and local organisations, leading to new referrals and partnership opportunities.

This strand of work is central to DEN’s long-term vision of creating more inclusive and accessible communities across the North East and North West.

**NEW INFORMATION, ADVICE AND GUIDANCE (IAG) SERVICE**

In 2024–2025 DEN launched a new Information, Advice and Guidance (IAG) Service, responding to clear demand from deaf people for accessible, culturally competent advice.

The IAG service provides one-to-one support in BSL and other preferred communication methods, covering areas such as:

- Welfare benefits and Universal Credit
- Housing and tenancy issues
- Accessing health and social care
- Employment, training and education
- Signposting and advocacy to specialist services

In its first year the IAG service supported:

- 24 clients in the North West
- 29 clients in the North East

Early outcomes have included improved understanding of rights and entitlements, successful benefit applications and re-instatements, improved housing stability and increased confidence in dealing with statutory agencies. Demand for the service continues to grow, and the trustees intend to seek further funding to extend both capacity and geographical coverage in the coming year.

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)**

**YEAR ENDED 30 APRIL 2025**

**ACHIEVEMENT AND PERFORMANCE (continued)**

**COMMUNITY HUBS**

DEN's Community Hubs remain a cornerstone of our community-based work. They provide safe, welcoming spaces where deaf people can:

- Meet socially and reduce isolation
- Access informal peer support
- Receive information in BSL on key topics such as health, wellbeing, employment and money management
- Take part in workshops delivered by DEN and partner organisations

During the year:

- 20 Community Hubs were delivered
- Around 200 individual clients attended our hubs
- We continued to welcome new attendees, including people who had not previously engaged with any deaf services

Feedback from participants indicates that the hubs:

- Help reduce loneliness and social isolation
- Provide a trusted source of information in BSL
- Offer opportunities to build skills and confidence
- Strengthen a sense of identity and community among deaf people

DEN also continued to work with partner organisations to host specialist workshops within hubs, such as wellbeing sessions, digital skills, and benefit information.

**OTHER SERVICE DEVELOPMENTS**

Alongside the areas highlighted above, DEN has:

- Continued to deliver interpreting and outreach across the region, maintaining long-standing contractual partnerships and responding to increased demand.
- Invested further in staff training, supervision and development to maintain high standards of practice across all departments.
- Strengthened internal systems, including ongoing use and refinement of the bespoke Customer Relationship Management (CRM) system to streamline bookings, recording and reporting.

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)**

**YEAR ENDED 30 APRIL 2025**

**FINANCIAL REVIEW AND RESERVES POLICY**

DEN's income for the year was generated from a combination of interpreting services, community support contracts, training income and grant funding. The trustees are pleased that the charity has continued to operate on a sound financial footing while expanding its services to meet growing need.

The trustees review the financial position of the charity regularly, with management accounts provided to each Board meeting. The overall financial position at the year end is considered satisfactory, and the trustees remain optimistic about the charity's future prospects.

**Reserves Policy**

The trustees recognise the need to hold an appropriate level of unrestricted reserves in order to:

- Provide working capital and manage cash-flow fluctuations
- Protect the charity against unforeseen reductions in income
- Enable the orderly wind-down of operations in the unlikely event that this became necessary, including meeting legal and contractual obligations to staff, landlords and suppliers

At the year end, the charity had unrestricted reserves totalling £343,624. The Board's target level of free reserves is to hold at least three months' core operating costs, and reviews this target annually in light of the charity's risk profile and strategic plans. This level of reserves was achieved at the end of the year under review and the previous year.

**FUTURE PLANS**

Building on the progress made in 2024–2025, the trustees have identified the following priorities for the coming year:

**1. Consolidate and Grow the IAG Service**

- Seek additional funding to increase capacity in both the North West and North East.
- Develop specialist IAG sessions focused on welfare rights, housing and employment.

**2. Expand BSL and Deaf Awareness Training**

- Develop a clearer training pathway from introductory tasters through to accredited BSL qualifications.
- Strengthen relationships with employers, schools and public bodies to embed deaf awareness in policies and practice.

**3. Enhance Community Hubs**

- Increase the frequency and range of hubs where funding allows, targeting areas with limited existing provision.
- Co-design more sessions with deaf community members and volunteers to ensure hubs reflect local priorities.

**4. Strengthen Digital Engagement**

- Improve the accessibility and reach of DEN's digital content, including BSL videos, social media and online information.
- Explore opportunities for remote hubs, online IAG appointments and digital peer-support groups.

**5. Invest in People and Governance**

- Continue to develop the staff team through training and progression routes.
- Recruit additional trustees to broaden skills and lived experience on the Board.

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)**

**YEAR ENDED 30 APRIL 2025**

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing Document**

Deaf Empowering Network is a company, limited by guarantee and not having a share capital, governed by its Memorandum and Articles of Association dated 16 August 2023. It is also a charity registered with the Charity Commission. Members of the company agree to contribute an amount not exceeding £1 in the event of the charity being wound up.

### **Trustee Induction and Training**

New trustees receive an induction pack, including key governance documents, recent Board papers and financial information. They are offered further training and encouraged to attend relevant external courses on charity governance, safeguarding and deaf awareness.

### **Organisation**

The charity is administered by the trustees who, throughout the year under review, delegated responsibility for the day-to-day operations of the charity to the Chief Executive Officer.

### **Staff Remuneration**

Staff remuneration is set by the trustees and is reviewed annually; we liaise with other Voluntary Development Organisations, Councils and our HR Consultants when reviewing staff costs and inflationary adjustments.

### **Related Parties**

Other than as disclosed in note 14 to the financial statements, there were no related party transactions during the period under review.

### **Risk Management**

The trustees have overall responsibility for risk management and regularly review the key risks facing the charity, including:

- **Financial risk** – fluctuations in contract income, grant dependency and cost pressures.
- **Workforce risk** – recruitment and retention of suitably skilled staff, particularly in specialist roles.
- **Operational risk** – safeguarding, health and safety, IT and data security, and business continuity.
- **Reputational and compliance risk** – maintaining quality standards, managing complaints and meeting regulatory requirements.

Mitigations include:

- Regular financial monitoring and prudent budgeting.
- Investment in staff supervision, training and wellbeing.
- Implementation of appropriate policies and procedures, including safeguarding, data protection and health and safety.
- Ongoing development of the CRM system and secure digital infrastructure.

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)**

**YEAR ENDED 30 APRIL 2025**

**REFERENCE AND ADMINISTRATIVE INFORMATION**

<b>Charity Name:</b>	Deaf Empowering Network
<b>Company Registration No:</b>	13349398
<b>Charity Registration No:</b>	1198138
<b>Registered Office:</b>	Durham EBP The Work Place Heighington Lane Aycliffe Business Park Newton Aycliffe DL5 6AH
<b>Trustees/Directors:</b>	Raza Hussain Colleen Metcalfe Jacquelynn Bedingfield Kellie Wilson
<b>Chief Executive Officer:</b>	Craig Jones
<b>Secretaries:</b>	Craig Jones Linda Langsley
<b>Independent Examiner:</b>	Mr J Lester FCA Baines Jewitt Limited Spitfire House 19 Falcon Court Preston Farm Industrial Estate Stockton-on-Tees TS18 3TU
<b>Bankers:</b>	NatWest Bank 25 High Row Darlington DL3 7QP

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the Trustees on 29 January 2026 and signed on their behalf by:

**Jacquelynn Bedingfield**  
Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF  
DEAF EMPOWERING NETWORK  
(A Company Limited by Guarantee)**

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I report to the charity trustees on my examination of the accounts of the company for the year ended 30 April 2025 which are set out on pages 8 to 18.

**Responsibilities and Basis of Report**

As the charity trustees of the company (who are also its directors for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent Examiner's Statement**

Since the company's gross income exceeds £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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 company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

**J Lester**

**Mr J Lester FCA  
Baines Jewitt Limited  
Chartered Accountants  
Spitfire House  
19 Falcon Court  
Preston Farm Industrial Estate  
Stockton-on-Tees  
TS18 3EA**

**Dated: 29 January 2026**

**JL/AJW**

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES**  
**YEAR ENDED 30 APRIL 2025**  
(including Summary Income and Expenditure Account)

	Notes	Unrestricted Funds		Restricted Funds		Total Funds	
		2025 £	2024 £	2025 £	2024 £	2025 £	2024 £
<b>INCOME</b>							
Grants, donations and legacies	3	2,496	104	31,000	6,160	33,496	6,264
Charitable activities	4	925,381	704,491	-	-	925,381	704,491
Other income		814	-	-	-	814	-
Investment income		187	140	-	-	187	140
<b>TOTAL INCOME</b>		<b>928,878</b>	<b>704,735</b>	<b>31,000</b>	<b>6,160</b>	<b>959,878</b>	<b>710,895</b>
<b>EXPENDITURE</b>							
Raising funds		-	3,027	-	-	-	3,027
Charitable activities	5	819,406	644,184	666	6,160	820,072	650,344
<b>TOTAL EXPENDITURE</b>		<b>819,406</b>	<b>647,211</b>	<b>666</b>	<b>6,160</b>	<b>820,072</b>	<b>653,371</b>
<b>Net Income for the Year</b>	6	<b>109,472</b>	<b>57,524</b>	<b>30,334</b>	-	<b>139,806</b>	<b>57,524</b>
<b>Transfers between Funds</b>		-	-	-	-	-	-
<b>Net Movement in Funds</b>		<b>109,472</b>	<b>57,524</b>	<b>30,334</b>	-	<b>139,806</b>	<b>57,524</b>
<b>Reconciliation of Funds:</b>							
Total Funds brought forward	12	234,152	176,628	-	-	234,152	176,628
<b>Total Funds carried forward</b>	<b>12&amp;13</b>	<b>343,624</b>	<b>234,152</b>	<b>30,334</b>	-	<b>373,958</b>	<b>234,152</b>

The Statement of Financial Activities includes all gains and losses recognised in the year.

All incoming resources and resources expended derive from continuing activities.

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**BALANCE SHEET**

**YEAR END ENDED 30 APRIL 2025**

	Note	£	2025 £	£	2024 £
<b>FIXED ASSETS</b>					
Tangible assets	9		<b>10,984</b>		13,864
<b>CURRENT ASSETS</b>					
Debtors	10	264,784		136,617	
Cash at bank and in hand		<b>166,943</b>		128,429	
<b>TOTAL CURRENT ASSETS</b>		<b>431,727</b>		265,046	
<b>CREDITORS: Amounts falling due within one year</b>	11	<b>(68,753)</b>		(44,758)	
<b>NET CURRENT ASSETS</b>			<b>362,974</b>		220,288
<b>NET ASSETS</b>			<b>373,958</b>		234,152
<b>FUNDS</b>					
Restricted funds	12&13		<b>30,334</b>		-
Unrestricted funds	12&13		<b>343,624</b>		234,152
<b>TOTAL FUNDS</b>			<b>373,958</b>		234,152

For the year ended 30 April 2025 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the directors and trustees on 29 January 2026 and signed on their behalf by:

**Jacquelynn Bedingfield**  
Trustee

**DEAF EMPOWERING NETWORK**

(A Company Limited by Guarantee)  
Company Registration Number 13349398

**STATEMENT OF CASH FLOWS YEAR ENDED 30 APRIL 2025**

	Note	2025 £	2024 £
<b>Cash Inflow from Operating Activities</b>	15	<u>41,942</u>	<u>34,256</u>
<b>Cash Flow from Investing Activities</b>			
Purchase of property, plant and equipment		(3,428)	(11,786)
Repayments of borrowing		-	-
Sale of fixed assets		-	1,500
<b>Net Cash Outflow from Investing Activities</b>		<u>(3,428)</u>	<u>(10,286)</u>
<b>Net Increase in Cash and Cash Equivalents</b>		<b>38,514</b>	<b>23,970</b>
<b>Cash and Cash Equivalents at start of year</b>		<u>128,429</u>	<u>104,459</u>
<b>Cash and Cash Equivalents at end of year</b>		<u>166,943</u>	<u>128,429</u>

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 30 APRIL 2025**

**1. ACCOUNTING POLICIES**

**(a) General Information and Basis of Preparation**

Deaf Empowering Network is a private company, limited by guarantee and registered in England. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 6 of these financial statements. The nature of the charity's operations and principal activities are to provide communication and language support between deaf, hard of hearing and hearing people in the North East of England. This is achieved by the provision of interpreting services, community outreach and BSL training.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared 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), issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in pounds sterling, which is the functional currency of the charity, and rounded to the nearest pound.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

**(b) Income Recognition**

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

**(i) Grants and Donations**

- Where donors specify that grants and donations given to the charity must be used in future accounting periods, the income is deferred until those periods.
- Where donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions for use have been met.

When donors specify that grants and donations, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

**(ii) Gift aid recoverable on donations and gifts**

Gift aid recoverable is included in incoming resources in the same period as the gift to which it relates.

**(iii) Fees and similar income**

Fees receivable and charges for services provided are accounted for in the period in which the service is provided.

**(iv) Investment income**

Investment income is included when receivable by the charity.

**DEAF EMPOWERING NETWORK**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 30 APRIL 2025**

**1. ACCOUNTING POLICIES** (*Continued*)

**(v) Gifts in kind**

Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised.

Gifts in kind for sale or distribution are included in the financial statements as gifts only when sold or distributed by the charity.

Gifts in kind for use by the charity are included in incoming resources when receivable.

**(vi) Donated services and facilities**

Donated services and facilities are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value of the service or facility received.

**(vii) Volunteer help**

The value of any volunteer help received is not included in the financial statements.

**(c) Resources Expended**

Resources expended are accounted for on an accruals basis, inclusive of attributable VAT which cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been apportioned to the costs of those activities on a basis consistent with the use of resources.

**(d) Unrestricted and Restricted Funds**

Unrestricted funds comprise income received or generated by reference to the general objects of the charity without further specified purpose. Such funds may however be designated by the trustees for specific purposes from time to time.

Restricted funds are those donated for a specified purpose as laid down by the donor or as the result of a specific appeal or application. Such funds are kept separate from the unrestricted funds of the charity and only related expenditure is charged against them.

**(e) Tangible Fixed Assets**

Tangible fixed assets are stated at cost less depreciation.

**(f) Depreciation**

Tangible fixed assets are depreciated over their estimated useful lives as follows:

Computer equipment – 4 years, straight line

Fixtures and fittings – 5 years, straight line

**(g) Debtors**

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

**(h) Cash at Bank and in Hand**

Cash at bank and cash 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.

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 30 APRIL 2025**

**1. ACCOUNTING POLICIES (Continued)**

**(i) Creditors and Provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**(j) Going Concern**

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with levels of reserves for the charity to be able to continue as a going concern.

**(k) Financial Instruments**

The charity only has financial assets and 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. Any losses arising from impairment are recognised in expenditure.

**2. LEGAL STATUS OF THE COMPANY**

The charity is a company limited by guarantee. The members of the company are the trustees listed on page 6. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

**3. INCOME FROM GRANTS, DONATIONS & LEGACIES**

	Unrestricted Funds		Restricted Funds		Total Funds	
	2025	2024	2025	2024	2025	2024
	£	£	£	£	£	£
Grants	-	-	31,000	6,160	31,000	6,160
Donations	2,496	104	-	-	2,496	104
	<u>2,496</u>	<u>104</u>	<u>31,000</u>	<u>6,160</u>	<u>33,496</u>	<u>6,264</u>

The charity benefits from the support of volunteers.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

**4. INCOME FROM CHARITABLE ACTIVITIES**

	Unrestricted Funds		Restricted Funds		Total Funds	
	2025	2024	2025	2024	2025	2024
	£	£	£	£	£	£
British Sign Language students	90,058	72,704	-	-	90,058	72,704
Interpreting sales	582,429	400,970	-	-	582,429	400,970
One to one support	252,894	230,817	-	-	252,894	230,817
	<u>925,381</u>	<u>704,491</u>	<u>-</u>	<u>-</u>	<u>925,381</u>	<u>704,491</u>

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS (Continued)**

**YEAR ENDED 30 APRIL 2025**

**5. EXPENDITURE ON CHARITABLE ACTIVITIES**

	Unrestricted Funds		Restricted Funds		Total Funds	
	2025	2024	2025	2024	2025	2024
	£	£	£	£	£	£
Subcontractor costs	317,266	266,546	-	-	317,266	266,546
Staff costs	266,759	172,231	-	-	266,759	172,231
Consultancy fees	33,249	29,371	-	-	33,249	29,371
Examination costs	4,977	-	-	-	4,977	-
Travel, accommodation and subsistence	15,457	14,106	-	-	15,457	14,106
Advertising and marketing costs	6,921	8,545	323	-	7,244	8,545
Computer and IT costs	11,010	9,801	-	-	11,010	9,801
Database design and development	-	7,280	-	6,160	-	13,440
Rent	23,557	21,162	-	-	23,557	21,162
Office and administrative expenses	1,599	3,592	-	-	1,599	3,592
Insurance	2,848	2,924	-	-	2,848	2,924
Website development	1,640	4,596	-	-	1,640	4,596
Telephone costs	1,602	2,608	-	-	1,602	2,608
Printing, postage and stationery	3,130	3,003	-	-	3,130	3,003
Subscriptions	2,622	2,609	-	-	2,622	2,609
Repairs and renewals	669	-	-	-	669	-
Training	8,095	3,081	-	-	8,095	3,081
Events	-	1,836	-	-	-	1,836
Donations	-	559	234	-	234	559
Legal and professional fees	3,083	9,842	-	-	3,083	9,842
Staff welfare	778	845	-	-	778	845
Sundry expenses	1,530	1,415	-	-	1,530	1,415
Irrecoverable VAT	11,119	-	109	-	11,228	-
Bad debts written off	123	-	-	-	123	-
Depreciation	6,308	5,455	-	-	6,308	5,455
Loss on disposal of fixed assets	-	34	-	-	-	34
	<b>724,342</b>	<b>571,441</b>	<b>666</b>	<b>6,160</b>	<b>725,008</b>	<b>577,601</b>
Support costs (see below)	81,860	61,478	-	-	81,860	61,478
Governance costs (see below)	13,204	11,265	-	-	13,204	11,265
	<b>819,406</b>	<b>644,184</b>	<b>666</b>	<b>6,160</b>	<b>820,072</b>	<b>650,344</b>
<b>SUPPORT COSTS</b>						
Staff costs	70,579	50,504	-	-	70,579	50,504
Legal and professional fees	11,036	10,320	-	-	11,036	10,320
Bank and other similar charges	245	654	-	-	245	654
	<b>81,860</b>	<b>61,478</b>	<b>-</b>	<b>-</b>	<b>81,860</b>	<b>61,478</b>
<b>GOVERNANCE COSTS</b>						
Staff costs	5,004	4,995	-	-	5,004	4,995
Legal and professional fees	-	270	-	-	-	270
Accountancy and independent examination	8,200	6,000	-	-	8,200	6,000
	<b>13,204</b>	<b>11,265</b>	<b>-</b>	<b>-</b>	<b>13,204</b>	<b>11,265</b>

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS** *(Continued)*

**YEAR ENDED 30 APRIL 2025**

**6. NET INCOMING RESOURCES**

	Total Funds	
	2025	2024
	£	£
This is stated after charging		
Depreciation	6,308	5,455
Loss on disposal of fixed assets	-	34
Independent examiner's fees:		
- external scrutiny	2,400	2,000
- accountancy and other fees	6,375	4,000
- under provision re prior year	1,000	-
	<u>=====</u>	<u>=====</u>

**7. STAFF AND STAFF COSTS**

	Total Funds	
	2025	2024
	£	£
Gross salaries	324,983	220,429
Employers national insurance contributions	15,502	6,368
Employers pension costs	1,858	933
	<u>=====</u>	<u>=====</u>
	<b>342,343</b>	<b>227,730</b>

The average number of employees during the year was 25.8 (2024: 20) equating to 12 (2024: 9.5) full time equivalents.

Total remuneration paid in respect of key management personnel during the year was £50,042 (2024: £49,955).

No employees received emoluments in excess of £60,000.

**8. TAXATION**

The company is exempt from corporation tax on income derived from its charitable activities.

**9. TANGIBLE FIXED ASSETS**

	Fixtures and fittings £	Computer equipment £	Total £
<b>Cost</b>			
At beginning of year	2,143	20,082	22,225
Additions	-	3,428	3,428
	<u>-----</u>	<u>-----</u>	<u>-----</u>
At end of year	<u>2,143</u>	<u>23,510</u>	<u>25,653</u>
<b>Depreciation</b>			
At beginning of year	858	7,503	8,361
Charge for year	429	5,879	6,308
	<u>-----</u>	<u>-----</u>	<u>-----</u>
At end of year	<u>1,287</u>	<u>13,382</u>	<u>14,669</u>
<b>Net Book Value</b>			
At beginning of year	<u>1,285</u>	<u>12,579</u>	<u>13,864</u>
	<u>-----</u>	<u>-----</u>	<u>-----</u>
At end of year	<u>856</u>	<u>10,128</u>	<u>10,984</u>

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS (Continued)**

**YEAR ENDED 30 APRIL 2025**

**10. DEBTORS**

	2025	2024
	£	£
Trade debtors	194,915	65,010
Prepayments and accrued income	49,869	58,647
Other debtors	20,000	12,960
	<u>264,784</u>	<u>136,617</u>

**11. CREDITORS**

	2025	2024
	£	£
Trade creditors	48,724	27,071
Other taxes and social security	11,955	10,595
Accruals and deferred income	8,074	7,092
	<u>68,753</u>	<u>44,758</u>

**12. STATEMENT OF FUNDS**

2025	At 01.05.24	Income	Expenditure	At 30.04.25
	£	£	£	£
<b>Unrestricted Funds</b>	<u>234,152</u>	<u>928,878</u>	<u>819,406</u>	<u>343,624</u>
<b>Restricted Funds:</b>				
Grassroots support and community outreach	-	30,000	387	29,613
Sporting activity	-	1,000	279	721
	<u>-</u>	<u>31,000</u>	<u>666</u>	<u>30,334</u>
<b>Total Funds</b>	<u>234,152</u>	<u>959,878</u>	<u>820,072</u>	<u>373,958</u>

2024	At 01.05.23	Income	Expenditure	At 30.04.24
	£	£	£	£
<b>Unrestricted Funds</b>	<u>176,628</u>	<u>704,735</u>	<u>647,211</u>	<u>234,152</u>
<b>Restricted Funds:</b>				
Database design and development	-	6,160	6,160	-
<b>Total Funds</b>	<u>176,628</u>	<u>710,895</u>	<u>653,371</u>	<u>234,152</u>

**Restricted Funds:**

**Grassroots support and community outreach** – we are looking to reach more vulnerable members of the deaf community to help build confidence and skills. The charity operates a number of coffee groups to help reach isolated individuals the charity's current work doesn't. The coffee groups help individuals make friends and allows the charity to see what support is required. Outreach workers can help with doctors appointments and make calls to call centres where email correspondence is not available. We can also provide interpreting services to enable individuals to attend craft and cookery classes and learn other skills.

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS** *(Continued)*

**YEAR ENDED 30 APRIL 2025**

**12. STATEMENT OF FUNDS (CONTINUED)**

**Restricted Funds (continued):**

With help from the National Lottery Community fund, The Arnold Clark Community Fund and the Barbour Foundation we can hire venues, provide support sessions by community hub workers, fund refreshments, craft and cooking materials to support the deaf community.

*Sporting activity* – Pickleball continues to grow within the deaf community because it is inclusive and less physically demanding than other racket sports making it available to individuals of all ages and physical abilities.

Funding from Catalyst through the National Lottery Community Fund will support the launch of the first deaf pickleball program in the Stockton area. The activity will be delivered by a qualified coach who is deaf and uses British Sign Language. The activity promotes well being and fosters social interaction, as well as providing both short term and long-term health benefits.

*Database design and development* – the charity was awarded a grant from the Tees Valley Business Growth Fund for the design and development of a bespoke Customer Relationship Management (CRM) system. The system was completed in the previous year at a total cost of £13,440. The balance of the cost in excess of the grant was funded from the general funds of the charity.

**13. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>
	£	£	£
Tangible fixed assets	10,984	-	10,984
Cash at bank and in hand	136,609	30,334	166,943
Other current assets	196,031	-	196,031
	<u>343,624</u>	<u>30,334</u>	<u>373,958</u>

**14. TRANSACTIONS WITH TRUSTEES AND CONNECTED PERSONS**

The charity was under the control of the trustees throughout the year under review.

On 29 March 2024, Eden Community Hub CIC (Eden) (Company Number 15602908) was incorporated. Craig Jones, the CEO of Deaf Empowering Network (DEN) is a trustee of Eden. The following transactions took place between DEN and Eden in the year:

	<b>2025</b>	<b>2024</b>
	£	£
Balance due from Eden to DEN at beginning of year	12,960	-
Loan advanced from DEN to Eden	5,000	12,960
Expenditure incurred by DEN on behalf of Eden	8,219	-
Loan repaid from Eden to DEN	(6,179)	-
	<u>20,000</u>	<u>12,960</u>

There were no other reportable transactions with Trustees and/or connected persons in the year under review, or the previous year.

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS** *(Continued)*

**YEAR ENDED 30 APRIL 2025**

**15. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2025 £	2024 £
Net income for year	<b>139,806</b>	57,524
Depreciation charges	<b>6,308</b>	5,455
Loss on disposal of fixed assets	-	34
Change in debtors	<b>(128,167)</b>	(41,121)
Change in creditors	<b>23,995</b>	12,364
<b>Net cash inflow from operating activities</b>	<b>41,942</b>	34,256

**DEAF EMPOWERING NETWORK**

England & Wales - Charity number 1198138

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# Accounts

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**Company Registration Number 13349398**

**Charity Registration Number 1198138**

**DEAF EMPOWERING NETWORK**  
**(A Company Limited by Guarantee)**

**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 30 APRIL 2024**

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**

**YEAR ENDED 30 APRIL 2024**

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**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)**

**YEAR ENDED 30 APRIL 2024**

The trustees present their report, together with the unaudited financial statements of the charitable company ('the charity') for the year ended 30 April 2024.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland, published in October 2019.

### **Trustees of the Charity**

The directors of the charitable company are its trustees for the purposes of charity law. Details of trustees who have served during the year and since the year end can be found on page 7.

### **OBJECTS AND ACTIVITIES**

The objects of the charity are the relief of persons who are deaf, deafened, or hard of hearing and those with hearing loss, especially those resident in the geographical area comprising County Durham, Tees Valley (Darlington, Stockton, Middlesbrough, Hartlepool and Redcar & Cleveland) and North Yorkshire, by promoting the social and health welfare interests of such persons through the provision of services, facilities, resources, support and items that protect and improve their conditions of life.

Deaf Empowering Network (DEN) is the sole deaf-led charitable organisation serving the community in County Durham, Tees Valley, North Yorkshire, and the North East of England that provides communication, language support, community and information support between deaf\*, deafblind, hard of hearing and hearing people.

*\*Throughout this report, the terms "deaf", "deafblind" and "hard of hearing" will be collectively referred to using the inclusive term "deaf" for clarity and consistency.*

We take pride in our uniqueness and serve as a vital service provider to local deaf individuals. We have established a trustworthy and robust relationship between mainstream providers and professionals in and around the area.

Since 2021, as a charitable organisation, we can deliver a service that is cost-effective, personal, maintains a quality standard, offers flexibility and ensures accountability with local suppliers.

DEN's operational services are — Interpreting Service, Community Outreach and BSL Training—much of the income from each provision is immediately reinvested in the cost of the charitable activities, with a minimum income going to DEN to cover internal costs.

The trustees regularly review the objectives and activities of the charity and, as part of this review, they have considered the Charity Commission's general guidance on public benefit.

### **REBRANDING PROCESS**

In April 2023, our organisation undertook a rebranding exercise to address feedback and concerns from governance, staff, stakeholders and the wider community. This strategic decision was driven by the need to create a more inclusive, representative and effective brand that aligns with our mission and resonates with our audience.

### **Background**

Our previous brand, *Rare Rockets*, was identified as a source of challenges across various groups. Feedback indicated that the name lacked clarity, inclusivity and broad appeal, making it less effective in representing the scope and impact of our work. Furthermore, it posed difficulties in communication, particularly within the deaf community, where clear and intuitive finger spelling is essential.

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)**

**YEAR ENDED 30 APRIL 2024**

**REBRANDING PROCESS (continued)**

**Rebranding Implementation**

To ensure the new brand would reflect our values and purpose, we adopted a comprehensive and collaborative approach:

1. **Engagement with Key Stakeholders:**

- Governance team discussions to define strategic goals for rebranding.
- Consultation with staff, stakeholders and community members through surveys, focus groups, and one-on-one meetings.

2. **Research and Analysis:**

- Analysis of feedback to identify core values and themes resonating with our audience.
- Benchmarking similar organisations to assess effective branding practices.
- Exploring names that embody our mission, are easy to explain and can be effectively finger spelled.

3. **Development and Testing:**

- Brainstorming potential names and visual identities with input from all stakeholder groups.
- Testing shortlisted options for clarity, appeal and alignment with our mission.

**Outcome**

The chosen new brand successfully encapsulates the essence of our organisation. It is:

- **Representative:** Clearly reflects the work we do and the communities we serve.
- **Inclusive:** Appeals across diverse audiences and is intuitive for both spoken and signed communication.
- **Simple and Memorable:** Easy to explain in professional and community contexts, fostering stronger recognition and engagement.

**Conclusion**

The rebranding has positioned our organisation with a strong, cohesive identity that connects with governance, staff, stakeholders, and the wider community. The new brand provides a solid foundation for enhancing our impact and achieving our mission. This exercise also reinforces our commitment to inclusivity and accessibility, particularly for the deaf community.

We look forward to leveraging the new brand to further our goals and strengthen our relationships across all sectors.

**ACHIEVEMENT AND PERFORMANCE**

As mentioned above, DEN provides the following operational services to the deaf community:

**Interpreting Service:** We maintain a longstanding contractual partnership with a local NHS Foundation Trust. Additionally, we provide services to Local Authorities, Legal, Education, Third Sector organisations and Employment, including Access to Work. We have secured approved funding from the Tees Valley Combined Authority to implement a bespoke CRM (Customer Relation Management), an efficient interpreting booking system to streamline all the assignment booking for the Interpreting department and the contractors, enhancing its robustness and resilience. This project is ongoing.

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)**

**YEAR ENDED 30 APRIL 2024**

**ACHIEVEMENT AND PERFORMANCE (continued)**

**Community Outreach:** The Community Outreach Service continues to thrive across the North East, with a steady increase in client referrals from Health & Social Care authorities. Newly recruited staff are undergoing comprehensive onboarding, including shadowing experienced workers to build their confidence and understanding in supporting clients effectively. To ensure continued excellence in service delivery, training programs are being established to keep all workers updated with the necessary skills and knowledge for their roles.

This proactive approach reflects our commitment to providing high-quality, client-focused support within the community.

**BSL Training:** We collaborate with local businesses to implement BSL & Deaf Awareness Tasters across all sectors. This effort faced challenges during the transition from post-pandemic group classes to face-to-face sessions. Currently, we are training a BSL Teacher to achieve a standard qualification, ensuring the delivery of high-quality training to businesses.

**Community Focus:** DEN remains committed to supporting local deaf individuals and the beneficiaries of the charity who encounter constant barriers to accessing mainstream providers and their preferred communication methods. While we have accommodated three users, this represents a deliberate low uptake to avoid overstretching and distracting our staff from their primary roles.

**FINANCIAL REVIEW AND RESERVES POLICY**

DEN believes that, to ensure security and stability for the organisation and its staffing, and to maintain sufficient funds for cash flow, reserves are required to handle unexpected situations should they arise.

While we currently review finances with a straightforward outlook, we recognise the need for a more robust and transparent financial reporting system to support the organisation's investment in working capital.

DEN acknowledges the necessity of having adequate funds to fulfil legal obligations in the event of the organisation having to wind down. This includes ensuring the ability to cover salaries, redundancy costs, and any other obligations arising from leases or external contract terminations. Our commitment to maintaining financial reserves reflects our dedication to the long-term sustainability and resilience of the charity.

The Trustees consider the overall financial position and state of affairs of the charity at the balance sheet date to be satisfactory and remain optimistic as regards the future.

**FUTURE PLANS**

We have outlined strategic initiatives for the upcoming 12 months:

**Interpreting Services**

1. Implementation of the new Bespoke CRM, subject to testing and live deployment.
2. Continued delivery of Interpreting Services across the region with a focus on increasing operational turnover.
3. Recruitment of new BSL Interpreters undergoing qualification training.
4. Hiring a Booking Co-ordinator to fill a vacant position.

**Community outreach**

1. Recruitment of a new Community Outreach Service Manager and Team Leader to fill vacant positions.
2. Increase in new referrals.
3. Standardising client rates across the board for clarity.
4. Hiring additional Outreach Support Workers to meet client demands.
5. Development of further training programs for workers.

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)**

**YEAR ENDED 30 APRIL 2024**

**FUTURE PLANS (continued)**

**BSL Training**

1. Acquisition of new business contracts.
2. Expansion of the business network to increase potential referrals for the training department.
3. Ongoing development of the BSL Teacher's skills to ensure improved delivery and compliance with the national Awarding Body, Signature.
4. Development of accredited delivery courses for BSL Level 1, 2 and 3 for the public.
5. Establish a BSL Teaching Programme to recruit and upscale new BSL Teachers in readiness for the BSL curriculum role out in 2026.

**Community Hubs**

1. Collaboration with deaf organisations locally and nationally, facilitating the integration of their workshops to be delivered to both professionals and members of the deaf community.
2. Setting up Coffee Mornings in the Tees Valley area to bring together the deaf community and conduct fact-finding research on what they want from DEN as an organisation.

**Recruitment of Further Staffing to the Organisation**

- Community Engagement Worker
- Advocacy Worker
- Lead Outreach Worker

**Building on Success: Future Strategy and Projects**

**Introduction**

As we reflect on a year of growth and impact, DEN continues to innovate and expand its services to meet the needs of the deaf community across the North East and beyond. This annual report outlines our strategic priorities and future projects, showcasing our commitment to empowering individuals, fostering inclusion, and creating sustainable opportunities.

**Future Strategy and Key Projects for 2025**

1. **Expanding Advocacy Services**
  - **Overview:** DEN will continue to provide advocacy support at Deafway and Lancaster Deaf Centre and implement strategy with key partners to support the services in Lancashire region.
  - **Objective:** Strengthen access to tailored advocacy services across Lancashire, ensuring deaf individuals receive the support they need and implement strategy with key partners to support the services in Lancashire region.
2. **1:1 PA/Outreach Support (North West)**
  - **Overview:** Exploring opportunities to deliver personalised outreach services for deaf clients in Preston and surrounding areas.
  - **Impact Goal:** Empower deaf individuals to access resources, social activities, and employment opportunities.

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)**

**YEAR ENDED 30 APRIL 2024**

**FUTURE PLANS (continued)**

**3. Community Hubs and Workshops**

- **Overview:** Launch new community initiatives in Tees Valley, supported by £20,000 Lottery funding.
- **Projects Include:**
  - Coffee Morning Drop-ins
  - Skills Development Workshops
  - Universal Credit Assistance
  - Advocacy Service including Video Booth in collaboration with DeafPlus
- **Objective:**
  - Foster stronger community connections and address barriers to accessing essential services.

**4. Volunteer Coordinator Role**

- **Overview:** Establish a part-time Volunteer Co-ordinator position funded by recent grants to enhance volunteer engagement.
- **Focus Areas:**
  - Recruitment and training of volunteers
  - Co-ordination of community activities and events

**5. Well-Being Project**

- **Overview:** Collaborate with external organisations, such as the DeafPlus, Well Being Project in Merton, to adopt similar models tailored for the North East.
- **Objective:** Promote mental health and well-being among the deaf community through accessible programs and workshops.

**6. Digital Engagement Strategy**

- **Overview:** Develop an enhanced online presence through social media, shared calendars and digital campaigns.
- **Key Action:** Improve accessibility of information and engagement with younger deaf audiences via innovative content creation.

**Financial Overview**

**Grants Secured:**

- £20,000 Lottery Fund for community initiatives.
- Additional grants pending for outreach, advocacy and community expansion.

**Looking Ahead**

DEN remains committed to driving meaningful change for the deaf community by focusing on sustainability, innovation and collaboration. As we move into 2025, our partnerships with local and national organisations will play a pivotal role in achieving our goals.

We thank our staff, volunteers, stakeholders and funders for their unwavering support and look forward to another impactful year ahead.

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)**

**YEAR ENDED 30 APRIL 2024**

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing Document**

Deaf Empowering Network is a company, limited by guarantee and not having a share capital, governed by its Memorandum and Articles of Association dated 16 August 2023. It is also a charity registered with the Charity Commission. Members of the company agree to contribute an amount not exceeding £1 in the event of the charity being wound up.

### **Governance**

As a new charity, we acknowledge the opportunity for improvement in training and implementing governance documents.

Key initiatives include:

- 1. Sustainable Folder Management:**  
Implementing a sustainable folder management system for governance access to reduce reliance on paper-based documents.
- 2. Training for Governance:**  
Providing further training opportunities for governance members to enhance their understanding and effectiveness.
- 3. Recruitment Process for New Trustees:**  
Establishing a structured recruitment process for new trustees to ensure a comprehensive understanding of their roles within the charity's governance.

### **Organisation**

The charity is administered by the trustees who, throughout the year under review, delegated responsibility for the day-to-day operations of the charity to the Chief Executive Officer.

### **Staff Remuneration**

Staff remuneration is set by the trustees and is reviewed annually; we liaise with other Voluntary Development Organisations, Councils and our HR Consultants when reviewing staff costs and inflationary adjustments.

### **Related Parties**

Other than as disclosed in note 14 to the financial statements, there were no related party transactions during the period under review.

### **Risk Management**

Recognising the challenge of recruiting and retaining staff within the organisation, we are addressing this by preparing secondary team members to seamlessly assume roles in case of staff turnover or absence.

Identifying Areas of Need – Proactively identifying areas of need is crucial to prevent overstressing team members and ensure a balanced workload.

Our commitment to continuous improvement in governance, management, staffing and volunteers reflects our dedication to the long-term success and sustainability of our charity.

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)**

**YEAR ENDED 30 APRIL 2024**

**REFERENCE AND ADMINISTRATIVE INFORMATION**

<b>Charity Name:</b>	Deaf Empowering Network (name changed from Rare Rockets NE Limited 05.08.23 and Deaf Empowerment Network 16.08.23)
<b>Company Registration No:</b>	13349398
<b>Charity Registration No:</b>	1198138
<b>Registered Office:</b>	Durham EBP The Work Place Heighington Lane Aycliffe Business Park Newton Aycliffe DL5 6AH
<b>Trustees/Directors:</b>	Raza Hussain Colleen Metcalfe Jacquelynn Bedingfield Kellie Wilson Susan Graham (Resigned February 2024)
<b>Chief Executive Officer:</b>	Craig Jones
<b>Secretaries:</b>	Craig Jones Linda Langsley (Appointed September 2023)
<b>Independent Examiner:</b>	Mr J Lester FCA Baines Jewitt Limited Spitfire House 19 Falcon Court Preston Farm Industrial Estate Stockton-on-Tees TS18 3TU
<b>Bankers:</b>	NatWest Bank 25 High Row Darlington DL3 7QP

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

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

.....  
**Jacquelynn Bedingfield**  
Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF  
DEAF EMPOWERING NETWORK  
(A Company Limited by Guarantee)**

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I report to the charity trustees on my examination of the accounts of the company for the year ended 30 April 2024 which are set out on pages 9 to 18.

**Responsibilities and Basis of Report**

As the charity trustees of the company (who are also its directors for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent Examiner's Statement**

Since the company's gross income exceeds £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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 company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

**Mr J Lester FCA  
Baines Jewitt Limited  
Chartered Accountants  
Spitfire House  
19 Falcon Court  
Preston Farm Industrial Estate  
Stockton-on-Tees  
TS18 3EA**

**Dated:** .....

**JL/AJW**

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES**

**YEAR ENDED 30 APRIL 2024**  
(including Summary Income and Expenditure Account)

	Notes	Unrestricted Funds		Restricted Funds		Total Funds	
		2024 £	2023 £	2024 £	2023 £	2024 £	2023 £
<b>INCOME</b>							
Grants, donations and legacies	3	104	16,488	6,160	-	6,264	16,488
Charitable activities	4	704,491	720,852	-	-	704,491	720,852
Other income		-	24	-	-	-	24
Investment income		140	-	-	-	140	-
<b>TOTAL INCOME</b>		<b>704,735</b>	<b>737,364</b>	<b>6,160</b>	<b>-</b>	<b>710,895</b>	<b>737,364</b>
<b>EXPENDITURE</b>							
Raising funds		3,027	-	-	-	3,027	-
Charitable activities	5	644,184	581,891	6,160	-	650,344	581,891
<b>TOTAL EXPENDITURE</b>		<b>647,211</b>	<b>581,891</b>	<b>-</b>	<b>-</b>	<b>653,371</b>	<b>581,891</b>
<b>Net Income for the Year</b>	6	<b>57,524</b>	<b>155,473</b>	<b>-</b>	<b>-</b>	<b>57,524</b>	<b>155,473</b>
<b>Transfers between Funds</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net Movement in Funds</b>		<b>57,524</b>	<b>155,473</b>	<b>-</b>	<b>-</b>	<b>57,524</b>	<b>155,473</b>
<b>Reconciliation of Funds:</b>							
Total Funds brought forward	12	176,628	21,155	-	-	176,628	21,155
<b>Total Funds carried forward</b>	<b>12&amp;13</b>	<b>234,152</b>	<b>176,628</b>	<b>-</b>	<b>-</b>	<b>234,152</b>	<b>176,628</b>

The Statement of Financial Activities includes all gains and losses recognised in the year.

All incoming resources and resources expended derive from continuing activities.

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**BALANCE SHEET**

**YEAR END ENDED 30 APRIL 2024**

	Note	£	2024 £	£	2023 £
<b>FIXED ASSETS</b>					
Tangible assets	9		13,864		9,067
<b>CURRENT ASSETS</b>					
Debtors	10	136,617		95,496	
Cash at bank and in hand		128,429		104,459	
<b>TOTAL CURRENT ASSETS</b>			<u>265,046</u>		<u>199,955</u>
<b>CREDITORS: Amounts falling due within one year</b>					
	11	(44,758)		(32,394)	
<b>NET CURRENT ASSETS</b>			<u>220,288</u>		<u>167,561</u>
<b>NET ASSETS</b>			<u>234,152</u>		<u>176,628</u>
<b>FUNDS</b>					
Restricted funds	12&13		-		-
Unrestricted funds	12&13		234,152		176,628
<b>TOTAL FUNDS</b>			<u>234,152</u>		<u>176,628</u>

For the year ended 30 April 2024 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the directors and trustees on ..... and signed on their behalf by:

.....  
**Jacquelynn Bedingfield**  
Trustee

**DEAF EMPOWERING NETWORK**

(A Company Limited by Guarantee)  
Company Registration Number 13349398

**STATEMENT OF CASH FLOWS YEAR ENDED 30 APRIL 2024**

	Note	2024	2023
		£	£
<b>Cash Inflow from Operating Activities</b>	15	<u>34,256</u>	<u>102,733</u>
<b>Cash Flow from Investing Activities</b>			
Purchase of property, plant and equipment		(11,786)	(10,872)
Repayments of borrowing		-	(5,000)
Sale of fixed assets		<u>1,500</u>	<u>-</u>
<b>Net Cash Outflow from Investing Activities</b>		<u>(10,286)</u>	<u>(15,872)</u>
<b>Net Increase in Cash and Cash Equivalents</b>		<b>23,970</b>	<b>86,861</b>
<b>Cash and Cash Equivalents at start of year</b>		<u>104,459</u>	<u>17,598</u>
<b>Cash and Cash Equivalents at end of year</b>		<u>128,429</u>	<u>104,459</u>

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 30 APRIL 2024**

**1. ACCOUNTING POLICIES**

**(a) General Information and Basis of Preparation**

Deaf Empowering Network is a private company, limited by guarantee and registered in England. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 7 of these financial statements. The nature of the charity's operations and principal activities are to provide communication and language support between deaf, hard of hearing and hearing people in the North East of England. This is achieved by the provision of interpreting services, community outreach and BSL training.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared 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), issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in pounds sterling, which is the functional currency of the charity, and rounded to the nearest pound.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

**(b) Income Recognition**

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

**(i) Grants and Donations**

- Where donors specify that grants and donations given to the charity must be used in future accounting periods, the income is deferred until those periods.
- Where donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions for use have been met.

When donors specify that grants and donations, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

**(ii) Gift aid recoverable on donations and gifts**

Gift aid recoverable is included in incoming resources in the same period as the gift to which it relates.

**(iii) Fees and similar income**

Fees receivable and charges for services provided are accounted for in the period in which the service is provided.

**(iv) Investment income**

Investment income is included when receivable by the charity.

**DEAF EMPOWERING NETWORK**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 30 APRIL 2024**

**1. ACCOUNTING POLICIES** (*Continued*)

**(v) Gifts in kind**

Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised.

Gifts in kind for sale or distribution are included in the financial statements as gifts only when sold or distributed by the charity.

Gifts in kind for use by the charity are included in incoming resources when receivable.

**(vi) Donated services and facilities**

Donated services and facilities are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value of the service or facility received.

**(vii) Volunteer help**

The value of any volunteer help received is not included in the financial statements.

**(c) Resources Expended**

Resources expended are accounted for on an accruals basis, inclusive of attributable VAT which cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been apportioned to the costs of those activities on a basis consistent with the use of resources.

**(d) Unrestricted and Restricted Funds**

Unrestricted funds comprise income received or generated by reference to the general objects of the charity without further specified purpose. Such funds may however be designated by the trustees for specific purposes from time to time.

Restricted funds are those donated for a specified purpose as laid down by the donor or as the result of a specific appeal or application. Such funds are kept separate from the unrestricted funds of the charity and only related expenditure is charged against them.

**(e) Tangible Fixed Assets**

Tangible fixed assets are stated at cost less depreciation.

**(f) Depreciation**

Tangible fixed assets are depreciated over their estimated useful lives as follows:

Computer equipment – 4 years, straight line

Fixtures and fittings – 5 years, straight line

**(g) Debtors**

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

**(h) Cash at Bank and in Hand**

Cash at bank and cash 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.



**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS (Continued)**

**YEAR ENDED 30 APRIL 2024**

**5. EXPENDITURE ON CHARITABLE ACTIVITIES**

	Unrestricted Funds		Restricted Funds		Total Funds	
	2024	2023	2024	2023	2024	2023
	£	£	£	£	£	£
Subcontractor costs	266,546	357,786	-	-	266,546	357,786
Staff costs	172,231	92,359	-	-	172,231	92,359
Consultancy fees	29,371	1,837	-	-	29,371	1,837
Travel, accommodation and subsistence	14,106	7,120	-	-	14,106	7,120
Advertising and marketing costs	8,545	7,446	-	-	8,545	7,446
Computer and IT costs	9,801	8,261	-	-	9,801	8,261
Database design and development	7,280	-	6,160	-	13,440	-
Rent	21,162	13,428	-	-	21,162	13,428
Office and administrative expenses	3,592	1,631	-	-	3,592	1,631
Insurance	2,924	1,917	-	-	2,924	1,917
Website development	4,596	-	-	-	4,596	-
Telephone costs	2,608	2,376	-	-	2,608	2,376
Printing, postage and stationery	3,003	2,190	-	-	3,003	2,190
Subscriptions	2,609	338	-	-	2,609	338
Training	3,081	75	-	-	3,081	75
Events	1,836	-	-	-	1,836	-
Donations	559	86	-	-	559	86
Legal and professional fees	9,842	16,816	-	-	9,842	16,816
Staff welfare	845	735	-	-	845	735
Sundry expenses	1,415	562	-	-	1,415	562
Depreciation	5,455	3,014	-	-	5,455	3,014
Loss on disposal of fixed assets	34	-	-	-	34	-
	<u>571,441</u>	<u>517,977</u>	<u>6,160</u>	<u>-</u>	<u>577,601</u>	<u>517,977</u>
Support costs (see below)	61,478	57,184	-	-	61,478	57,184
Governance costs (see below)	11,265	6,730	-	-	11,265	6,730
	<u>644,184</u>	<u>581,891</u>	<u>6,160</u>	<u>-</u>	<u>650,344</u>	<u>581,891</u>
<b>SUPPORT COSTS</b>						
Staff costs	50,504	41,012	-	-	50,504	41,012
Legal and professional fees	10,320	16,172	-	-	10,320	16,172
Bank and other similar charges	654	-	-	-	654	-
	<u>61,478</u>	<u>57,184</u>	<u>-</u>	<u>-</u>	<u>61,478</u>	<u>57,184</u>
<b>GOVERNANCE COSTS</b>						
Staff costs	4,995	4,554	-	-	4,995	4,554
Legal and professional fees	270	-	-	-	270	-
Accountancy and independent examination	6,000	2,176	-	-	6,000	2,176
	<u>11,265</u>	<u>6,730</u>	<u>-</u>	<u>-</u>	<u>11,265</u>	<u>6,730</u>

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS (Continued)**

**YEAR ENDED 30 APRIL 2024**

**6. NET INCOMING RESOURCES**

	Total Funds	
	2024	2023
	£	£
This is stated after charging		
Depreciation	5,455	3,014
Loss on disposal of fixed assets	34	-
Independent examiner's fees:		
- external scrutiny	2,000	725
- accountancy and other fees	4,000	1,451
	<u>=====</u>	<u>=====</u>

**7. STAFF AND STAFF COSTS**

	Total Funds	
	2024	2023
	£	£
Gross salaries	220,429	136,104
Employers national insurance contributions	6,368	1,777
Employers pension costs	933	44
	<u>=====</u>	<u>=====</u>
	<b>227,730</b>	<b>137,925</b>

The average number of employees during the year was 20 (2023: 14) equating to 9.5 (2023: 5.3) full time equivalents.

Total remuneration paid in respect of key management personnel during the year was £49,955 (2023: £45,540).

No employees received emoluments in excess of £60,000.

**8. TAXATION**

The company is exempt from corporation tax on income derived from its charitable activities.

**9. TANGIBLE FIXED ASSETS**

	Fixtures and fittings £	Computer equipment £	Total £
<b>Cost</b>			
At beginning of year	2,143	10,341	12,484
Additions	-	11,786	11,786
Disposals	-	(2,045)	(2,045)
	<u>=====</u>	<u>=====</u>	<u>=====</u>
At end of year	<b>2,143</b>	<b>20,082</b>	<b>22,225</b>
<b>Depreciation</b>			
At beginning of year	429	2,988	3,417
Charge for year	429	5,026	5,455
Eliminated on disposal	-	(511)	(511)
	<u>=====</u>	<u>=====</u>	<u>=====</u>
At end of year	<b>858</b>	<b>7,503</b>	<b>8,361</b>
<b>Net Book Value</b>			
At beginning of year	1,714	7,353	9,067
	<u>=====</u>	<u>=====</u>	<u>=====</u>
At end of year	<b>1,285</b>	<b>12,579</b>	<b>13,864</b>

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS (Continued)**

**YEAR ENDED 30 APRIL 2024**

**10. DEBTORS**

	2024	2023
	£	£
Trade debtors	65,010	95,060
Prepayments and accrued income	58,647	-
Other debtors	12,960	436
	<u>136,617</u>	<u>95,496</u>

**11. CREDITORS**

	2024	2023
	£	£
Trade creditors	27,071	31,050
Other taxes and social security	10,595	1,344
Accruals and deferred income	7,092	-
	<u>44,758</u>	<u>32,394</u>

**12. STATEMENT OF FUNDS**

2024	At 01.05.23	Income	Expenditure	At 30.04.24
	£	£	£	£
<b>Unrestricted Funds</b>	<u>176,628</u>	<u>704,735</u>	<u>647,211</u>	<u>234,152</u>
<b>Restricted Fund:</b>				
Database design and development	-	6,160	6,160	-
<b>Total Funds</b>	<u>176,628</u>	<u>710,895</u>	<u>653,371</u>	<u>234,152</u>
2023	At 01.05.22	Income	Expenditure	At 30.04.23
	£	£	£	£
Unrestricted Funds	<u>21,155</u>	<u>737,364</u>	<u>581,891</u>	<u>176,628</u>
Restricted Funds	-	-	-	-
<b>Total Funds</b>	<u>21,155</u>	<u>737,364</u>	<u>581,891</u>	<u>176,628</u>

**Restricted Fund:**

*Database design and development* – the charity was awarded a grant from the Tees Valley Business Growth Fund for the design and development of a bespoke Customer Relationship Management (CRM) system. The system was completed in the year at a total cost of £13,440. The balance of the cost in excess of the grant was funded from the general funds of the charity.

**DEAF EMPOWERING NETWORK**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS** *(Continued)*

**YEAR ENDED 30 APRIL 2024**

**13. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Unrestricted £	Restricted £	Total £
Tangible fixed assets	13,864	-	13,864
Cash at bank and in hand	128,429	-	128,429
Other current assets	91,859	-	91,859
	<u>234,152</u>	<u>-</u>	<u>234,152</u>

**14. TRANSACTIONS WITH TRUSTEES AND CONNECTED PERSONS**

The charity was under the control of the trustees throughout the year under review.

On 29 March 2024, Eden Community Hub CIC (Eden) (Company Number 15602908) was incorporated. Craig Jones, the CEO of Deaf Empowering Network (DEN) is a trustee of Eden.

During the year under review, DEN advanced a loan of £12,960 to Eden to enable the CIC to pay rent on a studio for the year commencing 11 April 2024. The loan remained outstanding at 30 April 2024.

There were no other reportable transactions with Trustees and/or connected persons in the year under review, or the previous year.

**15. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2024 £	2023 £
Net income for year	57,524	155,473
Depreciation charges	5,455	3,014
Loss on disposal of fixed assets	34	-
Change in debtors	(41,121)	(52,909)
Change in creditors	12,364	1,080
Change in tax payable	-	1,122
Change in other current liabilities	-	(436)
Corporation tax paid	-	(4,611)
<b>Net cash inflow from operating activities</b>	<u>34,256</u>	<u>102,733</u>

**DEAF EMPOWERING NETWORK**

England & Wales - Charity number 1198138

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# Accounts

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**Deaf Empowering Network**

**Report of the Trustees and Unaudited Financial Statements  
for the Year Ended 30/04/2023.**

**Company Registration Number:**

**13349398**

**Charity Number:**

**1198138**

**A E Scott & Co Limited  
Accountants**

Contents of the Financial Statements for the Year Ended 30/04/2023

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## Report of the Trustees for the Year Ended 30/04/2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30/04/2023.

The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

### **Objectives and Activities**

#### *Principle Objectives, Activities and Achievements for the public benefit*

Deaf Empowering Network (DEN) is the sole organisation in County Durham, Tees Valley, North Yorkshire, and the North East of England that provides communication and language support between deaf, hard of hearing, and hearing people.

We take pride in our uniqueness and serve as a vital service provider to local deaf individuals. We have established a trustworthy and robust relationship between mainstream providers and professionals in and around the area.

Since 2021, as a charitable organisation, we can deliver a service that is cost-effective, personal, maintains a quality standard, offers flexibility, and ensures accountability with local suppliers.

DEN's operational services are — Interpreting Service, Community Outreach, and BSL Training—much of the income from each provision is immediately reinvested in the cost of operations, with a minimum income going to DEN to cover internal costs.

### **Achievement and Performance**

#### *Charitable Activities*

As we are still in the early stages of our transition as a charitable provider, formally initiated in March 2022 following the impact of the pandemic and delays in the registration process, we undertook the transfer of assets and services from CJ Interpreting Service. We express gratitude to CJ Interpreting for generously transferring all their private business assets, finances, and services to our new organization. Importantly, CJ Interpreting made no financial gains from this transfer. This was done all while continuing to provide the four business arms described below:

1. Interpreting Service: We maintain a longstanding contractual partnership with a local NHS Foundation Trust. Additionally, we provide services to Local Authorities, Legal, Education, Third Sector organizations, and Employment, including Access to Work. We have secured approval from the Tees Valley Combined Authority to set up a bespoke CRM (Customer Relation Management) an efficient interpreting booking system to streamline all the assignment booking for the Interpreting department and the contractors, enhancing its robustness and resilience, this project is ongoing, refer to report ending 2024 for updates.

2. Community Outreach: We concluded our partnership with Action Deafness to take on the department as a fully functional service from April 2022. This move allows us independence and robustness, enabling the appointment of two service coordinators to oversee the service independently from the current CEO. This facilitates the development of new client referrals and recruitment of Community Outreach Workers. The current client base stands at 5.

3. BSL Training: We collaborate with local businesses to implement BSL & Deaf Awareness Tasters across all sectors. This effort faced challenges during the transition from post-pandemic group classes to face-to-face sessions. Currently, we are training the BSL Teacher to achieve a standard qualification, ensuring the delivery of high-quality training to businesses.

4. Community Focus: DEN remains committed to supporting local deaf individuals and the beneficiaries of the charity who encounter constant barriers to accessing mainstream providers and their preferred communication methods. While we have accommodated 3 users, this represents a deliberate low uptake to avoid overstretching and distracting our staff from their primary roles.

## **Financial Review**

### *Reserves Policy*

DEN believes that to ensure security and stability for the organisation, its staffing, and to maintain sufficient funds for cash flow, reserves are required to handle unexpected situations should they arise. While we currently review finances with a straightforward outlook, we recognise the need for a more robust and transparent financial reporting system to support the organisation's investment in working capital.

DEN acknowledges the necessity of having adequate funds to fulfil legal obligations in the event of the organization having to wind down. This includes ensuring the ability to cover salaries, redundancy costs, and any other obligations arising from leases or external contract terminations. Our commitment to maintaining financial reserves reflects our dedication to the long-term sustainability and resilience of the charity.

## **Future Plans**

We have outlined strategic initiatives for the upcoming 12 months:

### Interpreting Services:

1. Implementation of the new Bespoke CRM, subject to testing and live deployment.
2. Continued delivery of Interpreting Services across the region with a focus on increasing operational turnover.
3. Recruitment of new BSL Interpreters undergoing qualification training.
4. Hiring a Booking Coordinator to fill a vacant position.

### Community Outreach:

1. Recruitment of a new Community Outreach Service Manager and Team Leader to fill vacant positions.
2. Increase in new referrals.
3. Standardizing client rates across the board for clarity.
4. Hiring additional Outreach Support Workers to meet client demands.
5. Development of further training programs for workers.

#### BSL Training:

1. Acquisition of new business contracts.
2. Expansion of the business network to increase potential referrals for the training department.
3. Ongoing development of the BSL Teacher's skills to ensure improved delivery and compliance with the national Awarding Body, Signature.
4. Development of accredited delivery courses for BSL Level 1 and 2 for the public.

#### Community Hubs:

1. Collaboration with deaf organizations locally and nationally, facilitating the integration of their workshops to be delivered to both professionals and members of the deaf community.
2. Setting up Coffee Mornings in the Tees Valley area to bring together the deaf community and conduct fact-finding research on what they want from DEN as an organization.

#### Recruitment of Further Staffing to the Organization:

- Office Administration
- Digital Content Creator
- Community Engagement Worker
- Project Inclusion Coordinator
- Booking Coordinator

### **Structure, Governance and Management**

#### *Governing Document, Induction and Training of new trustees*

As a new charity, we acknowledge the opportunity for improvement in training and implementing governance documents.

#### Key initiatives include:

1. Sustainable Folder Management: Implementing a sustainable folder management system for governance access to reduce reliance on paper-based documents.
2. Training for Governance: Providing further training opportunities for governance members to enhance their understanding and effectiveness.
3. Recruitment Process for New Trustees: Establishing a structured recruitment process for new trustees to ensure a comprehensive understanding of their roles within the charity's governance.

### **Risk Management**

Recognizing the challenge of recruiting and retaining staff within the organization, we are addressing this by preparing secondary team members to seamlessly assume roles in case of staff turnover or absence.

Identifying Areas of Needs: Proactively identifying areas of need is crucial to prevent overstretching team members and ensure a balanced workload.

Our commitment to continuous improvement in governance, management, staffing, and volunteers reflects our dedication to the long-term success and sustainability of our charity.

**Reference and Administrative Details**

**Registered Company Number** 13349398

**Registered Charity Number** 1198138

**Registered Office Address** Durham EBP, The Work Place, Heighington Lane  
Aycliffe Business Park, Newton Aycliffe, DL5 6AH

**Trustees** Raza Hussain  
Colleen Metcalfe  
Jacquelynn Bedingfield  
Kellie Wilson  
Susan Graham - *Resigned 03/2024*

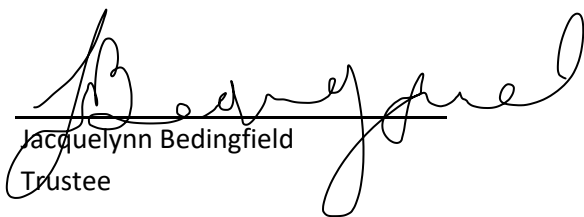
**Chief Executive Officer** Craig Jones

**Secretaries** Craig Jones  
Linda Langsley

**Independent Examiner** Ben Phillips  
A E Scott & Co Limited  
2 Varsity House, Falcon Court, TS18 3TS

This report has been prepared in accordance with the special provision of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 09/04/2024 and signed on its behalf by:

  
\_\_\_\_\_  
Jacquelynn Bedingfield  
Trustee

## Independent Examiners' Report to the Trustees of Deaf Empowering Network

### **Independent Examiner's report to the trustees of Deaf Empowering Network ('the company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30/04/2023.

### **Responsibilities and Basis of Report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

### **Conclusions relating to Going Concern**

In reviewing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the entity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

### **Independent Examiner's Statement**

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:

- > accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act;
- > the accounts do not accord with those records; or
- > the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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; or
- > the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.

I am a licensed and regulated member of the Association of Accounting Technicians (AAT), under licence number 20122211.

Ben Phillips MAAT

A E Scott & Co Limited  
Varsity House  
2 Falcon Court  
Stockton-on-Tees  
TS18 3TS

Date 09/04/2024

A handwritten signature in black ink, appearing to be 'B.P.', is positioned above a solid horizontal line that extends to the right.

Statement of Financial Activities  
For the year ending 30/04/2023

	Notes	Unrestricted Funds	Restricted Funds	30/04/2023 Total Funds £	30/04/2022 Total Funds £
<b>Income</b>	3				
Donations & Legacies		988	-	988	-
Grants		15,500	-	15,500	-
Charitable Activities		720,852	-	720,852	467,028
Other Income		24	-	24	-
<b>Total Income</b>		<b>737,364</b>	<b>-</b>	<b>737,364</b>	<b>467,028</b>
<b>Expenditure</b>					
Charitable Activities	4, 5	581,891	-	581,891	445,873
<b>Total expenditure</b>		<b>581,891</b>	<b>-</b>	<b>581,891</b>	<b>445,873</b>
<b>Net Income/Expenditure</b>		<b>155,473</b>	<b>-</b>	<b>155,473</b>	<b>21,155</b>
<b>Reconciliation of Funds</b>					
Total funds brought forward		21,155	-	21,155	-
<b>Total funds carried forward</b>		<b>176,628</b>	<b>-</b>	<b>176,628</b>	<b>21,155</b>

Balance Sheet  
As at 30/04/2023

	Notes	Unrestricted Funds	Restricted Funds	30/04/2023 Total Funds £	30/04/2022 Total Funds £
<b>Fixed Assets</b>					
Tangible Assets	8	9,067	-	9,067	1,209
<b>Total fixed assets</b>		<b>9,067</b>	<b>-</b>	<b>9,067</b>	<b>1,209</b>
<b>Current Assets</b>					
Debtors	9	95,060	-	95,060	42,151
Cash at bank and in hand		104,459	-	104,459	17,598
<b>Total current assets</b>		<b>199,519</b>	<b>-</b>	<b>199,519</b>	<b>59,749</b>
<b>Creditors</b>					
Amount falling due within one year	10	31,958	-	31,958	39,803
<b>Net Current Assets</b>		<b>167,561</b>	<b>-</b>	<b>167,561</b>	<b>19,946</b>
<b>Total Assets less Current Liabilities</b>		<b>176,628</b>	<b>-</b>	<b>176,628</b>	<b>21,155</b>
<b>Creditors</b>					
Amount falling in more than one year		-	-	-	-
<b>Net Assets</b>		<b>176,628</b>	<b>-</b>	<b>176,628</b>	<b>21,155</b>
<b>Funds</b>					
Restricted Funds				-	-
Unrestricted Funds				176,628	21,155
<b>Total Funds</b>				<b>176,628</b>	<b>21,155</b>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30/04/2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 30/04/2023 in accordance with Section 476 of the Companies Act 2006.

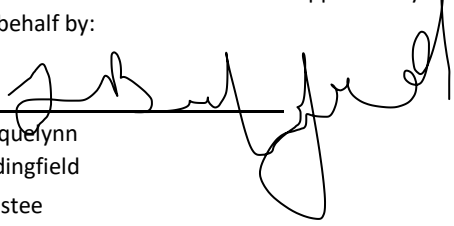
The trustees acknowledge their responsibilities for:

> ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

> preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

These financial statements were approved by the Board of Trustees and authorised for issue on 09/04/2024 and were signed on its behalf by:

  
\_\_\_\_\_  
Jacquelyn  
Bedingfield  
Trustee

Statement of Cash Flows  
For the year ending 30/04/2023

	Notes	30/04/2023 Total Funds £	30/04/2022 Total Funds £
<b>Operating activities</b>			
Operating profit		155,473	21,155
Depreciation charges		3,014	403
Change in debtors		(52,909)	(42,151)
Change in creditors		1,080	29,970
Change in tax payable		1,122	222
Change in other current liabilities		(436)	-
Corporation tax paid		(4,611)	4,611
<b>Net cash from operating activities</b>		<b>102,733</b>	<b>14,210</b>
<b>Investing activities</b>			
Purchase of property, plant and equipment		(10,872)	(1,612)
Repayments of borrowing		(5,000)	5,000
<b>Net cash from investing activities</b>		<b>(15,872)</b>	<b>3,388</b>
<b>Net change in cash and cash equivalents</b>		<b>86,861</b>	<b>17,598</b>
<b>Cash and cash equivalents at beginning of year</b>		<b>17,598</b>	<b>-</b>
<b>Cash and cash equivalents at end of year</b>		<b>104,459</b>	<b>17,598</b>

Notes to the Financial Statements  
For the year ending 30/04/2023

### 1. Statutory Information

Deaf Empowering Network is a private charitable company, limited by guarantee, registered in England and Wales. The company's registered number and registered office address can be found in the Trustees' Report.

The financial statements are presented in sterling which is the functional currency of the charitable company and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

### 2. Accounting Policies

The financial statements have been prepared 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) (effective 1 January 2019)

- (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Deaf Empowering Network 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 note.

#### Income

Items of income are recognised and included in the accounts when all the following criteria are met:

- The charity have entitlement to the funds.
- Any performance conditions attached to the item(s) of income have been met or are fully within the control of the charity.
- There is sufficient certainty that receipt of the income is considered probable; and
- The amount can be measured reliably.

Income from charitable activities includes income recognised as earned (as the related goods or services are provided) under contract or where entitlement to grant funding is subject to specific performance conditions. Grant income included in this category provides funding to support programme activities and is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. There is no netting off within the accounts.

#### Expenditure

Liabilities are recognised as soon as there is a legal or constructive obligation committing the company to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. It includes attributable VAT which cannot be recovered.

Charitable expenditure comprises those costs incurred by the company in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by usage.

Governance costs include those incurred in the governance of the charity which are associated with the constitutional and statutory requirements.

#### Tangible fixed assets

Fixed assets are stated at cost less accumulated depreciation.

Assets purchased from restricted funds are capitalised in the Balance Sheet and the funds then transferred to unrestricted funds as they have been expended in the year.

Depreciation is provided at the following annual rates to write off each asset over its estimated useful life.

Category	Basis
Computer Equipment	4 years, straight line
Fixtures & Fittings	5 years, straight line

### Taxation

The charity is an exempt charity within the meaning of Schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

### Fund Accounting

Unrestricted income funds are general funds which are available for use at the trustees' discretion in furtherance of the objectives of the company.

Restricted funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

### Debtors

Trade and other debtors are recognised at the settlement amount due.

### Cash at bank

Cash at bank and cash 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.

### Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Creditors and provisions are normally recognised at their settlement amount.

### 3. Donations and Legacies

	30/04/2023	30/04/2022
Sundry Donations	988	-
Grants	15,500	-
	<b>16,488</b>	<b>-</b>

Grants received, included in the above are as follows:

	30/04/2023	30/04/2022
Durham County Council	2,500	-
Open North Foundation	3,000	-
National Lottery	10,000	-
	<b>15,500</b>	<b>-</b>

### 4. Charitable Activities Costs

	30/04/2023	30/04/2022
Subcontractor costs	357,786	343,178
Other direct costs	8,255	-
Support Costs:		
Employee costs	145,021	48,099
Advertising and marketing costs	7,446	6,580
Professional fees	28,747	22,528
Premises costs	13,428	10,108
Administrations costs	18,194	14,977
	<b>578,877</b>	<b>445,470</b>

### 5. Net Income/Expenditure

Net Income/Expenditure is stated after charging/crediting:

	30/04/2023	30/04/2022
Depreciation	3,014	403
	<b>3,014</b>	<b>403</b>

## 6. Analysis of staff costs and remuneration of key management personnel

	30/04/2023	30/04/2022
Wages & Salaries	144,211	40,889
	<u>144,211</u>	<u>40,889</u>

The average number of employees during the year was 14 (2022: 4) with all employee time involved in providing either support to the governance of the charity or support services to charitable activities.

The Trust considers its key management personnel comprise the trustees and the Chief Executive Officer. The total employment benefits of the key management personnel were £40,000 (2022: £30,000).

No employees received emoluments in excess of £60,000.

## 7. Legal Status of the Company

The charity is a company limited by guarantee. The members of the company are the trustees listed above. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

## 8. Tangible Fixed Assets

Cost	Fixtures & Fittings	Computer Equipment	Totals
Opening Balance	-	1,612	1,612
Additions	2,143	8,729	10,872
Disposals	-	-	-
Closing Balance	<u>2,143</u>	<u>10,341</u>	<u>12,484</u>
<b>Depreciation</b>			
Opening Balance	-	403	403
Charge for the year	429	2,585	3,014
Eliminated on Disposal	-	-	-
Closing Balance	<u>429</u>	<u>2,988</u>	<u>3,417</u>
<b>Net Book Value</b>			
Closing Balance	<u>1,714</u>	<u>7,353</u>	<u>9,067</u>
Opening Balance	-	1,209	1,209

## 9. Debtors

Trade debtors	95,060	42,151
	<u>95,060</u>	<u>42,151</u>

## 10. Creditors

Trade creditors	31,050	29,970
Corporation Tax	-	4,611
Other taxes and social security	1,344	222
Other creditors	-	5,000
Accruals and deferred income	(436)	-
	<u>31,958</u>	<u>39,803</u>

## 11. Related Party Disclosures

There were no related party transactions for the year ended 30/04/2023.

## 12. Control Relationships

The charity is under the control of the board of trustees as noted above.