

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.

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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.

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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.

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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.

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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
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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 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.

DEAF EMPOWERING NETWORK
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TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

YEAR ENDED 30 APRIL 2024

REFERENCE AND ADMINISTRATIVE INFORMATION

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

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 |
| | | £ | £ | £ | £ | £ | £ |
| INCOME | | | | | | | |
| 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 | - |
| TOTAL INCOME | | 704,735 | 737,364 | 6,160 | - | 710,895 | 737,364 |
| EXPENDITURE | | | | | | | |
| Raising funds | | 3,027 | - | - | - | 3,027 | - |
| Charitable activities | 5 | 644,184 | 581,891 | 6,160 | - | 650,344 | 581,891 |
| TOTAL EXPENDITURE | | 647,211 | 581,891 | - | - | 653,371 | 581,891 |
| Net Income for the Year | 6 | 57,524 | 155,473 | - | - | 57,524 | 155,473 |
| Transfers between Funds | | - | - | - | - | - | - |
| Net Movement in Funds | | 57,524 | 155,473 | - | - | 57,524 | 155,473 |
| Reconciliation of Funds: | | | | | | | |
| Total Funds brought forward | 12 | 176,628 | 21,155 | - | - | 176,628 | 21,155 |
| Total Funds carried forward | 12&13 | 234,152 | 176,628 | - | - | 234,152 | 176,628 |

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
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BALANCE SHEET

YEAR END ENDED 30 APRIL 2024

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

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

DEAF EMPOWERING NETWORK
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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.

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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
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NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2024

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 7. 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 | |
|----------------------------------|---------------------------|-------------|-------------------------|-------------|--------------------|-------------|
| | 2024 | 2023 | 2024 | 2023 | 2024 | 2023 |
| | £ | £ | £ | £ | £ | £ |
| Grants received are as follows: | | | | | | |
| Durham County Council | - | 2,500 | - | - | - | 2,500 |
| Open North Foundation | - | 3,000 | - | - | - | 3,000 |
| National Lottery | - | 10,000 | - | - | - | 10,000 |
| Tees Valley Business Growth Fund | - | - | 6,160 | - | 6,160 | - |
| Donations | 104 | 988 | - | - | 104 | 988 |
| | 104 | 16,488 | 6,160 | - | 6,264 | 16,488 |

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 | |
|--------------------------------|---------------------------|-------------|-------------------------|-------------|--------------------|-------------|
| | 2024 | 2023 | 2024 | 2023 | 2024 | 2023 |
| | £ | £ | £ | £ | £ | £ |
| British Sign Language students | 72,704 | 51,683 | - | - | 72,704 | 51,683 |
| Interpreting sales | 400,970 | 543,237 | - | - | 400,970 | 543,237 |
| One to one support | 230,817 | 125,932 | - | - | 230,817 | 125,932 |
| | 704,491 | 720,852 | - | - | 704,491 | 720,852 |

DEAF EMPOWERING NETWORK
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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 | - |
| | 571,441 | 517,977 | 6,160 | - | 577,601 | 517,977 |
| Support costs (see below) | 61,478 | 57,184 | - | - | 61,478 | 57,184 |
| Governance costs (see below) | 11,265 | 6,730 | - | - | 11,265 | 6,730 |
| | 644,184 | 581,891 | 6,160 | - | 650,344 | 581,891 |
| SUPPORT COSTS | | | | | | |
| 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 | - |
| | 61,478 | 57,184 | - | - | 61,478 | 57,184 |
| GOVERNANCE COSTS | | | | | | |
| 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 |
| | 11,265 | 6,730 | - | - | 11,265 | 6,730 |

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 |
| | ===== | ===== |

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 |
| | ===== | ===== |
| | 227,730 | 137,925 |

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

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

| | At 01.05.23 £ | Income £ | Expenditure £ | At 30.04.24 £ |
|---------------------------------|---------------------|----------------|------------------|---------------------|
| 2024 | | | | |
| Unrestricted Funds | <u>176,628</u> | <u>704,735</u> | <u>647,211</u> | <u>234,152</u> |
| Restricted Fund: | | | | |
| Database design and development | <u>-</u> | <u>6,160</u> | <u>6,160</u> | <u>-</u> |
| Total Funds | <u>176,628</u> | <u>710,895</u> | <u>653,371</u> | <u>234,152</u> |
| | | | | |
| | At 01.05.22 £ | Income £ | Expenditure £ | At 30.04.23 £ |
| 2023 | | | | |
| Unrestricted Funds | <u>21,155</u> | <u>737,364</u> | <u>581,891</u> | <u>176,628</u> |
| Restricted Funds | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> |
| Total Funds | <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) |
| Net cash inflow from operating activities | <u>34,256</u> | <u>102,733</u> |