

Deaf Choices UK Limited

England & Wales · Charity number 279523

Details

Other names	CUED SPEECH ASSOCIATION UK, CUED SPEECH UK, CUED SPEECH UK LIMITED, NATIONAL CENTRE FOR CUED SPEECH
Status	Registered
Legal form	Charitable company
Company number	01477997
Registered	1980-04-17
Register	View on the Charity Commission register

Contact

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Activities

Objects: TO PROMOTE, MAINTAIN AND ADVANCE EDUCATION AND IN PARTICULAR BY THE DEVELOPMENT, STANDARDISATION, PROPAGATION, DISSEMINATION, TEACHING AND USE OF CUED SPEECH AS DESIGNED AND CONCEIVED BY DR ORIN CORNETT TO ENABLE THE DEAF AND HEARING IMPAIRED PEOPLE TO LEARN NOT ONLY LIP-READING IN ANY LANGUAGE BUT ALSO THE PARTICULAR LANGUAGE ITSELF. (FOR FURTHER DETAILS SEE MEMORANDUM OF ASSOCIATION).

Activities: Deaf Choices UK aspires to give deaf children improved access to: LANGUAGE by empowering their families to make fully informed choices. LITERACY, by supporting their educators to access information, training and resources. We provide knowledge information and training around the unique benefits, concepts and skills of using Cued Speech. Our offer supports deaf children and those with SEND.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Disability
- **Who:** Children/young People, People With Disabilities

Geography

- **Area of benefit:** UNITED KINGDOM AND OVERSEAS
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£273,560	£271,299	-	-
2024-03-31	£327,736	£308,244	-	-
2023-03-31	£345,904	£360,152	-	-
2022-03-31	£287,415	£272,720	-	-
2021-03-31	£275,000	£287,000	-	-

Trustees

Name	Role	Appointed
Christine Hardy	Chair	2015-10-03
Jacob Paul Twomey		2024-02-12
KENNETH GEORGE ORPIN		
Peter Gordon Bowman		2018-02-13
Sarah Celine Elumba-Hill		2018-10-27

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Accounts

A young boy with a hearing aid is sitting on the floor, feeding a small brown and white dog. The dog is sitting on a green towel. The boy is wearing a dark t-shirt with a graphic. In the background, there are white plastic storage bins. The text 'Annual Report 2024-25' is overlaid on a blue rounded rectangle on the left side of the image.

Annual Report 2024-25

DEAF CHOICES UK

Thrive with Language and Literacy
for Life

The Boatshed, Steamer Quay, Totnes, Devon TQ9 5AL

info@deafchoicesuk.com - www.deafchoicesuk.com - 01803 712 852

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Deaf Choices UK
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Registered with the Charity Commission of England and
Wales No. 279523

A Company Limited by Guarantee No. 1477997

**Welcome to Deaf Choices UK.
DCUK. Our name reflects our
approach.**

**We believe in the importance
of informed choice. We
support parents of deaf
children and professionals to
make the best CHOICE(S) for
Communication, Language
and Literacy.**

**Deaf Choices UK is currently
the only UK charity providing
Cued Speech training.**

Introduction to Cued Speech

DCUK champions equal opportunities for deaf children at home, in school and in their wider communities. We do this by providing information, training and family-led activities.

Based in Totnes, Devon, DCUK provides nationwide support to families of deaf children, through online technology, in-person home visits across the Southwest, and a monthly community group for deaf children and families in Plymouth.

DCUK is the only UK charity delivering training and support in Cued Speech for use at home and in education.

In 2024, Cued Speech UK rebranded as

Deaf Choices UK (DCUK) to better reflect our philosophy and the evolving needs of deaf children. DCUK realised the powerful significance of offering parents informed, unbiased choice. It is not just one choice that is needed for a deaf child but many throughout their lives to achieve their potential, socially and emotionally.

Research indicates that Cued Speech plays a vital role in language acquisition for deaf children, ensuring they develop phonemic awareness necessary for literacy. By strengthening our organisation and developing a specialised literacy resource, we aim to help deaf children thrive at home, succeed in education, and reach their full potential.

"An Approach Designed to Fail Deaf Children and Their Parents—and How to Change It"

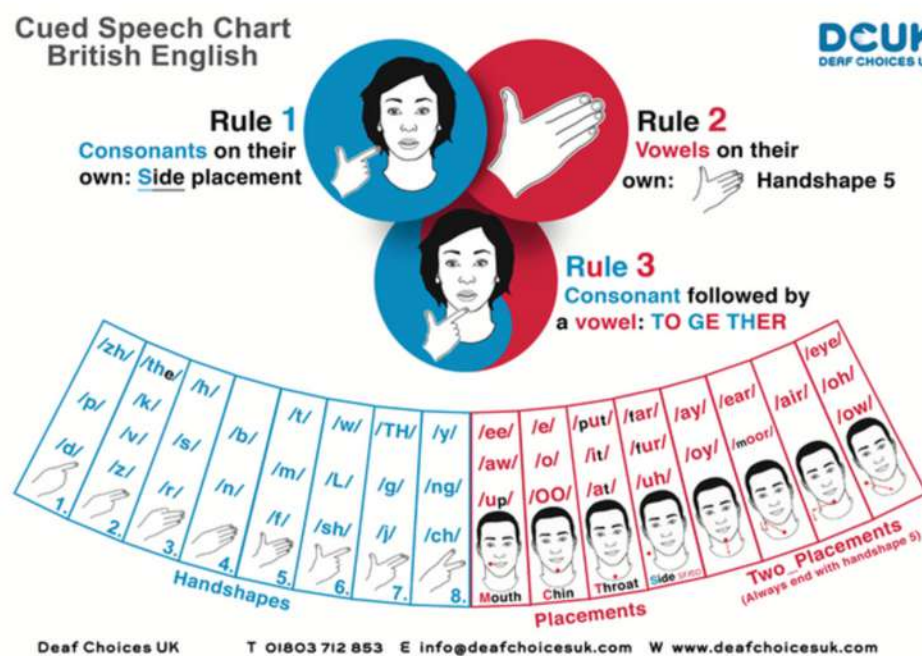
Tom Humphries, Gaurav Mathur, Donna Jo Napoli, Christian Rathmann

This paper challenges outdated practices that advise parents of deaf children to only pursue spoken language development which often leads to devastating delays in language acquisition and cognitive development. The authors argue for early, immediate access to visual language from the moment deafness is detected.

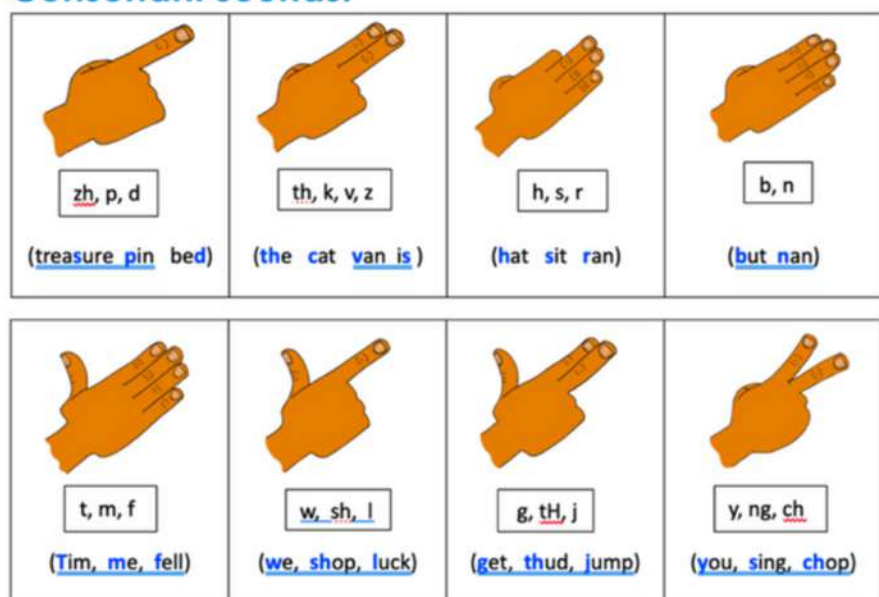
They emphasize that delaying access to a fully accessible language—such as a sign language—until a child falls behind is harmful. While sign language is central in their recommendations, the core message supports any system that provides clear, early visual language input, such as Cued Speech, which can work alongside sign to ensure children acquire strong language foundations.

Introduction to Cued Speech

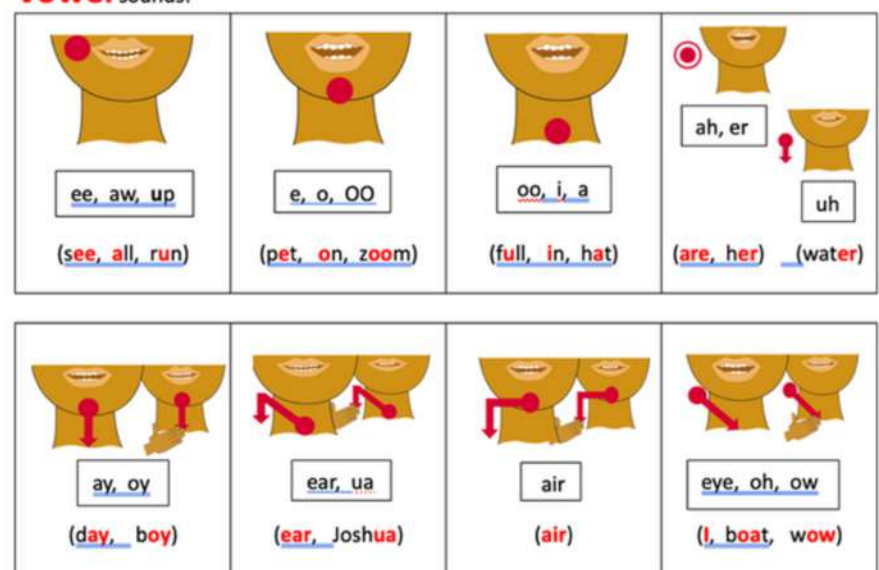
Traditionally, the educators of deaf children have been divided between using an oralist approach where the educator speaks and the deaf child listens as best they can using technology such as hearing aids or cochlear implants, or a Total Communication approach where the educator adds a sign to some of the words as they speak, this still leaves big gaps for many deaf children.



Consonant sounds:



Vowel sounds:



Cued Speech (CS) bridges these gaps and was developed in America by Dr Orin Cornett with the aim of giving deaf children equal access to spoken languages by the speakers adding manual cues to every spoken word as they speak. Cued-to children can develop age appropriate language levels and often excellent literary skills.

Unlike BSL, CS directly supports literacy by providing a visual representation of spoken language. "Hooked on books - Cued Speech allows deaf children to learn to read so they can read-to-learn" - Dr Cornett.

Can you see how to cue these words?



DCUK Articles and Governance

Deaf Choices UK (DCUK) aspires to give deaf children improved access to:

Language - by empowering their families to make fully informed choices.

Literacy – by supporting their educators to access information, training, and resources.

We provide knowledge, information and training around the unique benefits, concepts, and skills of using Cued Speech.

Our offer supports deaf children and those with Special Educational Needs and Disability (SEND) to thrive at home, succeed in education, and achieve their potential.

The DCUK Articles of Association and Memorandum of Association reviewed in October 2001, have not changed:



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Memorandums of Association



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Articles of Association

Trustees

The Trustees work in line with DCUK Articles of Association.

All Trustees apply with a full CV and two references and are interviewed by the Executive Director and another Trustee. New trustees are 'voted in' on their first meeting by the full Board. All Trustees must complete Level 1 Safeguarding training and have an Enhanced DBS check.

Volunteers

Volunteers provide a vital contribution to the work of DCUK. Our volunteers support training activities, demonstrate how to cue at public events, provide external advice and guidance, take part in fundraising activities, provide expert advice in specialist areas of delivery and trial our new resources. Volunteers support the delivery of our monthly coffee mornings at Plymouth Deaf Choices (PDC). Volunteers cannot work on their own with children and when working with us they must have an enhanced DBS and have completed level 1 Safeguarding training.

Policies and Safeguarding

Safeguarding

We are registered with the Safeguarding Network - “Confidence in safeguarding”.

This is an online resource produced for schools. The site is updated with the latest reports and articles and relevant training events. It contains information and training in all the key areas which should be considered when working with children. Safeguarding network has a training matrix which CSUK can use, update, monitor and record the training log of every employee and Volunteer

including Trustees. It is an easy resource to use with online login for every member of staff or volunteer and it also contains useful proforma for recording incidents:



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Policies on employment, holidays, behaviour and inclusion are available in the DCUK Handbook:



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HR Procedures and guidance are supported by Westcountry HR (www.westcountryhr.com). Health and Safety at work is overseen by Peninsular (www.peninsulagrouplimited.com)



Why Cued Speech

Cued Speech can provide a foundation for all other communication interventions for deaf children right from the start.

Language

- It provides access to the full and rich first spoken language of the home on which to build other languages such as British Sign Language.
- It positively impacts lip-reading which is a significant skill underpinning literacy development for deaf children.
- It allows a child to develop an understanding of spoken language and an auditory memory (regardless of the level of hearing loss) that will support and accelerate the rehabilitation process post cochlear implant.

Literacy

- Cued Speech enables deaf children to develop a fluent mental model of the same language they later need to read. Many go on to achieve age-appropriate literacy levels. They can then go on to explore the world through reading which may enhance

their self-esteem.

With Cued Speech children have every opportunity to reach their full potential.

- Learning to read and write, a reader needs to be able to think in English, look at each letter and attach and remember the sounds associated with each letter. Next, the reader must string the sounds together (phonemes), to make words and understand the meaning behind the words.

A beginner reader needs to:

1. To recognise the letters of the alphabet.
2. To identify all the speech sounds and recognise which ones are in each word.
3. To link the right sound with the right letters.
4. The reading rules such as reading from left to right, spaces between words and punctuation.

Cued Speech can provide the link between language and literacy for deaf children.



DCUK Beneficiaries

DCUK beneficiaries are:

(a) Those deaf children who are not able to benefit fully or at all from hearing aids or implants.

(b) The very significant number of children who use listening (via technology) but subsequently fail to acquire a practical understanding of English.

(c) Visual learners such as children who have auditory processing issues, language delay, dyslexia, auditory neuropathy, and those who do not have English as a first language.

(d) Those children who are struggling to access literacy in education at Key Stage 1 due to special educational needs and disability (SEND) including deafness.

A recent paper published in the Oxford Press by Gardiner Walsh and Giese, 2023, further answers the benefits of Cued Speech for deaf children accessing home language.

Scan the QR code to read the report:



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Strategic and Operational Overview

Strategic Overview 2024 2025

This year, Deaf Choices UK (DCUK) reached more deaf children, families, and professionals than ever before, delivering support both in person and online, and ensuring that Cued Speech is accessible wherever it is needed.

Our family support work remained at the heart of what we do. Over the past 12 months, we provided more than 1,200 hours of direct training to parents, carers, and extended family members. Many of these families were just beginning their journey following a newborn hearing diagnosis.

For them, our sessions offered not just practical skills but a vital sense of hope and possibility. Training was delivered flexibly through regular online sessions that connected families nationwide, and through home visits across the South West, where we could offer more personalised, hands-on support.

“When we were told our son was profoundly deaf, we felt lost. DCUK not only gave us a way to communicate, but also hope for his future.” – Parent

Alongside this, we worked closely with education professionals to embed Cued Speech into classrooms and early years settings. Teachers of the Deaf, Speech

and Language Therapists, Communication Support Workers, and mainstream teaching staff attended our courses and in-service training sessions. These sessions were practical and tailored, giving professionals tools they could use immediately to improve phonics and literacy outcomes for deaf learners.

“DCUK’s training gave me practical tools I could use the next day in class. It’s changed the way I teach phonics.” – Primary School Teacher

We also continued to nurture community through Plymouth Deaf Choices, our monthly social group for deaf children and their families. Each event, from sports days to arts and crafts, provided not only fun and friendship for the children but also a safe space for parents to share experiences, advice, and encouragement. We began disseminating a specialist literacy resource, Nan in a Van (NIAV) designed specifically for deaf learners.

Due for launch in 2025 - 26, this will integrate Cued Speech into literacy teaching in a way that is accessible to both families and professionals, helping to close the persistent gap in reading achievement.

Our advocacy and awareness work also grew in reach. We presented at regional and national education conferences, contributed to policy discussions through

Organisation Change

the Speech and Language Communication Alliance (SLCA). In all these ways, 2024–2025 was a year of growth, innovation, and deeper connection, ensuring that deaf children are language-ready for life and equipped to achieve their full potential.

Organisational Changes

There have been some structural changes within the charity that have had a positive impact on the charity.

Name Change: The transition from Cued Speech UK to Deaf Choices UK has been well received, with more users and stakeholders reporting that the new name better reflects our inclusive philosophy and scope of work:

Charity Expansion: In September 2024, we formally adopted a smaller local organisation, now known as Plymouth Deaf Choices (PDC) This group-based program offers monthly activities and support to over 40 families through Saturday coffee mornings and events—an immensely successful addition to the DCUK offer.

Staffing Flexibility: To manage budgets effectively, several staff members voluntarily reduced their hours during summer 2024 and returned to full-time hours in September. This allowed us to maintain full delivery capacity while remaining cost-efficient.

Family Advisors in Herts and the North East

Unfortunately, we were unable to secure ongoing funding for our Regional Family Advisors, Sagira Jethra in Hertfordshire and Carly Simpson in the North East.

As a result, in August 2024, we had to part ways with these two exceptional and experienced professionals. Their absence is deeply felt, as they made significant contributions to the DCUK team.

Sagira's expertise in inclusion, cultural values, and familial dynamics, as well as Carly's remarkable creative input through film and storytelling, represent a considerable loss to our DCUK offerings.

Activities and Project Areas

At DCUK, we are passionate about addressing the needs of every deaf child, providing them with visual access to English and empowering them to achieve their aspirations.

This report will share the personal journeys of deaf children, their parents, and the professionals who support them, highlighting how, through DCUK's activities and the use of Cued Speech, they have gained greater access to improved outcomes.

The report will cover our three key areas of work:

1. Language and Literacy for Life (ages 0–18)
2. Active – Our regional family activities delivered through Plymouth Deaf Choices
3. Love Literacy – Focused on our work with schools using the Nan in a Van literacy intervention

1. Language and Literacy for life 0 – 18

This includes our work with families, training the team around a deaf child and networking and publicity.

1a. Supporting families remains a central focus for Deaf Choices UK (DCUK).

Parents come to DCUK through referrals from audiology departments, Teachers of the Deaf (ToDs), and self-referral.

Most families prefer face-to-face support. In many cases, this involves weekly home visits from a Regional Choices Advisor who helps families navigate the multiple challenges they face in securing appropriate services and funding for their deaf child. These visits also include training in how to use Cued Speech. The new Nan in a Van resource has proven invaluable in helping parents learn and practise cueing and reading with their child at home.

For families living outside South Devon, DCUK provides support via weekly Zoom calls and access to an online self-study course.

When a child transitions into school, DCUK offers training and support to nursery or pre-school staff so they can incorporate Cued Speech into the child's learning environment.



I am Tim.

Training and Networking

Quote from a parent:

“For us as a hearing family of a deaf child, Deaf Choices UK and the support that they have provided for our family has been vital. Having the opportunity to learn Cued Speech has meant that our daughter hasn’t had to struggle communicating with us, as we have been able to turn our language into something she can see, rather than having to rely on her hearing aids and lip reading.”

1b. Training

We have supported 146 professionals to learn to cue in this year. This has been achieved through:

- Working directly with schools and their staff who support deaf children. DCUK training provides training in Cued Speech and a greater understanding of the way in which deaf children learn both language and literacy.
- The provision of access to our online training for schools who are trialling our literacy resource Nan in a Van (NIAV.)
- Bespoke training in Cued Speech and demonstrations of NIAV to teams of professionals.

- The delivery of workshops and demonstrations at conferences and seminars, for example we delivered a workshop in how to use NIAV to 42 professionals at the International Audiology and British Association of Teachers of the Deaf (BATOD) conference in March.

1c. Networking

Networking Highlights

Manchester University ‘Future Proofing’ Event – 22 April 2024

We explored the new mandatory qualification for Teachers of the Deaf, shared updates on technology and research, and introduced the Nan in a Van books to delegates.

SEND Summit, London – 19 June 2024

Attended to connect with education professionals and raise awareness of DCUK’s resources.

BAToD Local Conference, Torquay – 31 August 2024

Showcased Nan in a Van and networked with South West practitioners. Follow-up interest was received from schools in Plymouth.

Jersey Training – 10–13 February 2024

Delivered two days of training to Jersey’s

Networking and Active

Deaf Support Team. The Government of Jersey invested in the Nan in a Van materials for use across the island.

BATOD National Conference – 22 March 2024

We ran a popular workshop and exhibition stand, gaining two strong leads for resource trials. The event focused on innovation in deaf education.

Access to Communication Services (ACS)

Attended training sessions including Theory of Mind and Metacognition. One professional signed up for a free trial of Nan in a Van.

Podcast – ‘Education on Fire’ with Mark Taylor

Kathy promoted DCUK and shared her personal story as a parent of a Deaf child, reaching a wide audience of educators and families.

Schools & Academies Show, NEC Birmingham

Connected with key stakeholders, including NASEN, and were invited to attend their summer conference.

Speech and Language Communication Alliance (SLCA)

DCUK joined a Westminster visit to the Houses of Parliament with the SLCA, a coalition of 30+ charities lobbying for

better speech and language outcomes in education. The initiative received ministerial backing and highlighted the needs of children with speech and language challenges.

Marketing Campaign with PR Specialists - Crest

Launched a major campaign to promote DCUK across media platforms. Featured on ITV Westcountry News, we introduced Nan in a Van to children at Eggbuckland School, with great engagement from pupils and staff.

Watch the video on Youtube by scanning the QR code with your smartphone:



Scan me

2.Active

Welcome to Plymouth Deaf Choices (PDC).

In September 2024 we finally ‘adopted’ PDCS, and they are now Plymouth Deaf Choices (PDC.) We are really delighted to add this extra group to our offer of family support, family group engagement, and activities. We are also hoping to recruit a new trustee as a representative of this group.

Coffee mornings are held on the first Saturday of every month in Plymouth,



Plymouth Deaf Choices and Love Literacy

and the DCUK Executive Director has attended a number of Saturday events. In January the attending families made a plan for the year ahead, which included activities and information for deaf children and their families.

PDC provides a great opportunity for families to meet and share experiences and for deaf children to have a lot of fun and extra activities with their deaf peers and their siblings.

PDC enhances and supports the DCUK outcomes at every level, increasing self-confidence and improving family participation. With its links to Cued Speech and Eggbuckland school, we are also enhancing the opportunities for improved literacy.

Active has also supported dance sessions for deaf children after school attended by 8 children.

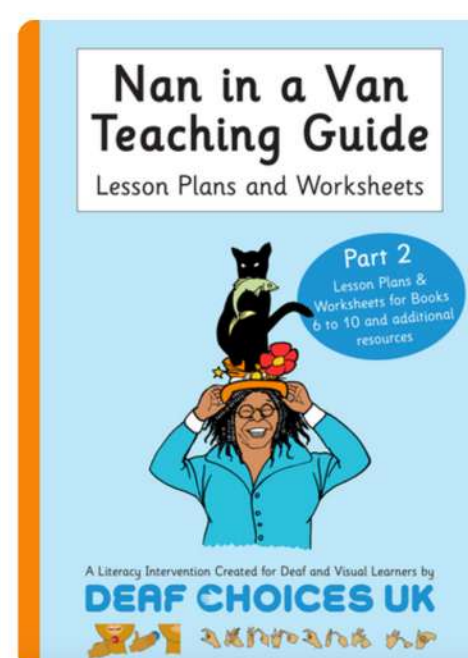
3. Love Literacy

We launched our new foundation literacy initiative, Nan in a Van (NIAV), to address significant gaps in deaf education while also ensuring our long-term financial viability. NIAV delivers specialised support directly to schools and communities and introduces a new revenue stream through our services.

Our team focused on training in sales and marketing to bring NIAV to life, and we have made notable progress. However, navigating the education sector to make sales poses its own set of challenges.

Schools operate within a variety of complex frameworks, including academies, trusts, and federations, each with distinct budget holders and decision-making processes. Identifying the right contact can be quite difficult. Additionally, ongoing reductions in education budgets, particularly for Special Educational Needs and Disabilities (SEND), leave many schools struggling to meet even basic requirements.

While there have been assurances of reform, tangible changes have yet to materialise. On a positive note, thanks to our networking efforts, community engagement, and strong word-of-mouth referrals, NIAV is beginning to gain momentum. Schools that have collaborated with us are already recognising the benefits of our offerings.



Love Literacy

What is in our NIAV Phonics Intervention package?

- ✓ Ten beautiful reading books
- ✓ Ten matching eBooks with digital avatars that cue and sign
- ✓ Two Teaching Guides packed with over fifty lesson plans, activities and photocopiable resources
- ✓ Forty four brilliant sound cards highlighting cued phonemes and a whole range of spelling choices
- ✓ Clever game-board that allows users to learn how to cue any word
- ✓ Instruction booklet that explains how to use the cards to teach phonetic awareness, make letter-sound links, synthesise and blend new and known words, teach new vocabulary and prepare students for the early phonics screening test.

Nan is out in the world!

Buyers include The Government of Jersey.

Members of the Jersey Hearing/Deaf Support Team including Teachers of the Deaf, Specialist Teachers and Speech and Language Therapists attended a 2 day workshop held on the island to help them use the Nan resource with their deaf children.

Gathering evidence for Nan in a Van

We now have a number of trials running in mainstream schools, these wonderful collaborators are using the Nan materials with their deaf students and getting great results.



Nan in a Van (NIAV) Development

Quotes from staff using the Nan books and card game (taken from voice recorded interviews):

- ✓ x has really grown in confidence with her literacy and you can see she really understands it because she can pick up the words, it's so gorgeous." (ToD)
- ✓ We are delighted that the guidance now says we can use cues for the phonic screen test so we are very hopeful for better results" (ToD)
- ✓ Nan in a Van (NIAV) is really helpful as we can send it home with him to share with mum." (ToD)
- ✓ DCUK NIAV books can be used as a foundation to any reading programme used in school. Once deaf children understand how to blend from NIAV they can transfer that skill into any literacy program" (ToD)
- ✓ Her expressive language has really developed in the last few month as a result of reading using the cues in NIAV" (ToD)
- ✓ It is a joy to see how the cues impact on the accuracy of his speech sounds!" (CSW)
- ✓ With the help of Cued Speech and NIAV, he blends (sounds) beautifully now" (ToD)



NIAV Assessment

Request for an Assessment based on NIAV

Our trial users have requested we design a Nan-specific assessment protocol that they can use to track and record their student's progress as they use the intervention.

We think this is a great idea and work is already underway to create a game-based assessment tool that can be used to track skills at single sound, single word, sentence level and more. We are grateful to have encouragement and advice for this from 3 highly experienced academics at DCAL (Deafness, Cognition and Language Research Centre at University College London).

What's new this year in our Love Literacy Project?

Cued Speech Dictionaries

This year has seen the arrival of a long-awaited resource for our parents and professionals – three Cued English Word Banks.

From saying 'hello' to talking about school

Anyone learning to cue can use these books to see exactly how to cue a whole

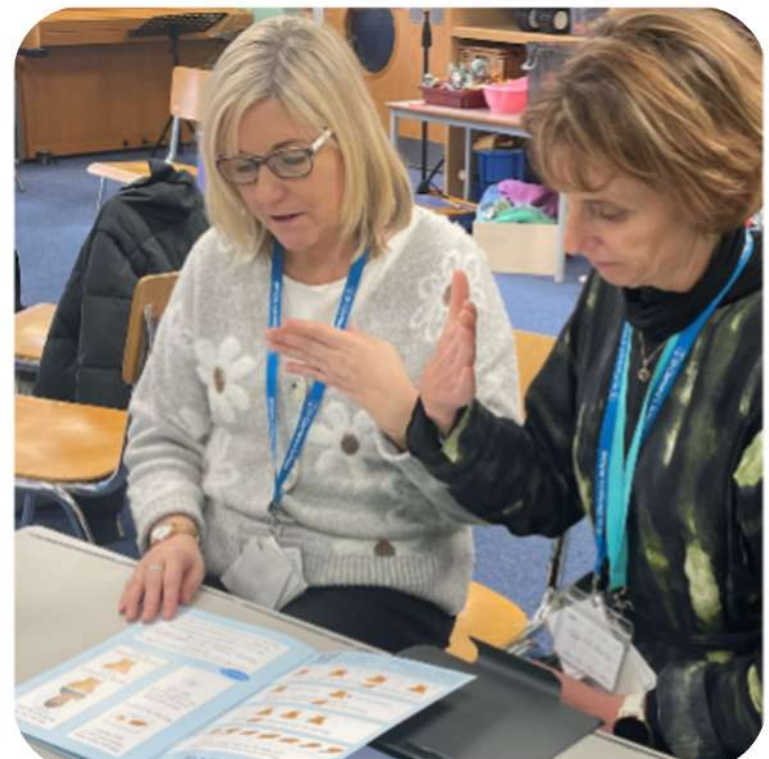
range of important everyday vocabulary. And there are 'how to cue' tips throughout that match with the lessons on our Learn to Cue Self-Study course.



Here is a link to a YouTube film that demonstrates a NIAV lesson in school with two profoundly deaf children:



Scan me





Outcomes and outcome monitoring.

We measure our outcomes in three specific areas.

1. Deaf babies/children will demonstrate an increased understanding and use of English – at single word level (vocabulary expansion) and sentence level and will demonstrate the ability to apply this increased understanding of English to reading and writing skills.
2. Deaf babies/children will experience increased self-esteem and confidence for life and learning.
3. Deaf babies/children will demonstrate greater participation in family life.



Outcomes and outcome monitoring.

**Totals for March 2024 – 2025.
Numbers that we have engaged with**

Total number of children engaged	560	This number includes face-to-face at home, in education and group settings and online
Number of children engaged with Plymouth Deaf Choices	35	This is the number that attend the monthly coffee mornings and other events and activities
Number of children engaged with school sessions	42	
Total number who have engaged with a 'live' intervention	450 plus 10 hearing children	This is the number who have engaged with interventions at home, in education or in groups
Total number of family members trained	62	This includes live, one to one, in house sessions and online sessions
Total number of professionals trained	146	This is through education, online training and workshops and conference demonstrations



Outcomes and outcome monitoring.

Activity	Output March 2023 – April 1st 2024	Output March 2024 - April 2025
Attended Deaf Events	14	12
Cued Speech foundation and further training		32
Attended children's deaf groups and activities. Including 2 theatre trips, 1 family NT Saltram House Easter fun and 8 themed coffee mornings and 4 sound explorers group sessions.	15	35
Delivered CS training to schools	13	43
Cued Speech Foundation Training		
Home visits	152	92
Online training	17	7
Preschool visits	30	67
Online Self study	26	18
Love Reading sessions	60	40
Choices programme	6	3
Nan-In-a-Van contact to schools	0	90 Schools Contacted
Nan-in-a-Van Demo	10	14 done and 12 booked
Nan-in-a-Van Sales	0	4

Outcomes and outcome monitoring.

Totals for March 2024 – 2025.

Outcomes and numbers that we have engaged with

<p>Outcomes. These have been measured using data collected on our Systems Impact Tracker and through questionnaires completed by families who have been offered an intervention.</p>		<p>The mother of L told us; “Cued Speech has made a huge impact on our family and L’s potential. Since we started cueing, we’ve seen a lot of progress. L is very sociable and happy, and while she communicates in her own way, I believe she is absorbing English through Cued Speech.</p>
<p>Increased participation within the family</p>	<p>Positive change 72%</p>	<p>E is a baby of four months with complex needs and deafness. On my first visit he was non-responsive. At the six-month review, he is happy alert and responding to sound. He watches when he is cued to and smiles back. He makes some sounds and noises during interactions</p>
<p>Increased Literacy</p>	<p>Positive change 78%</p>	<p>Following an eight-week period of using Nan in a Van, Z has been able to access the Read Write inc assessment which demonstrated significant progress as she had not been able to participate in the assessment prior to using NIAV as a literacy support intervention.</p>
<p>Increased confidence</p>	<p>Positive change 56%</p>	<p>E has been to an adventure park and surfing. This is incredible as during my first visits 24 months ago, E and her mother never left the house. E’s communication is improving through Cued Speech and some signs</p>

Outcomes and outcome monitoring.

Review of Outcomes

Our outcomes help us to understand which areas are progressing and which are not running efficiently, which helps us to improve and restructure our practice efficiently. DCUK Regional Family Advisors across the UK did not generate the amount of engagement that we had hoped for, particularly in the Northeast, therefore in response to the data, we did not replace these posts. We were disappointed that the Hertfordshire post was not funded through the Local Authority when our funding came to an end.



Partnerships

DCUK have created some exciting partnerships over the last six months:

1. We are currently working with 7 schools and 2 Speech and language therapists from across the UK and in Jersey who are engaged in trials of the Nan in a Van literacy intervention. They have agreed to give us an assessment on change and development in literacy skills of foundation level deaf learners and interviews with educators on the accessibility of the NIAV intervention and its teacher handbook.

2. We are working with Researchers in the field of deafness and Cued Speech. Rachel Rees, (Cued Speech and phoneme identification), Mairead McSweeney (neurobiology of language and deafness) and Fiona Kyle (Developmental psychology and literacy development) from the University College of London, are working with us to create a robust literacy assessment tool.

3. We have been advised by external consultants in the field of Education and assessment: -Dr Hilary Emery, initially a primary teacher Hilary Emery, CBE, did her PhD on assessment in primary schools, worked on national assessment policy and led teacher education at the

University of Worcester. Professor Roger Murphy is Director of the Visual Learning Lab (VLL) at Nottingham University. His areas of interest and experience include educational research, evaluation and assessment. He has a strong interest in educational innovations, which open up new ways.

4. We have worked with advisors within the field of deafness, Dr.Lee Fulwood (specialist Teacher of the Deaf) and Stewart Harris, Senior Audiologist, who have advised us on referral, intervention and engagement of families with a deaf child.

5. The ED is part of the advisory group for the Speech Language and Communication Alliance.

6. We continue to network through conferences and seminars and were key speakers at the International Conference for Teachers of the Deaf in March 2025.

7. We are looking at the potential for collaboration with an organisation - Elklan (www.elklan.co.uk). They are interested in supporting our online training through OCN and supporting sales of NIAV through their website which has a well established client base from education and primary education.

Family Advisors

Overcoming Challenges and Building Impact

This year has certainly presented its share of challenges, especially regarding funding. Like many small charities, we have felt the strain of a fiercely competitive funding landscape. As more organisations step in to assist overwhelmed children's services, particularly in critical areas such as poverty, mental health, and neglect, resources are more limited than ever.

In response, Deaf Choices UK has embraced innovation. In the upcoming months, our priorities include:

- Engaging more schools to participate in trials of NIAV.
- Collecting data and testimonials that highlight the positive impact of NIAV on deaf children.
- Collaborating with researchers and evaluators to assess effectiveness and bolster our case for broader implementation.



We look forward to what lies ahead and are immensely thankful for our supporters, partners, and the families we serve. Together, we are dismantling barriers to language and literacy for deaf children through Cued Speech interventions, paving the way for brighter futures.



Funding and Risk Management

Funding and Risk Management

Looking ahead, DCUK is committed to developing our social enterprise model and scaling our programmes based on evidence and evaluation. While NIAV has generated strong interest, current income remains below expenditure.

We maintain a hopeful yet pragmatic perspective. Without crucial funds for our core operations, we risk being unable to sustain our charitable activities, which may necessitate reducing employee hours in the financial year 2025 – 2026, ultimately limiting our capacity. Our goal is to preserve our presence in Plymouth and the Southwest while staying true to our identity and mission.

Equity Diversity and Inclusion

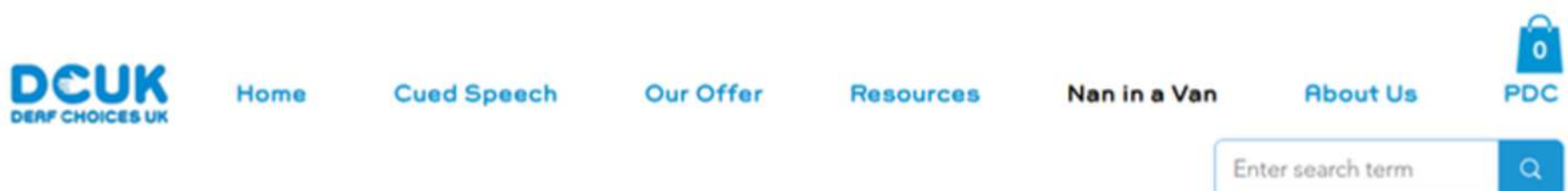
93% of deaf children are born to hearing families, early language access is crucial. Our strategy is holistic and promotes:

- Technology: Encouraging the best use of hearing aids and cochlear implants.
- Sign Language: Promoting British Sign Language for peer and family communication.
- Cued Speech: Filling the gaps where technology falls short, supporting literacy and spoken language development.

At DCUK, we believe every deaf child deserves access to communication and language, regardless of income, location,

You can find our NIAV resources online via our website:

<https://www.deafchoicesuk.com/nan-in-a-van>



Nan-in-a-Van
literacy
Intervention

Case Study

or additional needs. That's why all our interventions are provided completely free of charge to families.

Case Study

Isabelle's Story: Confidence Through Communication

Isabelle is 28 months old and has both conductive and neurosensory permanent hearing loss. She uses a BAHA device on a soft band and recently had grommets fitted. In addition to her hearing challenges, Isabelle also has a condition known as choanal atresia.

Her parents, Becky and Lee, joined Plymouth Deaf Choices (PDC) group, where they met with Henrietta Ireland the DCUK Executive Director (ED) . The ED has been regularly attending this group since September 2024. It was through the PDC group that they first discovered Deaf Choices UK and were referred to the DCUK Regional Family advisor..

Becky shares:

"Attending the PDC sessions has provided us with a support network of families who understand the emotional ups and downs we face and have a

wealth of knowledge to share. Everyone is so welcoming, and Isabelle enjoys the sessions as well!"

Both Becky and Lee have been learning Cued Speech to support Isabelle's language development. They combine this approach with some sign language, which Isabelle has responded to with great enthusiasm. She is a highly expressive child who loves creative play and engaging with those around her. She has already learned signs for animals, colours, and emotions, and can identify special people and familiar household items.

At home, Becky and Lee regularly cue words and phrases they use with Isabelle, including "shop," "park," "time to go to Nursery/childminder," "hello," and "bye bye." Becky explains:

"Learning to cue has helped us communicate with Isabelle more confidently, reducing misunderstandings and frustration. She loves to cue and say words like 'shop' and 'park,' and she feels happy when she's understood. Recently, when I asked Isabelle if we should give the dogs a treat, she responded by signing 'tree,' so I cued 'treat;' and she immediately went to get it for the dogs!"

Having sessions at home has made a big

Case Study

difference for the family, enabling cued speech sessions to fit in around their busy work lives.

The fact that their practitioner is also a parent of a deaf child has been particularly meaningful, giving them real hope for Isabelle's future.

They've also been using the Nan in a Van resource, cue-it cards, and dictionaries, all of which have inspired them to cue more regularly with Isabelle.

Isabelle currently attends Pixieland Nursery and spends some days with a childminder.

Thanks to support from the Teacher of the Deaf (TOD) team, including Kathy and Jayne Loader, the professionals involved in her care recently attended a twilight session introducing them to Cued Speech, ensuring everyone in Isabelle's circle can support her communication journey.

And Finally.

Quote from a parent:

For us as a hearing family of a deaf child, Deaf Choices UK and the support that they have provided for our family has been vital.

Having the opportunity to learn Cued Speech has meant that our daughter hasn't had to struggle communicating with us, as we have been able to turn our language into something she can see, rather than having to rely on her hearing aids and lip reading.

I can say with certainty that she would have never made the fantastic progress that she has if it hadn't been for Cued Speech. Deaf Choices UK also helped us with stepping into the deaf/Deaf world. They taught us about Deaf culture, deaf awareness and introduced us to other deaf children and adults. I hate to think about where we would be now as a family without the vital support that Deaf Choices have provided for us.'



The Deaf Choices Team

At the end of the financial year 2024 – 2025, DCUK maintain a highly motivated office team of 6 part-time employees who use their transferable skills to meet the needs of our beneficiaries and cover a number of projects delivered across the UK.



Henrietta Ireland is the Executive Director of CSUK. Her energy and creativity have continued to bring opportunities to the Charity and her ability to fundraise has continued to bring income into the Charity. A successful funding bid to the National Lottery Community Fund has ensured some imperative core funds over the next three years and it has given her the opportunity to consider the best pathway and plan for the Charity during this time. Henrietta is currently working on a re-branding and marketing plan and continues to network with potential partners.



Louise Creed is highly skilled at writing budgets for the Charity which is an art and takes considerable experience and accounting genius. Without this our funding bids would not have been successful. Louise keeps clear and rigid spending targets and holds all project spending to account.



Debbie Hawke runs the day-to-day and month-to-month administration of the Charity. Her role is integral to the efficiency and safety of our practice and delivery.



Mark Murton can and does do everything and is remarkably successful in achieving his goals. This may be re-writing the web-site or writing standard appeals, and publishing the Annual Report. If he can't do it, he finds out how. Mark also manages new referrals of families and the CSUK online training site.



Cate Calder is the CSUK Training Lead. Cate is the creative and professional gift to CSUK. She has spent the last 18 months as the key point-of-contact for Robotica Machine Learning (RML) the company who are making our digital interventions for us. Cate's eye for detail has

ensured that our products cue with accuracy and that the lip shapes made by Cassie are 99% faultless. Enabling Cassie to get to such a degree of accuracy has taken time, diligence and commitment.

In addition to this she has monitored and overseen training delivered both online and face-to-face and has been the highly respected - and in demand - voice and the face of CSUK at conferences and seminars across the UK.

The Deaf Choices Team



Kathy Kenny is the Lead Regional Family Advisor. Kathy continues to focus her work as an RFA in the Southwest region but will take referrals from other regions and when requested, from abroad! Her training as a teacher and her experience of deafness through having a deaf child herself, means that she brings a wealth of knowledge and experience to her work. Kathy is really starting to reap the rewards of persistent engagement with families and professionals over the last five years. She has multiple referrals from audiology and works with our key schools in the South West where there is a specialist unit for deaf children. As the Lead Practitioner, Kathy also oversees the work of the other Regional Advisors offering them advice, guidance and supervision.



Carly Simpson, an RFA based in the North East, working in Newcastle, North Yorkshire and Leeds. During and following the 'Lockdown years,' Carly helped us generate a lot of creative material for you tube and the website including cued stories, songs and view-it-cue-it. Carly never stops looking for work opportunities and this has paid off this year with referrals of families wanting to learn to cue and the provision of training for professionals.



Sagira Jetha, is an RFA in Hertfordshire. She is a hosted member of the Hertfordshire Hearing Impairment Team and is a highly valued member of the team. Her work was affected by Covid with less parents wanting to engage with mother and baby or toddler groups. However numbers have been improving month-on-month from September. Her Line manager in Herts is Claire Gamon who will be leaving the Service in July. Claire has been a great advocate for CS and her foresight helped us to set up our successful partnership in 2019. She will be missed.

We are proud to also have 7 experienced Trustees on hand to offer specialist advice and expertise to the team.



Peter chose Cued Speech for his profoundly deaf son in 1985 (a year after he was born) and attended a number of beginners and intermediate courses in Canterbury. Peter became a trustee in 1986 and was elected chair of National Centre of Cued Speech Management Committee for a number of years until 1995 during a time when fundraising and raising the profile of Cued Speech were the key objectives. His son benefitted from Cued Speech and now works for ITV adding sign language bubbles to the current programmes. His ability to communicate in the deaf and the hearing world is excellent.

The Deaf Choices Team



Vicki Macklin discovered Cued Speech in 2020 whilst looking for Speech and Language resources to help her son Ryan, who was 4 years old at the time. Speech and Language support was focussed on Makaton whereas Vicki wanted to teach him sounds and speech. Ryan's vocabulary had outgrown the Makaton signs he knew. During the COVID lockdown all SALT support stopped.

As a parent of a deaf child with speech difficulties, and being deaf herself, Vicki hopes that she can bring some experience and insight to the Cued Speech team from personal experience, including sharing the benefits she has found using cued speech which have gone beyond lip reading. Vicki think it is no coincidence that Ryan is in the top reading and phonics groups at school.

Vicki is an IT Project Manager by profession.



Sarah Elumba-Hill has a BSc Information Technology degree and has worked in Information Technology and Sales. She now runs her own business, Hill Top Brews LTD, where she sells and supplies roast to order coffee beans, equipment and supplies.

Sarah has been profoundly deaf since birth and has worn hearing aids for 34 years and now wears a Cochlear Implant. She looks forward to learning to Cue. Having experienced a different type of multi-sensory speech therapy growing up, she sees the benefit of how Cued Speech can improve the quality of life for a deaf person.



Ken is the grandfather of a deaf child brought up with Cued Speech. Ken's early career was with the Merchant Navy, before moving into a sales career in the food industry. Ken became aware of Deaf Choices UK after his granddaughter was born deaf. She lives in France with her

parents and brother, who all attended a Cued Speech course in Exeter. His granddaughter, now 11, not only speaks fluent French and English but uses Cued Speech and signing in both languages. The whole family has benefited enormously by learning to cue.



Christine Hardy is the Chair person of the charity, and brings with her a wealth of knowledge from growing up in the deaf community, as a child of a deaf adult. With NVQ Level 6 in British Sign Language and a rich and varied background in which she has used her linguistic skills in the working world, she will be a vital member of our committee. She currently works

The Deaf Choices Team

as an 'Advocacy, Rights and Awareness Manager' for Deafblind UK, whom she has worked for now for ten years, and has an educational background in both linguistics and law.



Jacob Twomey is passionate about leveraging marketing expertise for good, and he brings his 8 years of commercial experience to the Board of Trustees. He will be instrumental in developing and executing strategic plans for the exciting new initiative of establishing a trading branch for the charity. Jacob's experience in branding, lead generation, and business development, combined with his positive and collaborative outlook will be invaluable as we work towards creating a sustainable trading branch. This will allow us to generate income to support our goal in enabling as many deaf children and families as possible with access to language and literacy. With his dedication and consultancy, we are confident that this new venture will have a significant impact on the lives of deaf individuals in our community.



Efficient and Effective Delivery

Our application to the National Lottery needs to fulfil its outcomes which if successful will provide income generation by year 4 which will easily cover DCUK core costs.

Efficient and Effective Delivery

DCUK keep their overheads low. 60% of funding goes towards staff wages, however, our team is small with only 8 part-time employees 6 full-time equivalents, who have the skill and knowledge to deliver within several different work and social contexts. Careful budgeting enables us to provide all our family interventions for free for parents of deaf children.

From September 2024 we will lose 2 Regional Family Advisors in Herts and the North East, due to the termination of funding, these posts will not be replaced. The ED lobbied extensively to get the post in Herts adopted by the Local Authority Hearing impairment Service but as of the date of writing this report, this has not been confirmed.

With Thanks

We are most grateful to our funders who have supported DCUK to continue to deliver essential interventions to deaf children and their families.

Multi-year funding helps the Charity to evaluate the strengths and weaknesses of its models of delivery and its activities.

Unrestricted funding enables the Charity to be flexible and responsive in meeting costs not directly related to projects such as the cost of computers, staff training, marketing and publicity.

Core funding is essential to support staff costs such as that of the Executive Director and Training Lead.

Project funds are essential for meeting the fast-changing needs we observe when working with deaf babies and children.



Statement of Financial Activities

Year ending 31st March 2025	Unrestricted Funds - £	2025 Restricted Funds - £	Total Funds	2024 Total Funds - £
Income				
Donations	56,361	207,471	263,832	323,240
Charitable activities	92	6,645	6,737	2,703
Investment Income	2,991		2,991	1,793
Total Income	59,444	214,116	273,560	327,736
Expenditure				
Expenditure on charitable activities	(196)	(271,103)	(271,299)	(308,244)
Total Expenditure	(196)	(271,103)	(271,299)	(308,244)
Net income and net movement of funds				19,492
Net Income/ (Expenditure)	59,248	(56,987)	2,261	19,492
Transfer of Funds	(28,370)	28,370		0
Net Movement of Funds	30,878	(28,617)	2,261	19,492
Reconciliation of Funds				
Total funds brought forward	92,370	46,849	139,219	119,727
Total funds carried forward	123,248	18,232	141,480	139,219

Legal and Financial

Balance Sheet as at 31 March 2025

Assets	2024	2025
Fixed Assets		
Tangible Fixed Assets	4,181	3,135
Current Assets		
Stocks	743	743
Debtors	5,072	7,875
Cash at bank and in hand	141,048	138,977
Total Current Assets	146,863	147,595
Creditors: amounts falling due within one year	(11,825)	(9,250)
Net current assets	135,038	138,345
Net assets	139,219	141,480
Funds of the Charity		
Restricted income funds	46,849	18,232
Unrestricted Funds	92,370	123,248
Total Funds	139,219	141,480

Income

Total income received in 2024/25 was £273,560, of which £263,832 was

donated by charitable trusts, companies and individuals. The remaining £9,028 included tuition fees and charges, membership subscriptions and

Legal and Financial

investment income.

Expenditure

Total expenditure was £271,299. £235,998 was spent directly on charitable activities. Support costs of £35,301 includes our rent of £13,216.

Reserves

Income exceeded expenditure by £2,261 resulting in an increase in funds from £139,219 to £141,480 of which £18,232 is restricted to specific work.

The Association's policy is to hold a designated reserve of £30,000 and in addition, operating reserves equivalent to not less than three months' expenditure. The balances held at 31 March 2025 met that requirement.

Donors

The Directors are grateful for the support, interest and encouragement received during the year from trusts, companies, organisations and individuals, including members who gave more than the minimum membership fee. During the year donations were received from five anonymous donors and from the following:

Charitable Trusts

Archer Trust
BBC Children in Need
Benham Charitable Trust

Clare Milne Trust
Dorothy Hay-Bolton Charitable Trust
Dorothy Whitney Elmhirst Trust
Elizabeth & Prince Zaiger Trust
George A Moore Foundation
Henry Smith Charity
Marjorie and Geoffrey Jones Charitable Trust
Marsh Charitable Trust
MCF Masonic Charitable
Michael Cornish Charitable Trust
Ms Chloe Gwynne
National Lottery Community Fund
Okemement Chapter Rose Croix
PF Charitable Fund
Reeve charitable trust
Shamrock Trust
Sir John and Lady Amory Charitable Trust
Smb trust
The Carmela and Ronnie Pignatelli Foundation
The Foyle Foundation
Vandervell Foundation
Viscount Amory's Charitable Trust
W A Handley Trust
Weinstock Fund

Individual Donations

Carole Fletcher
Anth Mills
Cathy Groeger
Sue Tweed
Ken Orpin
Mr C Millar
Mrs Emma Sadeghi
Gill Banham
Jane godwin
A C Gillespie
Mr Mark Evans
Peter Bowman
Win Burton





DEAF CHOICES UK

Makes Spoken language visible for
deaf babies, children and adults

The Boatshed, Steamer Quay, Totnes, Devon TQ9 5AL

info@deafchoicesuk.com - www.deafchoicesuk.com - 01803 712 852

Registered with the Charity Commission of England and Wales No. 279523

A Company Limited by Guarantee No. 1477997

Company registration number: 01477997

Charity registration number: 279523

Deaf Choices UK Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2025

Deaf Choices UK Limited

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Deaf Choices UK Limited

Reference and Administrative Details

Trustees

Mr K Orpin

Mrs C Hardy, Chairperson

Mr P G Bowman

Ms S C Elumba-Hill

Mr J P Twomey

Charity Registration Number

279523

Company Registration Number

01477997

The charity is incorporated in England and Wales.

Registered Office

The Boatshed
Steamer Quay Road
Totnes
Devon
TQ9 5AL

Independent Examiner

S R Smith FCA
Westcotts (SW) LLP
Chartered Accountants
Petitor House
Nicholson Road
Torquay
Devon
TQ2 7TD

Deaf Choices UK Limited

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2025.

Cued Speech Definition

Cued Speech is a visual manual code for spoken languages that enables accurate lip reading. As a speaker says each word, they make a hand shape near the face that replaces the missing acoustic information for the deaf receiver.

Public Benefit

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Objectives and activities

Objects and aims

From January 2024 Deaf Choices UK (DCUK) aspires to give deaf children improved access to the following: -

Language - by empowering their families to make fully informed choices.

Literacy - by supporting their educators to access information, training, and resources.

Providing knowledge, information and training around the unique benefits, concepts, and skills of using Cued Speech.

Our offer supports deaf children and those with Special Educational Needs and Disability (SEND) to thrive at home, succeed in education, and achieve their potential.

Activities

Our three key areas of work:

1. Language and Literacy for Life 0 - 18

This includes our work with families, training the team around a deaf child and networking and publicity.

Supporting families

Remains a central focus for Deaf Choices UK (DCUK). Parents come to DCUK for families living outside South Devon, DCUK provides support via weekly Zoom calls and access to an online self-study course.

When a child transitions into school, DCUK offers training and support to nursery or pre-school staff so they can incorporate Cued Speech into the child's learning environment.

Deaf Choices UK Limited

Trustees' Report

Training

We have supported 146 professionals to learn to cue in this year.

Networking

Attending seminars and conferences, sometimes delivering key speeches and demonstrations.

Marketing Campaign with Crest

DCUK Launched a major campaign to promote DCUK across media platforms.

2. Active

Welcome to Plymouth Deaf Choices (PDC).

PDC enhances and supports the DCUK outcomes at every level, increasing self-confidence and improving family participation. With its links to Cued Speech and Egguckland school, we are also enhancing the opportunities for improved literacy.

Active has also supported dance sessions for deaf children after school attended by 8 children.

3. Love Literacy

We launched our new foundation literacy initiative, Nan in a Van (NIAV), to address significant gaps in deaf education while also ensuring our long-term financial viability. NIAV delivers specialised support directly to schools and communities and introduces a new revenue stream through our services.

Wales

This fund is intended to pay for Cued resources to be made in Welsh. The work started in the previous year, but has been on hold, and will hopefully be finished this next year. It no longer became a priority as the family support practitioner we had working in Wales, was made redundant, as we no longer had enough funds for the post. The remaining funds will still be used for the same purpose.

Deaf Choices UK Limited

Trustees' Report

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:

Mr K Orpin

Mrs C Hardy, Chairperson

Mr P G Bowman

Ms S C Elumba-Hill

Ms V Henry-Macklin (resigned 27 June 2025)

Mr J P Twomey

Structure, governance and management

Nature of governing document

The activities are governed by the Memorandum and Articles of Association. Charity members elect the trustees who meet quarterly to oversee the work of the paid staff.

Recruitment and appointment of trustees

The trustees work in line with Deaf Choices UK Articles of Association.

All trustees apply with a full CV and two references, and are interviewed by the Executive Director and another trustee. New trustees are voted in on their first meeting by the full Board.

Trustees are appointed for their personal and professional business expertise, and for their own lived experience or family experience of deafness.

Induction and training of trustees

All trustees must complete Level 1 safeguarding training and have an enhanced DBS check, and from April 2025, all trustees will be given the Charity Governance code to read.

Organisational structure

At the end of the year there were 6 part-time employees.

The Team consists of: -

Henrietta Ireland – Executive Director

Cate Calder - Training Leader

Louise Creed – Business Manager

Debbie Hawkes – Senior Administrator

Mark Murton – Training co-ordinator

Kathy Kenny – Lead Regional Family Adviser (South West region)

Sagira Jethra - post terminated (September 2024)

Carly Simpson - post terminated (September 2024)

Deaf Choices UK Limited

Trustees' Report

Major risks and management of those risks

Risk overview

The Trustees have assessed the major risks to which the Charity is exposed and in particular those that are affected by fluctuations in the financial position of the Charity and we are satisfied that systems are in place to mitigate the Charity's exposure to major risk.

Investment Powers

Under the Memorandum and Articles of Association the charity has the power to make any investment which the trustees see fit.

Financial Review

Total income received was £273,560 (2024 - £327,736), of which £263,832 (£323,240) was received by grants and donations from charitable trusts, foundations and individuals. The remaining £9,728 (£4,496) included tuition fees and charges, membership subscriptions and investment income.

Total expenditure costs have reduced to £271,299 (2024 - £308,244), due to a decrease in the exceptional costs of £21,000 and wages of £20,000.

Income exceeded expenditure by £2,261 resulting in an increase in total funds from £139,219 to £141,480.

Reserves Policy

The policy is to hold a designated reserve of £30,000 for any unforeseen circumstances. The combined funds are held to cover six months of total costs to operate at the current level if grant income falls significantly, whilst looking for alternative funding. The overall balances held at 31 March 2025 meet that requirement of approximately £130,000, where £18,232 (2024 - £46,849) is held for restricted work, and £123,248 (2024 - £92,370) for unrestricted funds.

Conclusion

To maintain full capacity throughout the year, staff were asked to voluntarily reduce their hours during the summer holiday period (July to September), generating cost savings. In addition, two funded posts came to an end following the conclusion of project funding for our Regional Family Advisers in Hertfordshire and the North East. Together, these measures enabled DCUK to close the financial year in surplus.

Looking ahead to 2025-2026, we maintain a hopeful, yet pragmatic perspective. Without crucial funds for our core operations, we risk being unable to sustain our charitable activities, which may necessitate reducing employee hours, ultimately limiting our capacity. Our goal is to preserve our presence in Plymouth and the South West, while staying true to our identity and mission.

DCUK is committed to developing our social enterprise model and scaling our programmes based on evidence and evaluation. While NIAV has generated strong interest, current income remains below expenditure.

Deaf Choices UK Limited

Trustees' Report

Statement of trustees' responsibilities

The trustees (who are also the directors of Deaf Choices UK Limited for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 1 October 2025 and signed on its behalf by:



..
Mrs C Hardy
Trustee

Deaf Choices UK Limited

Independent Examiner's Report to the trustees of Deaf Choices UK Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

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.

Independent examiner's statement

Since the Company's gross income exceeded £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 ICAEW, 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:

1. accounting records were not kept in respect of Deaf Choices UK Limited 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.



.....
S R Smith FCA
Westcotts (SW) LLP
Chartered Accountants
Petitor House
Nicholson Road
Torquay
Devon
TQ2 7TD

22 October 2025

Deaf Choices UK Limited

Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Income and Endowments from:					
Donations and legacies	3	56,361	207,471	263,832	323,240
Charitable activities	4	92	6,645	6,737	2,703
Investment income	5	2,991	-	2,991	1,793
Total income		59,444	214,116	273,560	327,736
Expenditure on:					
Raising funds		-	(26,567)	(26,567)	(28,062)
Charitable activities	6	(196)	(244,536)	(244,732)	(280,182)
Total expenditure		(196)	(271,103)	(271,299)	(308,244)
Net income/(expenditure)		59,248	(56,987)	2,261	19,492
Transfers between funds		(28,370)	28,370	-	-
Net movement in funds		30,878	(28,617)	2,261	19,492
Reconciliation of funds					
Total funds brought forward		92,370	46,849	139,219	119,727
Total funds carried forward 19		123,248	18,232	141,480	139,219

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2024 is shown in note 19.

Deaf Choices UK Limited

(Registration number: 01477997)
Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	13	3,135	4,181
Current assets			
Stocks	14	743	743
Debtors	15	7,875	5,072
Cash at bank and in hand	16	138,977	141,048
		<u>147,595</u>	<u>146,863</u>
Creditors: Amounts falling due within one year	17	<u>(9,250)</u>	<u>(11,825)</u>
Net current assets		<u>138,345</u>	<u>135,038</u>
Net assets		<u>141,480</u>	<u>139,219</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	19	18,232	46,849
Unrestricted income funds			
Unrestricted funds		<u>123,248</u>	<u>92,370</u>
Total funds	19	<u>141,480</u>	<u>139,219</u>

For the financial year ending 31 March 2025 the charity 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 charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

The financial statements on pages 8 to 23 were approved by the trustees, and authorised for issue on 1 October 2025 and signed on their behalf by:



..
Mrs C Hardy
Trustee

The notes on pages 10 to 23 form an integral part of these financial statements.

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £Nil towards the assets of the charity in the event of liquidation.

The address of its registered office is:

The Boatshed
Steamer Quay Road
Totnes
Devon
TQ9 5AL

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

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

Basis of preparation

Deaf Choices UK Limited 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 notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Income and endowments

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

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity 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

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

Tangible fixed assets

Fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures and fittings	25% reducing balance

Stock

Stock is valued at the lower of cost and estimated selling price less costs to complete and sell, after due regard for obsolete and slow moving stocks.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income 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.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Debt instruments are subsequently measured at amortised cost.

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2025 £
Donations;			
Donations	6,833	9,704	16,537
Membership subscriptions	279	10	289
Grants, including capital grants;			
Grants from other charities	-	77,051	77,051
Grants from trusts and foundations	49,249	120,706	169,955
	<u>56,361</u>	<u>207,471</u>	<u>263,832</u>

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Donations;			
Donations	4,892	-	4,892
Membership subscriptions	330	34	364
Grants, including capital grants;			
Grants from other charities	-	75,478	75,478
Grants from trusts and foundations	25,199	217,307	242,506
	<u>30,421</u>	<u>292,819</u>	<u>323,240</u>

During the year grants were received from the following institutions:

National Lottery Fund £77,051 (2024 - £75,478)

Henry Smith Charity £58,200 (2024 -£59,600)

BBC Children In Need £22,505 (2024 - £22,806)

Foyle Foundation £25,000 (2024 - £Nil)

Sylvia Adams Charitable Trust £Nil (2024 - £100,000)

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2025 £
CS training income	-	598	598
Miscellaneous income	92	6,047	6,139
	<u>92</u>	<u>6,645</u>	<u>6,737</u>

	Unrestricted funds General £	Restricted funds £	Total 2024 £
CS training income	597	530	1,127
Miscellaneous income	1	1,575	1,576
	<u>598</u>	<u>2,105</u>	<u>2,703</u>

5 Investment income

	Unrestricted funds General £	Total 2025 £
Interest receivable on bank deposits	2,991	2,991
	<u>2,991</u>	<u>2,991</u>

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Interest receivable on bank deposits	1,678	115	1,793
	<u>1,678</u>	<u>115</u>	<u>1,793</u>

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

6 Expenditure on charitable activities

		Unrestricted funds General	Restricted funds	Total 2025
	Note	£	£	£
Charitable activities		70	25,245	25,315
Staff costs		-	180,115	180,115
Allocated support costs	7	126	32,664	32,790
Governance costs	7	-	6,512	6,512
		<u>196</u>	<u>244,536</u>	<u>244,732</u>

		Unrestricted funds General	Restricted funds	Total 2024
	Note	£	£	£
Charitable activities		83	23,781	23,864
Staff costs		-	197,904	197,904
Allocated support costs	7	161	52,486	52,647
Governance costs	7	-	5,767	5,767
		<u>244</u>	<u>279,938</u>	<u>280,182</u>

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

7 Analysis of governance and support costs

Charitable activities expenditure

	Unrestricted funds General £	Restricted funds £	Total 2025 £
Staff training	-	2,214	2,214
Repairs and maintenance	-	386	386
Insurance	-	3,092	3,092
Rent	-	11,762	11,762
Legal and professional	-	720	720
Telephone and broadband	-	4,459	4,459
Printing, postage and stationery	-	4,096	4,096
Depreciation	121	925	1,046
Bank charges	5	55	60
Subscriptions and licenses	-	4,955	4,955
	<u>126</u>	<u>32,664</u>	<u>32,790</u>

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Staff training	-	2,287	2,287
Repairs and maintenance	-	143	143
Insurance	-	2,913	2,913
Rent	-	11,762	11,762
Legal and professional	-	720	720
Telephone and broadband	-	5,111	5,111
Printing, postage and stationery	-	2,507	2,507
Depreciation	161	1,232	1,393
Bank charges	-	60	60
Subscriptions and licenses	-	4,631	4,631
Exceptional costs	-	21,120	21,120
	<u>161</u>	<u>52,486</u>	<u>52,647</u>

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

Independent examiner fees
Examination of the financial statements
Other fees paid to examiners
Meeting Costs

	Restricted funds £	Total 2024 £
Independent examiner fees		
Examination of the financial statements	1,000	1,000
Other fees paid to examiners	3,174	3,174
Meeting Costs	1,593	1,593
	<hr/> 5,767	<hr/> 5,767

8 Net incoming/outgoing resources

Net incoming resources for the year include:

	2025 £	2024 £
Depreciation of fixed assets	<hr/> 1,046	<hr/> 1,393

9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year (2024 - None).

No trustees have received any reimbursed expenses or any other benefits from the charity during the year (2024 - None).

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

10 Staff costs

The aggregate payroll costs were as follows:

	2025	2024
	£	£
Staff costs during the year were:		
Wages and salaries	183,660	202,110
Social security costs	11,767	12,849
Pension costs	6,949	7,404
	<u>202,376</u>	<u>222,363</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2025	2024
	No	No
Number of staff	<u>7</u>	<u>6</u>

No employee received emoluments of more than £60,000 during the year (2024 - None).

11 Independent examiner's remuneration

	2025	2024
	£	£
Examination of the financial statements	<u>1,000</u>	<u>1,000</u>
Other fees to examiners		
All other services	<u>4,849</u>	<u>3,174</u>

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

12 Taxation

The charity is a registered charity and is therefore exempt from taxation.

13 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2024	21,758	21,758
At 31 March 2025	21,758	21,758
Depreciation		
At 1 April 2024	17,577	17,577
Charge for the year	1,046	1,046
At 31 March 2025	18,623	18,623
Net book value		
At 31 March 2025	3,135	3,135
At 31 March 2024	4,181	4,181

14 Stock

	2025 £	2024 £
Consumables	743	743

15 Debtors

	2025 £	2024 £
Trade debtors	3,428	728
Prepayments	4,086	4,018
Other debtors	361	326
	7,875	5,072

16 Cash and cash equivalents

	2025 £	2024 £
Cash on hand	200	200
Cash at bank	138,777	140,848
	138,977	141,048

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

17 Creditors: amounts falling due within one year

	2025 £	2024 £
Other taxation and social security	4,107	4,164
Other creditors	1,203	1,277
Accruals	3,940	6,384
	9,250	11,825

18 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £6,949 (2024 - £7,404).

19 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2025 £
Unrestricted funds					
<i>General</i>					
General funds	62,370	59,444	(196)	(28,370)	93,248
<i>Designated</i>					
Designated funds	30,000	-	-	-	30,000
Total unrestricted funds	92,370	59,444	(196)	(28,370)	123,248
Restricted funds					
0-4 UK	7,722	-	(24,712)	17,000	10
0-18 UK	31,714	136,143	(177,744)	11,370	1,483
Love Reading	2,444	58,177	(57,772)	-	2,849
Wales	4,969	-	-	-	4,969
Plymouth Active	-	19,796	(10,875)	-	8,921
Total restricted funds	46,849	214,116	(271,103)	28,370	18,232
Total funds	139,219	273,560	(271,299)	-	141,480

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
Unrestricted funds					
<i>General</i>					
General funds	39,917	32,697	(244)	(10,000)	62,370
<i>Designated</i>					
Designated funds	20,000	-	-	10,000	30,000
Total unrestricted funds	59,917	32,697	(244)	-	92,370
Restricted					
0-4 UK	16,105	100,291	(108,674)	-	7,722
0-18 UK	9,215	153,600	(131,101)	-	31,714
Love Reading	22,558	47,811	(67,925)	-	2,444
Wales	11,932	(6,663)	(300)	-	4,969
Total restricted funds	59,810	295,039	(308,000)	-	46,849
Total funds	119,727	327,736	(308,244)	-	139,219

The specific purposes for which the funds are to be applied are as follows:

The charity holds a designated reserve of £30,000, and combined operating reserves equivalent to approximately six months of current expenditure.

The restricted funds projects are explained in full in the Trustee's Report.

The transfers from unrestricted funds were made to cover the shortfall in those specific restricted funds.

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

20 Analysis of net assets between funds

	Unrestricted funds		Restricted funds	Total funds at
	General	Designated		31 March
	£	£	£	2025
				£
Tangible fixed assets	3,135	-	-	3,135
Current assets	99,363	30,000	18,232	147,595
Current liabilities	(9,250)	-	-	(9,250)
Total net assets	93,248	30,000	18,232	141,480

	Unrestricted funds		Restricted funds	Total funds at
	General	Designated		31 March
	£	£	£	2024
				£
Tangible fixed assets	483	-	3,698	4,181
Current assets	73,712	30,000	43,151	146,863
Current liabilities	(11,825)	-	-	(11,825)
Total net assets	62,370	30,000	46,849	139,219

21 Related party transactions

There were no related party transactions in the year (2024 - £Nil).

Company registration number: 01477997

Charity registration number: 279523

Deaf Choices UK Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2025

Deaf Choices UK Limited

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Deaf Choices UK Limited

Reference and Administrative Details

Trustees

Mr K Orpin

Mrs C Hardy, Chairperson

Mr P G Bowman

Ms S C Elumba-Hill

Mr J P Twomey

Charity Registration Number

279523

Company Registration Number

01477997

The charity is incorporated in England and Wales.

Registered Office

The Boatshed
Steamer Quay Road
Totnes
Devon
TQ9 5AL

Independent Examiner

S R Smith FCA
Westcotts (SW) LLP
Chartered Accountants
Petitor House
Nicholson Road
Torquay
Devon
TQ2 7TD

Deaf Choices UK Limited

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2025.

Cued Speech Definition

Cued Speech is a visual manual code for spoken languages that enables accurate lip reading. As a speaker says each word, they make a hand shape near the face that replaces the missing acoustic information for the deaf receiver.

Public Benefit

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Objectives and activities

Objects and aims

From January 2024 Deaf Choices UK (DCUK) aspires to give deaf children improved access to the following: -

Language - by empowering their families to make fully informed choices.

Literacy - by supporting their educators to access information, training, and resources.

Providing knowledge, information and training around the unique benefits, concepts, and skills of using Cued Speech.

Our offer supports deaf children and those with Special Educational Needs and Disability (SEND) to thrive at home, succeed in education, and achieve their potential.

Activities

Our three key areas of work:

1. Language and Literacy for Life 0 - 18

This includes our work with families, training the team around a deaf child and networking and publicity.

Supporting families

Remains a central focus for Deaf Choices UK (DCUK). Parents come to DCUK for families living outside South Devon, DCUK provides support via weekly Zoom calls and access to an online self-study course.

When a child transitions into school, DCUK offers training and support to nursery or pre-school staff so they can incorporate Cued Speech into the child's learning environment.

Deaf Choices UK Limited

Trustees' Report

Training

We have supported 146 professionals to learn to cue in this year.

Networking

Attending seminars and conferences, sometimes delivering key speeches and demonstrations.

Marketing Campaign with Crest

DCUK Launched a major campaign to promote DCUK across media platforms.

2. Active

Welcome to Plymouth Deaf Choices (PDC).

PDC enhances and supports the DCUK outcomes at every level, increasing self-confidence and improving family participation. With its links to Cued Speech and Egguckland school, we are also enhancing the opportunities for improved literacy.

Active has also supported dance sessions for deaf children after school attended by 8 children.

3. Love Literacy

We launched our new foundation literacy initiative, Nan in a Van (NIAV), to address significant gaps in deaf education while also ensuring our long-term financial viability. NIAV delivers specialised support directly to schools and communities and introduces a new revenue stream through our services.

Wales

This fund is intended to pay for Cued resources to be made in Welsh. The work started in the previous year, but has been on hold, and will hopefully be finished this next year. It no longer became a priority as the family support practitioner we had working in Wales, was made redundant, as we no longer had enough funds for the post. The remaining funds will still be used for the same purpose.

Deaf Choices UK Limited

Trustees' Report

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:

Mr K Orpin

Mrs C Hardy, Chairperson

Mr P G Bowman

Ms S C Elumba-Hill

Ms V Henry-Macklin (resigned 27 June 2025)

Mr J P Twomey

Structure, governance and management

Nature of governing document

The activities are governed by the Memorandum and Articles of Association. Charity members elect the trustees who meet quarterly to oversee the work of the paid staff.

Recruitment and appointment of trustees

The trustees work in line with Deaf Choices UK Articles of Association.

All trustees apply with a full CV and two references, and are interviewed by the Executive Director and another trustee. New trustees are voted in on their first meeting by the full Board.

Trustees are appointed for their personal and professional business expertise, and for their own lived experience or family experience of deafness.

Induction and training of trustees

All trustees must complete Level 1 safeguarding training and have an enhanced DBS check, and from April 2025, all trustees will be given the Charity Governance code to read.

Organisational structure

At the end of the year there were 6 part-time employees.

The Team consists of: -

Henrietta Ireland – Executive Director

Cate Calder - Training Leader

Louise Creed – Business Manager

Debbie Hawkes – Senior Administrator

Mark Murton – Training co-ordinator

Kathy Kenny – Lead Regional Family Adviser (South West region)

Sagira Jethra - post terminated (September 2024)

Carly Simpson - post terminated (September 2024)

Deaf Choices UK Limited

Trustees' Report

Major risks and management of those risks

Risk overview

The Trustees have assessed the major risks to which the Charity is exposed and in particular those that are affected by fluctuations in the financial position of the Charity and we are satisfied that systems are in place to mitigate the Charity's exposure to major risk.

Investment Powers

Under the Memorandum and Articles of Association the charity has the power to make any investment which the trustees see fit.

Financial Review

Total income received was £273,560 (2024 - £327,736), of which £263,832 (£323,240) was received by grants and donations from charitable trusts, foundations and individuals. The remaining £9,728 (£4,496) included tuition fees and charges, membership subscriptions and investment income.

Total expenditure costs have reduced to £271,299 (2024 - £308,244), due to a decrease in the exceptional costs of £21,000 and wages of £20,000.

Income exceeded expenditure by £2,261 resulting in an increase in total funds from £139,219 to £141,480.

Reserves Policy

The policy is to hold a designated reserve of £30,000 for any unforeseen circumstances. The combined funds are held to cover six months of total costs to operate at the current level if grant income falls significantly, whilst looking for alternative funding. The overall balances held at 31 March 2025 meet that requirement of approximately £130,000, where £18,232 (2024 - £46,849) is held for restricted work, and £123,248 (2024 - £92,370) for unrestricted funds.

Conclusion

To maintain full capacity throughout the year, staff were asked to voluntarily reduce their hours during the summer holiday period (July to September), generating cost savings. In addition, two funded posts came to an end following the conclusion of project funding for our Regional Family Advisers in Hertfordshire and the North East. Together, these measures enabled DCUK to close the financial year in surplus.

Looking ahead to 2025-2026, we maintain a hopeful, yet pragmatic perspective. Without crucial funds for our core operations, we risk being unable to sustain our charitable activities, which may necessitate reducing employee hours, ultimately limiting our capacity. Our goal is to preserve our presence in Plymouth and the South West, while staying true to our identity and mission.

DCUK is committed to developing our social enterprise model and scaling our programmes based on evidence and evaluation. While NIAV has generated strong interest, current income remains below expenditure.

Deaf Choices UK Limited

Trustees' Report

Statement of trustees' responsibilities

The trustees (who are also the directors of Deaf Choices UK Limited for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 1 October 2025 and signed on its behalf by:



..
Mrs C Hardy
Trustee

Deaf Choices UK Limited

Independent Examiner's Report to the trustees of Deaf Choices UK Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

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.

Independent examiner's statement

Since the Company's gross income exceeded £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 ICAEW, 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:

1. accounting records were not kept in respect of Deaf Choices UK Limited 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.



.....
S R Smith FCA
Westcotts (SW) LLP
Chartered Accountants
Petitor House
Nicholson Road
Torquay
Devon
TQ2 7TD

22 October 2025

Deaf Choices UK Limited

Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Income and Endowments from:					
Donations and legacies	3	56,361	207,471	263,832	323,240
Charitable activities	4	92	6,645	6,737	2,703
Investment income	5	2,991	-	2,991	1,793
Total income		59,444	214,116	273,560	327,736
Expenditure on:					
Raising funds		-	(26,567)	(26,567)	(28,062)
Charitable activities	6	(196)	(244,536)	(244,732)	(280,182)
Total expenditure		(196)	(271,103)	(271,299)	(308,244)
Net income/(expenditure)		59,248	(56,987)	2,261	19,492
Transfers between funds		(28,370)	28,370	-	-
Net movement in funds		30,878	(28,617)	2,261	19,492
Reconciliation of funds					
Total funds brought forward		92,370	46,849	139,219	119,727
Total funds carried forward	19	123,248	18,232	141,480	139,219

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2024 is shown in note 19.

Deaf Choices UK Limited

(Registration number: 01477997)
Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	13	3,135	4,181
Current assets			
Stocks	14	743	743
Debtors	15	7,875	5,072
Cash at bank and in hand	16	138,977	141,048
		<u>147,595</u>	<u>146,863</u>
Creditors: Amounts falling due within one year	17	<u>(9,250)</u>	<u>(11,825)</u>
Net current assets		<u>138,345</u>	<u>135,038</u>
Net assets		<u>141,480</u>	<u>139,219</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	19	18,232	46,849
Unrestricted income funds			
Unrestricted funds		<u>123,248</u>	<u>92,370</u>
Total funds	19	<u>141,480</u>	<u>139,219</u>

For the financial year ending 31 March 2025 the charity 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 charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

The financial statements on pages 8 to 23 were approved by the trustees, and authorised for issue on 1 October 2025 and signed on their behalf by:



..
Mrs C Hardy
Trustee

The notes on pages 10 to 23 form an integral part of these financial statements.

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £Nil towards the assets of the charity in the event of liquidation.

The address of its registered office is:

The Boatshed
Steamer Quay Road
Totnes
Devon
TQ9 5AL

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

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

Basis of preparation

Deaf Choices UK Limited 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 notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Income and endowments

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

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity 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

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

Tangible fixed assets

Fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures and fittings	25% reducing balance

Stock

Stock is valued at the lower of cost and estimated selling price less costs to complete and sell, after due regard for obsolete and slow moving stocks.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income 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.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Debt instruments are subsequently measured at amortised cost.

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2025 £
Donations;			
Donations	6,833	9,704	16,537
Membership subscriptions	279	10	289
Grants, including capital grants;			
Grants from other charities	-	77,051	77,051
Grants from trusts and foundations	49,249	120,706	169,955
	<u>56,361</u>	<u>207,471</u>	<u>263,832</u>

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Donations;			
Donations	4,892	-	4,892
Membership subscriptions	330	34	364
Grants, including capital grants;			
Grants from other charities	-	75,478	75,478
Grants from trusts and foundations	25,199	217,307	242,506
	<u>30,421</u>	<u>292,819</u>	<u>323,240</u>

During the year grants were received from the following institutions:

National Lottery Fund £77,051 (2024 - £75,478)

Henry Smith Charity £58,200 (2024 -£59,600)

BBC Children In Need £22,505 (2024 - £22,806)

Foyle Foundation £25,000 (2024 - £Nil)

Sylvia Adams Charitable Trust £Nil (2024 - £100,000)

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2025 £
CS training income	-	598	598
Miscellaneous income	92	6,047	6,139
	<u>92</u>	<u>6,645</u>	<u>6,737</u>

	Unrestricted funds General £	Restricted funds £	Total 2024 £
CS training income	597	530	1,127
Miscellaneous income	1	1,575	1,576
	<u>598</u>	<u>2,105</u>	<u>2,703</u>

5 Investment income

	Unrestricted funds General £	Total 2025 £
Interest receivable on bank deposits	2,991	2,991
	<u>2,991</u>	<u>2,991</u>

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Interest receivable on bank deposits	1,678	115	1,793
	<u>1,678</u>	<u>115</u>	<u>1,793</u>

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

6 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total 2025 £
Charitable activities		70	25,245	25,315
Staff costs		-	180,115	180,115
Allocated support costs	7	126	32,664	32,790
Governance costs	7	-	6,512	6,512
		<u>196</u>	<u>244,536</u>	<u>244,732</u>

	Note	Unrestricted funds General £	Restricted funds £	Total 2024 £
Charitable activities		83	23,781	23,864
Staff costs		-	197,904	197,904
Allocated support costs	7	161	52,486	52,647
Governance costs	7	-	5,767	5,767
		<u>244</u>	<u>279,938</u>	<u>280,182</u>

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

7 Analysis of governance and support costs

Charitable activities expenditure

	Unrestricted funds General £	Restricted funds £	Total 2025 £
Staff training	-	2,214	2,214
Repairs and maintenance	-	386	386
Insurance	-	3,092	3,092
Rent	-	11,762	11,762
Legal and professional	-	720	720
Telephone and broadband	-	4,459	4,459
Printing, postage and stationery	-	4,096	4,096
Depreciation	121	925	1,046
Bank charges	5	55	60
Subscriptions and licenses	-	4,955	4,955
	126	32,664	32,790

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Staff training	-	2,287	2,287
Repairs and maintenance	-	143	143
Insurance	-	2,913	2,913
Rent	-	11,762	11,762
Legal and professional	-	720	720
Telephone and broadband	-	5,111	5,111
Printing, postage and stationery	-	2,507	2,507
Depreciation	161	1,232	1,393
Bank charges	-	60	60
Subscriptions and licenses	-	4,631	4,631
Exceptional costs	-	21,120	21,120
	161	52,486	52,647

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

Independent examiner fees
Examination of the financial statements
Other fees paid to examiners
Meeting Costs

	Restricted funds £	Total 2024 £
Independent examiner fees		
Examination of the financial statements	1,000	1,000
Other fees paid to examiners	3,174	3,174
Meeting Costs	1,593	1,593
	<hr/> 5,767	<hr/> 5,767

8 Net incoming/outgoing resources

Net incoming resources for the year include:

	2025 £	2024 £
Depreciation of fixed assets	<hr/> 1,046	<hr/> 1,393

9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year (2024 - None).

No trustees have received any reimbursed expenses or any other benefits from the charity during the year (2024 - None).

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

10 Staff costs

The aggregate payroll costs were as follows:

	2025	2024
	£	£
Staff costs during the year were:		
Wages and salaries	183,660	202,110
Social security costs	11,767	12,849
Pension costs	6,949	7,404
	<u>202,376</u>	<u>222,363</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2025	2024
	No	No
Number of staff	<u>7</u>	<u>6</u>

No employee received emoluments of more than £60,000 during the year (2024 - None).

11 Independent examiner's remuneration

	2025	2024
	£	£
Examination of the financial statements	<u>1,000</u>	<u>1,000</u>
Other fees to examiners		
All other services	<u>4,849</u>	<u>3,174</u>

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

12 Taxation

The charity is a registered charity and is therefore exempt from taxation.

13 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2024	21,758	21,758
At 31 March 2025	21,758	21,758
Depreciation		
At 1 April 2024	17,577	17,577
Charge for the year	1,046	1,046
At 31 March 2025	18,623	18,623
Net book value		
At 31 March 2025	3,135	3,135
At 31 March 2024	4,181	4,181

14 Stock

	2025 £	2024 £
Consumables	743	743

15 Debtors

	2025 £	2024 £
Trade debtors	3,428	728
Prepayments	4,086	4,018
Other debtors	361	326
	7,875	5,072

16 Cash and cash equivalents

	2025 £	2024 £
Cash on hand	200	200
Cash at bank	138,777	140,848
	138,977	141,048

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

17 Creditors: amounts falling due within one year

	2025 £	2024 £
Other taxation and social security	4,107	4,164
Other creditors	1,203	1,277
Accruals	3,940	6,384
	9,250	11,825

18 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £6,949 (2024 - £7,404).

19 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2025 £
Unrestricted funds					
<i>General</i>					
General funds	62,370	59,444	(196)	(28,370)	93,248
<i>Designated</i>					
Designated funds	30,000	-	-	-	30,000
Total unrestricted funds	92,370	59,444	(196)	(28,370)	123,248
Restricted funds					
0-4 UK	7,722	-	(24,712)	17,000	10
0-18 UK	31,714	136,143	(177,744)	11,370	1,483
Love Reading	2,444	58,177	(57,772)	-	2,849
Wales	4,969	-	-	-	4,969
Plymouth Active	-	19,796	(10,875)	-	8,921
Total restricted funds	46,849	214,116	(271,103)	28,370	18,232
Total funds	139,219	273,560	(271,299)	-	141,480

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
Unrestricted funds					
General					
General funds	39,917	32,697	(244)	(10,000)	62,370
Designated					
Designated funds	20,000	-	-	10,000	30,000
Total unrestricted funds	59,917	32,697	(244)	-	92,370
Restricted					
0-4 UK	16,105	100,291	(108,674)	-	7,722
0-18 UK	9,215	153,600	(131,101)	-	31,714
Love Reading	22,558	47,811	(67,925)	-	2,444
Wales	11,932	(6,663)	(300)	-	4,969
Total restricted funds	59,810	295,039	(308,000)	-	46,849
Total funds	119,727	327,736	(308,244)	-	139,219

The specific purposes for which the funds are to be applied are as follows:

The charity holds a designated reserve of £30,000, and combined operating reserves equivalent to approximately six months of current expenditure.

The restricted funds projects are explained in full in the Trustee's Report.

The transfers from unrestricted funds were made to cover the shortfall in those specific restricted funds.

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2025

20 Analysis of net assets between funds

	Unrestricted funds		Restricted funds	Total funds at
	General	Designated		31 March
	£	£	£	2025
Tangible fixed assets	3,135	-	-	3,135
Current assets	99,363	30,000	18,232	147,595
Current liabilities	(9,250)	-	-	(9,250)
Total net assets	93,248	30,000	18,232	141,480

	Unrestricted funds		Restricted funds	Total funds at
	General	Designated		31 March
	£	£	£	2024
Tangible fixed assets	483	-	3,698	4,181
Current assets	73,712	30,000	43,151	146,863
Current liabilities	(11,825)	-	-	(11,825)
Total net assets	62,370	30,000	46,849	139,219

21 Related party transactions

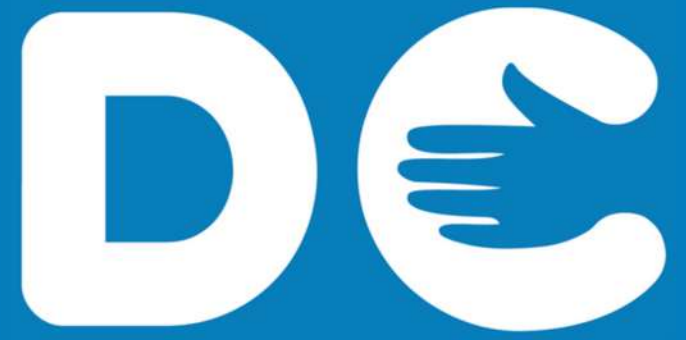
There were no related party transactions in the year (2024 - £Nil).

Deaf Choices UK Limited

England & Wales - Charity number 279523

Accounts

See
what Deaf
Choices UK is
saying...



Annual Report
2023-24

DEAF CHOICES UK

Thrive with Language and
Literacy for Life

The Boatshed, Steamer Quay, Totnes, Devon TQ9 5AL

info@deafchoicesuk.com - www.deafchoicesuk.com - 01803 712 852

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Deaf Choices UK
The Boatshed, Steamer Quay
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[Telephone 01803 712 853](tel:01803712853)
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www.deafchoicesuk.com

Registered with the Charity Commission of
England and Wales No. 279523
A Company Limited by Guarantee No. 1477997



**Welcome to Deaf Choices UK.
DCUK. Our name reflects our
approach.**

**We believe in the importance
of informed choice. We
support parents of deaf
children and professionals to
make the best CHOICE(S) for
Communication, Language
and Literacy.**

**Deaf Choices UK is currently
the only UK charity providing
Cued Speech training**

Introduction to Cued Speech



Cued Speech (CS) is a communication system developed for the deaf and hard of hearing (DHH), elaborated by Dr. R. Orin Cornett in 1966 in the United States. After several years of teaching physics, mathematics and electronics at academic level, Dr. Cornett became the Director of Higher Education at the U.S. Office of Education where he was surprised to learn that DHH students had lower reading skills than their peers.

“A few months of study convinced me that the underlying cause of their reading problem was the lack of any reasonable way to learn spoken language, without which they could not use speech for communication, become good lipreaders, or learn to read.”

Dr. R. Orin Cornett

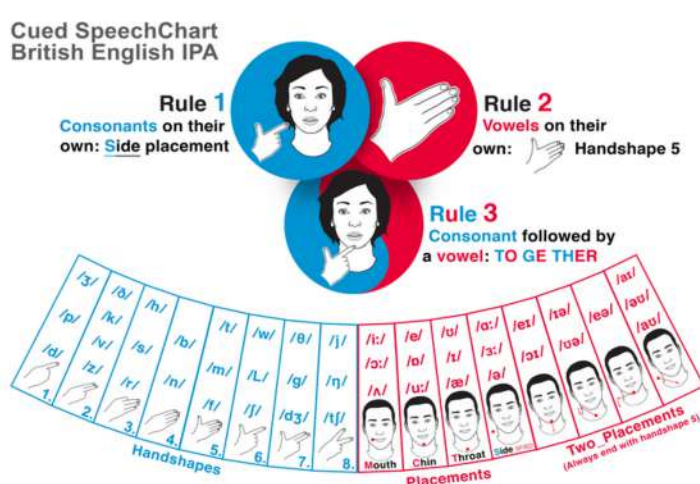
He had always assumed that deaf people must be proficient readers, as written language was surely more accessible to them than spoken language. His explanation for this lower level of literacy was that the acquisition of language skills began with oracy, not literacy, which posed a consequent difficulty for deaf and hard of hearing children to learn a language in the first place.

Knowing that many DHH children were born into hearing families, the transmission of linguistic and communicational skills proved to be a major challenge for parents of deaf children. Insufficient learning of the spoken language also led to an additional difficulty in lip-reading, which is essential for people with hearing loss.

These observations led Dr. Cornett to develop a system to facilitate language acquisition for DHH children by representing sounds visually using both the lips and the hand. He started by establishing the main goal of this system: to render spoken language accessible visually for DHH people, as it already is audibly for hearing people.

His research showed that developing a finger spelling system had already been tried and did not prove efficient due to its complexity and slowness compared to spoken language. His solution was to use “cues”, meaning that he decided to group consonant sounds in 8 hand configurations according to visual contrast and frequency of occurrence. He also grouped vowel sounds in four positions around the lips.

A study conducted in 1982 by Gaye Nicholls for her master’s thesis at McGill University showed that CS did not only improve language reception, but that it enhanced both auditory perception and lip-reading abilities of deaf subjects.

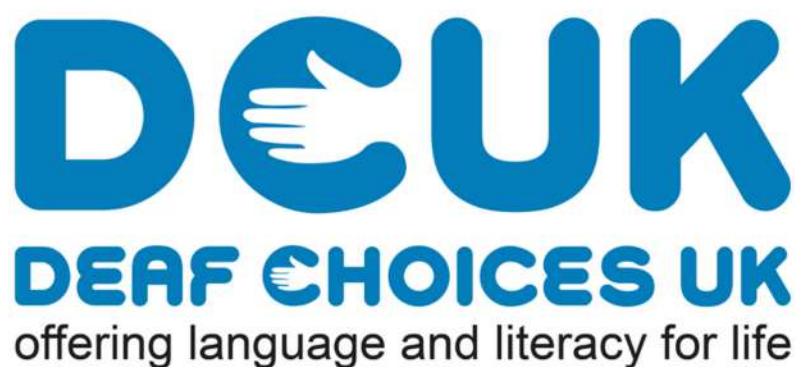


Cued Speech UK (CSUK) 1975-2024

The Charity was established in the UK in 1975 as the National Centre for Cued Speech and was part of KIDS, a registered charity for children with a disability. The Charity became independent in 1980 when it was also incorporated as a company limited by guarantee. In 2000 it was renamed the Cued Speech Association, and this was revised in 2017 to Cued Speech UK (CSUK).

2024 Cued Speech to Deaf Choices UK

Following a year of consultation with our Trustees, stakeholders and beneficiaries we changed our name and brand to Deaf Choices UK.



- On 6th December we were accepted by the Charity commission as Deaf Choices UK.
- On the 23rd December we were accepted by the Companies house as being Deaf Choices UK.
- On 15th January our new Deaf Choices UK website went live with new content.

The Brand change represents the change in direction of our philosophy and values after 50 years which is a direct response to a change in need reflected by our beneficiaries.

DCUK realised the powerful significance of offering parents informed, unbiased choice. (It is not just one choice that is needed for a deaf child but many throughout their lives in order to achieve their potential socially and emotionally.)

The change has been experienced as positive with our beneficiaries and other professionals and we feel much more confident about explaining what we do, in addition to still holding the ethos of the benefits of learning Cued Speech and its value across the life of a deaf child.

Our Charity Aim has changed:

“Deaf Choices UK (DCUK) aspires to give deaf children improved access to:

Language - by empowering their families to make fully informed choices.
Literacy – by supporting their educators to access information, training, and resources.

Strategic Overview



We provide knowledge, information and training around the unique benefits, concepts, and skills of using Cued Speech.

Our offer supports deaf children and those with Special Educational Needs and Disability (SEND) to thrive at home, succeed in education, and achieve their potential.”

The DCUK Articles of Association and Memorandum of Association reviewed in October 2001 have not changed.

The brand identity has not changed we still use the same recognisable blue and the same font.

DCUK continues to be the only charity in the UK that offers Cued Speech training to families with a deaf child and the professionals who support deaf children.



Governance

The Trustees work in line with DCUK Articles of Association.

All Trustees apply with a full CV and two references and are interviewed by the Executive Director and another Trustee. New Trustees are ‘voted in’ on their first meeting by the full Board. All Trustees must complete Level 1 Safeguarding training and submit an enhanced DBS check.

This year we received resignations from Win Burton and Tina Kirwin-McGinley.

Tina, a Teacher of the Deaf, was a Trustee for 19 years and brought a professional and educational perspective to meetings. Her strategic and practical knowledge were hugely valued. Tina has asked that we replace her with an individual with similar strengths and skills.

Win Burton served as a Trustee to CSUK for more than 20 years. Win was a mother to four children two of whom were deaf. Win was a bilingual ‘cuer’ and cued in both French and English. She provided the board with first-hand experience of parenting deaf children and supported the team by quality assuring written documents and funding applications. Her immense knowledge and skill were invaluable and are missed by all.

Volunteers

Volunteers provide a vital contribution to the work of DCUK.

Our volunteers support training activities, demonstrate how to cue at public events, provide external advice and guidance, take part in fundraising activities, provide expert advice in specialist areas of delivery and trial our new resources.

Volunteers cannot work on their own with children and when working with us they must have an enhanced DBS and have completed level 1 Safeguarding training.



Will Collinson - A Deaf Choices UK volunteer

Policies

Safeguarding - We are registered with the Safeguarding Network - "Safeguarding Network - confidence in safeguarding". This is an online resource produced for schools. The site is updated with the latest reports and articles and relevant training events.

It contains information and training in all the key areas which should be considered when working with children.



Safeguarding Network website

(Scan the QR code on your smartphone)

Policies on employment, holidays, behaviour and inclusion are available in the DCUK Handbook.



Staff Handbook

(Scan the QR code on your smartphone)

HR Procedures and guidance are supported by Westcountry HR.

www.westcountryhr.com

Health and Safety at work is overseen by Peninsular

www.peninsulagrouplimited.com

Operational and Practise Overview



Why Cued Speech?

DCUK beneficiaries are:

- (a) Those deaf children who are not able to benefit fully or at all from hearing aids or implants.
 - (b) The very significant number of children who use listening (via technology) but subsequently fail to acquire a practical understanding of English.
 - (c) Visual learners such as children who have auditory processing issues, language delay, dyslexia, auditory neuropathy, and those who do not have English as a first language.
 - (d) Those children who are struggling to access literacy in education at Key Stage 1.
- * (d) is recognised as a new cohort. This reflects the focus of work with Key Stage 1 literacy.

Outcomes

1. Deaf babies/children will demonstrate greater participation within the family.
2. Deaf children's self-confidence will grow in their personal relationships.
3. Deaf children will have increased literacy skills.

Charitable Activities

Every parent of a deaf child wants equal

opportunities and the best possible outcomes in education and for life for their child. Deaf children want to be able to feel included in their family and community and to be able to have access to language, literacy, education and employment equal to their hearing peers.

We are confident that access to CS from an early age will give deaf children life changing skills.

Income received from our benefactors is used to support two streams of work:

1. **Working with Deaf Babies and Children aged 0-4.** Project funded is CHOICES programme for the parents of newly diagnosed deaf children.
2. **Language and Literacy for life. 0-18.**

Within these two work streams are embedded several projects. Each project has ring-fenced income achieved through grant applications to Charitable Trusts.

Core funding is used to maintain the core functions integral to the charity's activities and is not ring-fenced.

Income is achieved through applications to Charitable Trusts, income received from standard appeals, donations, and fundraising activities.

Operational and Practise

Overview



An example of working with a child aged 0 – 4

Case History Willow 2023 -2024

Willow failed her newborn hearing screening and was referred to Kathy by Plymouth Audiology department following newborn hearing screening. The audiologist explained that DCUK UK offered free support and that CS could help with Willow's language and communication. Willow was diagnosed with moderate hearing loss, and her mother, Becca, a preschool teacher, was concerned about Willow's social and language development.

Becca's initial meeting with the DCUK Regional Family Advisor, Kathy, via Zoom was overwhelming, but Kathy's clear explanations helped Becca understand and decide to try CS. Becca, aware of the challenges of learning British Sign Language (BSL) and its limitations for literacy, appreciated that CS allowed her to communicate fully with Willow from the start. Becca was aware that while Willow had hearing aids to support her hearing, cued speech would provide visual confirmation of sounds that might not be accessed.

Impact on Willow's Development:

Becca noticed significant improvements in Willow's development with CS. By 12 months old, Willow was meeting all her developmental and language milestones, babbling a full range of sounds, and starting to say words like "Dada," "dog," "bird," and "thank you." When Willow started nursery, she was confident, happy, and well-engaged with her peers.

Becca shared her advice to other parents: "It's overwhelming to learn your baby is deaf, but CS gives them the best chance for full language and literacy. If I can do it, anyone can."

Continued Progress and Family Involvement:

Since October 2023, Kathy has continued working with Becca and her husband Chris, visiting them weekly or bi-weekly. Chris decided to learn to cue, and now he can cue single words and short phrases. Becca practices cueing harder words and paragraphs, while Willow remains eager to engage in play and communication.

Becca reported that Willow's speech and language have made great strides. Willow enthusiastically anticipated Kathy's visits, demonstrating her

Operational and Practise Overview



progress by playing games and practising new words and signs. At her new nursery, Willow attempts to repeat names she hears, and cueing helps her understand and pronounce them correctly. When she misunderstands something, cueing clarifies it, making Willow more confident as she knows she can always understand her parents.

Conclusion:

CS has had a profound impact on Willow's development, boosting her language skills, social confidence, and overall engagement. Becca's dedication and the support from CSUK/DCUK have ensured Willow thrives despite her hearing loss.

An example of the impact of Cued Speech on language and literacy for life

JJ's Journey with Deaf Choices UK



At three, JJ, profoundly deaf despite hearing aids, was referred to DCUK. His mother sought help as JJ struggled with anxiety and minimal engagement. Kathy, the Regional Family Advisor (RFA) for the Southwest, noticed JJ's frustration and limited hearing.

Initially denied cochlear implants due to cognitive and emotional challenges, JJ and his mother made significant progress with CS over six months. Seeking specialized education, they chose Eggbuckland (EB) School in Plymouth, which collaborates with CSUK, using cued stories and songs to support literacy. JJ thrived at EB, one of 30 children using CS, where teachers also learned to Cue.

DCUK helped with JJ's Educational Health Care Plan (EHCP). By age five, JJ showed significant language and literacy improvement using CS and BSL. After six months at EB, JJ successfully received cochlear implants at age six. His literacy lagged behind peers, but his behaviour and engagement improved markedly. JJ continued using CS to integrate visual English with the new acoustic signals, supported by BSL.

Operational and Practise Overview



Now seven, JJ's transformation is extraordinary. His expressive language is age-appropriate, his literacy is catching up, and he excels in social interactions, attending mainstream classes. During a recent visit, the DCUK Executive Director saw JJ and his profoundly deaf friend enthusiastically engaging with CS literacy resources, cueing, singing, and dancing.



Kathy Kenny on ITV regional news



JJ cueing at Eggbuckland

Kathy Kenny was joined by Vicky Lowther and Sarah Bradley at Eggbuckland Vale Primary School to discuss the benefits of Cued Speech on ITV Westcountry News. Children were using our new Nan-In-A-Van teaching materials which the school is trialling.

Scan the QR code with your phone to watch the full ITV interview



Kathy, Sarah and Joseph discuss cued speech and the impact it can have on communication on Radio Devon.

Scan the QR code with your phone to listen to the full interview



Operational and Practise Overview



Nan in a Van (NIAV) and DCUK and the Development of Software for deaf children.

In the report 2022–2023, we had three unique software prototype interventions that we hoped to continue to develop for deaf people, these were NIAV, Cassie iCUE and uCUE. We had established good partnerships with other charities to work on projects together.

In July 2023 we finished the development of the animated NIAV stories. These stories were animated by avatars one who used Cued Speech to tell the story in English and one to describe the pictures using British Sign Language.

However, once the animation for NIAV was completed the company Robotica who were developing our Avatar, went into liquidation. We had a partnership agreement in place which is legally binding and the Intellectual Property for NIAV belongs to DCUK, however the other two products are currently dormant. The reasons are two- fold; we put all our focus on NIAV and secondly, we now need additional funds to move the avatar projects iCUE and uCUE forward.

Market Research into the need for support for early literacy at the foundation stage Key Stage 1 and onwards:

In July 2023 a Parliamentary written question was posed by Anthony Mangnall MP.

I was able to ask the Secretary of State for Education: “how many primary schools in England use literacy resources at Key stage 1 designed specifically for (a) deaf children and (b) other visual learners that include visual languages to support access and inclusion in early literacy as of July 2023”. (195561)

Tabled on: 20 July 2023

Minister David Johnston’s reply in brief:

The department recognises the importance of supporting all children and young people with Special Educational Needs and Disabilities (SEND), including deaf children and those with a hearing impairment.

On the Get Information About Schools service, there are 197 primary schools and five all-through schools listed as providing for children with hearing impairments, there are 20,788 Primary Schools in the UK.

Operational and Practise Overview



... The Children and Families Act 2014 requires all local authorities to publish a local offer of services for children and young people with SEND in their area, to ensure that families are aware of services that are available in their area and are able to contribute to shaping the services to meet local needs. Information about the support available for children with sensory impairment should be included within that local offer.

“The economic cost of insufficient early literacy support is likely to be significant. Each year a group of children who do not meet the expected early years standard generates lifetime economic costs of around £830 million.

This equates to £7,800 for each five-year-old who could reasonably have been expected to meet the standard. Much of this loss stems from the knock-on effects on academic success and later employment outcomes. The typical child who does not meet the literacy standard at age five loses out on around £5,300 of earnings over their lifetime and costs the government around £2,500 more over their lifetimes through higher spending on education and welfare, as well as lower tax revenue.” Early literacy matters: Economic impact and regional disparities in England Karol Rodriguez Cabrera, Rachel Gomez and Jon Franklin
February 2024

The Year 1 phonics screening check (PSC) assesses whether children can accurately decode a selection of words that include common Grapheme Phoneme Correspondences (GPCs): the first step in word reading. Performance overall in the PSC has improved substantially since 2012, the year of its introduction.[\[footnote 4\]](#)

Results for 2023 show outcomes close to pre-pandemic levels.[\[footnote 5\]](#) There is also a positive correlation between performance in the PSC and performance in PIRLS (Progress in international reading literacy study) 2021.

Successive PIRLS reports also show a reducing gap between the lowest and highest scoring pupils, which seems to be the result of an improvement in the performance of the lowest attainers.[\[footnote 6\]](#)

However, over 1 in 4 pupils still move to secondary school without having met the expected standard in the Key Stage 2 national reading test.[\[footnote 7\]](#) This hinders them in secondary school, both in English and more widely across the curriculum (Ofsted the English Education Subject Report 2024)

Operational and Practise Overview



In October 2023 we moved our funds and staff time to focus on creating a comprehensive literacy intervention for children who are struggling with Key Stage 1 phonics.

Activities for the launch of this resource have been numerous.

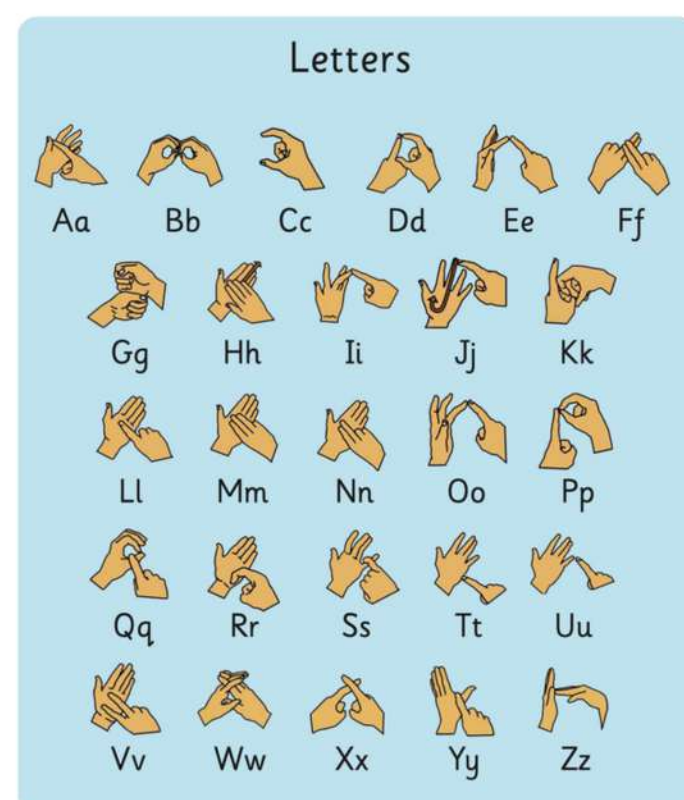
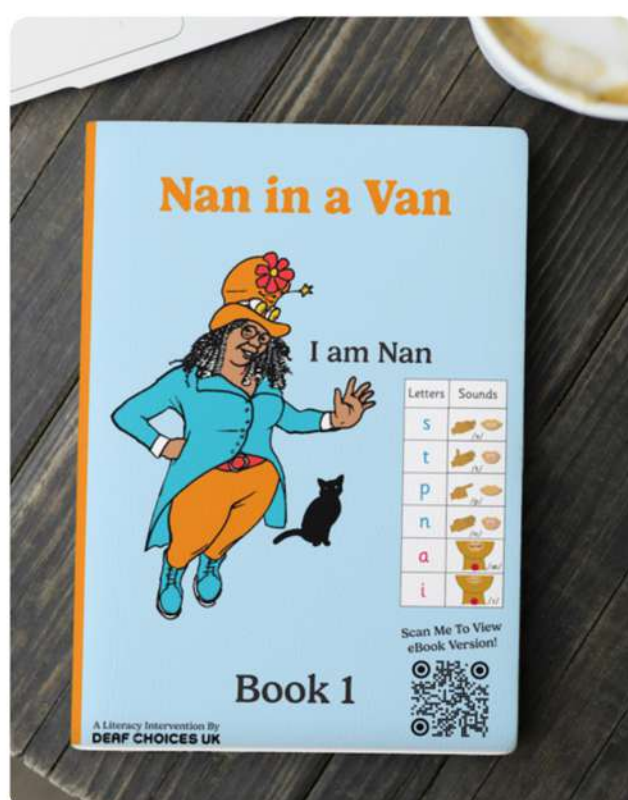
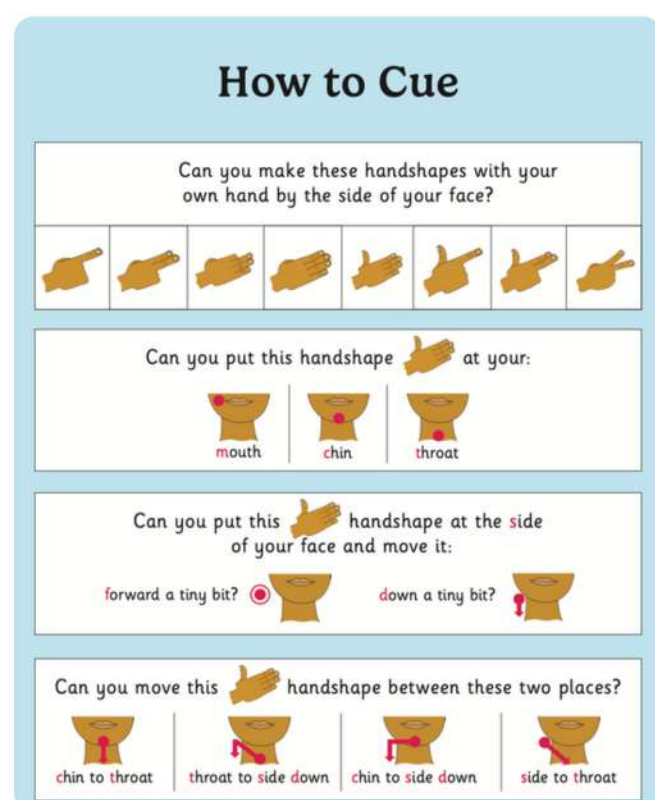
The Training Lead and Choice Advisor have developed Nan in a Van (NIAV), a series of 10 e-books which use digital avatars to present the story in both Cued English and British Sign Language and ten hard-copy A4 reading books that mirror the animated story. Designed for Deaf Children and children with Special Educational Needs and Disability (SEND), this is a unique intervention in deaf education and gives children equality of access to literacy.

The narrative in the books match the roll-out of phonemes recommended by the government's own 'Letters and Sounds'

programme. Included in the resource pack are 5 sets of ten hard-copy book versions, five lesson plans per book (50 lesson plans) pupil activity sheets for each lesson and a card game which supports children with phonic awareness, segmenting and blending. We have also included completion certificates for the child for every book. The resource pack will include an introduction and demonstration and ongoing training and support from DCUK to educators and volunteers as needed.

The resource offers a perfect introduction to literacy for all children and a supportive intervention for those struggling to access literacy with the aim of all children returning to the main literacy program used in school once they are confident with letters and sounds.

We are extremely proud of the quality of this intervention which is now complete.



Charity Outcomes



Numbers trained April 2023 - end March 2024

- ✓ **139 Family members**
- ✓ **179 Professionals**
- ✓ **540 People presented to**
- ✓ **410 deaf children supported**

- ✓ Attended 14 deaf related events
- ✓ Delivered 13 CS workshops
- ✓ 17 On-line Zoom Training Sessions
- ✓ 1 Charity Event
- ✓ 26 Online Self-Study Registrations
- ✓ 60 Love Reading Sessions
- ✓ 10 NIAV Demos
- ✓ Delivered 14 CS Foundation Group Sessions
- ✓ 152 Home Visits
- ✓ 42 Deaf/Parent Child Groups
- ✓ 30 Pre-School and School Visits
- ✓ 8 Post CS Foundation Online Sessions
- ✓ 6 Choices Programmes

Increased participation in family	Increased literacy	Increased confidence
Significant changes 22% Little change 50%	Significant changes 48% Little change 30%	Significant changes 45% Little change 11%
No change 28%	No change 22%	No change 44%

How do we collect Data?

Information is documented in our database or Social Impact Tracker (SIT). We collect names, ages of beneficiaries, gender, types and number of interventions, case notes, location, and the practitioner's name.

Outcomes are recorded using a questionnaire for parents/adults, which is designed to gather information to support our outcome measurements.

The questionnaires have been redesigned this year to provide more accurate indicators and are now divided into two age groups: 0 - 4 years and 4 years and older.

We have researched other assessments used in education and by hearing support specialists and have adapted these. This allows our assessment to be compared with other multiagency assessment tools. It is important to note that on many occasions, developmental age is more significant than incremental age. The questionnaires are used every six months to track change.

For children aged 0 - 4 or those who are pre-verbal, we measure three indicators: Attending, Eye Contact, and Facial Expression, and we have four measurements of change in each area. These boxes can be given a score from 1

to 4 so that we have a quantitative measurement of change. A fifth box asks the parent whether they have noticed a change in each area since the start of their cueing journey.

For children aged 4 and older, we look at indicators that reflect language, literacy, and social/emotional development. We measure Receptive Language, Expressive Language, Literacy, Social Skills, and Emotional Wellbeing through behaviour both at school and home. Additionally, each section has an observation or comment box which can be completed by the child, the parent/caregiver, or the teacher.

During further interviews, the Executive Director interviews the parents of the deaf child to give a more impartial view of the practitioner intervention. Case notes from these interviews are made into individual case studies and are edited and approved by the parent in question.

These interviews are the parent and child stories and are 'owned' by them. We gather signed authorisation to use photos and case studies from our families. We record anecdotal and qualitative data and evidence during home or school visits which are used for reporting. Additionally, some of our families have agreed to and taken part in BBC Children in Need interviews for radio and television.

Activities

June 2023 the Team met with their local MP Anthony Mangnall who then supported the ED with a Parliamentary written question

Conferences and Engagements

In March 2024 we were able to meet with the Minister David Johnston.

We have also delivered demonstrations of NIAV to the Leeds multiagency team supporting deaf children, Manchester Heads of Service, Hertfordshire Teachers of the Deaf, Cambridge Cochlear Implant Group, The Annual conference for Audiology in October, and the (Special Educational Needs and Disability) SEND conference held in London in June.

The Website

In December 2023 we changed our name from Cued Speech UK to Deaf Choices UK and created a new website to support the new brand - **deafchoicesuk.com**

The Brand change represents the change in direction of our philosophy and values after 50 years which is a direct response to a change in need reflected by our beneficiaries.

We changed the website to include less narrative and written material and more films and videos. The website is now split into four key areas and easy to navigate and more engaging.

[Home](#)[What are my choices?](#)[Our Offer](#)[Resources](#)[Love Literacy](#)[About Us](#)

Welcome to Deaf Choices UK

Formerly known as Cued Speech UK

Welcome to Deaf Choices UK. DCUK. Our name reflects our approach.

We support parents of deaf children to make the best CHOICE(S) for Language, Literacy and Communication.

We believe that every deaf child and every family has a unique set of needs and DCUK is here to help you navigate and explore the choices that are available to you, so that you can make an informed choice.

Deaf Choices UK is the only charity in the UK that provide training in Cued Speech.

[Newsletter Sign Up](#)

Marketing

To support and promote the change in brand we ran a marketing campaign with Crest Marketing which included features in 3 magazines, 1 podcast, 2 newspaper articles and a feature on West Country news during National Deaf Awareness week. The TV feature demonstrated our work with Eggbuckland school and NIAV.

What has worked Well this year?

Collaboration and Partnership working:

Working in collaboration with other services and agencies has worked well for the Charity this year. We have made new partnerships with Exeter Audiology Services (CHIME) who are keen to refer newly diagnosed deaf babies to our CHOICES programme for children aged between 0 and 4.

The sustained and embedded referral pathway for Plymouth Audiology Services continues to thrive for Deaf Choices UK and for newly diagnosed deaf children. Partnerships in schools have also been a success story over the last year. Our work with schools mainly focuses on delivering training in Cued Speech to the team around a deaf child and providing an understanding of the impact of CS as an intervention to support literacy learning. We have been referred to four

new schools within the Southwest through the attendance of a deaf child within their cohort who has been accessing cued speech at home with their family.

Forging good relationships with Teachers of the Deaf (ToDs) resulted in a positive engagement with a school in Exeter. A teaching assistant in a school in Calstock in Cornwall, who we taught to cue, has been using Cued Speech to support special educational needs children in her class to access literacy learning, the results have been inspiring.

Home Visits

The number of home-visits has increased significantly this year with families feeling more confident post-covid and numbers are now equal to those pre-covid. The Charity's six-week CHOICES program has brought families together and is a good example of parent-led and family-focused learning model.

Early Years and Love Reading

The delivery of 'Love Reading' sessions through Early Years groups in the Southwest and in Hertfordshire have worked well with parents and toddlers really enjoying cued stories in particular classic fairy tales such as the Ginger

Bread Man. The repetition in these fables provide clear visual affirmation of repeated sounds through the cues of cued speech.

Our Family Advisor in the Northeast has continued to produce excellent resources which are included in our family pack. She has made filmed, cued stories and “Dear Zoo,” in particular has proved very popular.

Self Study

The Cued Speech online self-study has proved to be very popular with more professionals and parents accessing it. The learning is usually supplemented via 1 – 1 sessions with a CS practitioner. We have done some very successful networking and public relations with a member of our team representing the Charity at conferences, networking events and through radio interviews. These events have resulted in new referrals, partnerships and even interest from potential trustees.

Key Challenges in the Delivery

It is interesting to note that there are strengths and weaknesses in some delivery areas. For example, we have made some great relationships with Teachers of the Deaf, but some are not

willing to engage with the Charity and while some collaborations have been ‘super-easy,’ some have been slow to progress.

Our collaboration with the software company Robotica has been challenging this year with the company failing to meet our timelines and deadlines, at the end of the year we found that the Directors had separated due to conflicting ideology.

Thankfully our literacy resource Nan-in-a-Van was completed. The delay did give us time to reflect on the purpose of the resource and how to make it ‘teacher and classroom’ friendly. In response to this and following consultation with our pilot schools, we have embarked on developing a whole classroom resource. This includes access to the online ‘books,’ hard-copy versions, lesson plans and pupil activity sheets. The resource will be delivered with training. NIAV provides a specialist literacy intervention for deaf children and children with special educational needs (SEN).

Early Intervention 0 – 4

Our project 0 – 4 has been generously funded by the Sylvia Adams Foundation and in the last year through the Sylvia Adams Legacy Trust. 2017 – 2024.

Funds were also received from the Henry Smith Foundation 2018- 2021 and 2021 – 2024. These two significant funds will end in September 2024.

Additional funds were also received for core costs from BBC Children in Need, Foyle Foundation, Garfield Western. We received funding for The National Lottery Community Fund to support the salary of the Training lead and the Executive Director.

Over the last seven years we have looked at providing regional support to parents with a deaf child in three areas across the UK. The support has been provided by Regional Family Advisors (RFA) using four different models of intervention:

- a post hosted by the Local Authority Hearing Impairment Service. (LA HIS) (Wales and Herts)
- a peripatetic post in the North East. (Newcastle)
- a post working out of our South West Regional Office.
- Remote working using ZOOM .

1. The peri' post and the hosted post faced challenges for different reasons. The Southwest post has been the most successful with the highest levels of engagement.
2. Remote interventions across the UK and Globally using support over ZOOM have been successful with excellent outcomes for parents and deaf children.

Given the above information DCUK Plan 2024 – 2027 will focus on three main areas of work which are under an umbrella title 'Language and Literacy for Life,'

Early Intervention 0 – 6+ (needs led) , Research and Development, and Active 0 – 18. The projects are not mutually exclusive and overlap in some areas. All of our projects have the same outcomes and outcome measurements.



Early Intervention 0 – 6+ ; (EI)

“Changing lives through Early Intervention.”

Focuses on the provision of language for newly diagnosed deaf babies. Support in the transition from Pre-school to Primary School and literacy learning at Key Stage 1. The intervention includes training in CS

1. The provision of language for newly diagnosed deaf babies through training parents in CS and supporting parents at home with a deaf child, focusing our face-to-face intervention or working through ZOOM. The intervention is free where there is a deaf child.
2. The delivery of a programme called CHOICES. CHOICES supports parents to navigate the ‘deaf World’ and the choices for language and literacy that may be available to them. CHOICES helps parents to choose interventions which will uniquely meet the needs of their deaf child and to understand the progressive journey of a deaf baby and child through infancy and onward into education.
3. The provision of literacy intervention at Key Stage 1 to Deaf and SEND children who are struggling with accessing literacy. We intend to

disseminate the Nan-in-a-Van (NIAV) resource to all Primary Schools across the UK , starting with our key area in the South West.

Our Objectives 0-6+

- To improve the early language acquisition of deaf babies and children aged 0 – 6 through the provision of training in Cued Speech to the parents and the team around the child.
- To enhance the knowledge and understanding of the choices available to deaf children through the provision of home support, which includes the CHOICES programme, to parents of newly diagnosed deaf babies following the newborn hearing screening.
- To improve the literacy levels of Key Stage 1 Deaf and SEND children including deaf children through the dissemination of a specialist interventions designed by DCUK called, “Nan in a Van,” (NIAV) into all Primary Schools across the UK.
- To gather data around the impact of DCUK interventions in order to evidence outcomes.
- Use evidence to help to plan for a second literacy resource.

Research and Development.

Focuses on the development in training resources in CS for parents and professionals and the further development of Resources and interventions. This includes:-

The continuing development of online training resources and the delivery of training to schools.

Delivery of face-to-face CS introductory training to the team around a deaf child.

Supporting young people 16 - 25 at key transitional points through education and into employment.

Other areas of work under this project include: -

Activities

- Training the professional team around the deaf child using ZOOM.
- Updating the Online training and developing a self-assessment app for improving cueing.
- The dissemination of NIAV into schools
- Training volunteers
- Development of new resources
- Commissioning research.

Objectives

- To improve training in cued speech
- To improve the accessibility of training in cued speech
- To gather data on training outcomes to inform the further development of training resources
- To improve self confidence in young deaf people 16 – 25 thereby improving their ability to access employment.

'ACTIVE' 0 – 18+

Seeks to build on self-confidence, inclusion and improved literacy for deaf children through activities. The activities are physical, social, emotional and educational.

Activities

- Family coffee mornings with children's activities for deaf children and their siblings.
- Promoting and encouraging the use of visual manual languages including British Sign Language (BSL) and Cued Speech (CS) .
- Family activity days for families with a deaf child such as visits to local attractions.
- Supported engagement with sports, recreation and arts activities. (eg. football, dance, theatre, horse riding, cricket, skiing.)

Love reading sessions to improve literacy skills using cued stories and our Nan-in-a-Van reading resource.

Supporting parent-led support groups

Training volunteers

Supporting young people 16 – 25 into education or employment.

Objectives

- To improve social engagement of deaf children
- To improve family participation
- To improve self confidence through activities
- To improve mental health outcomes of young deaf people
- To improve the outcomes of young people in education and employment
- To improve the participation of deaf young people in their communities

Conclusion.

Plan for 2024 - 2027

Due to changes in the needs of our beneficiaries and changes in our funding we have responded proactively and have generated a new strategy to support the Charity to move forwards.

We will be changing our funding streams to:- “Language and Literacy for Life.”

- 0 – 6+ Early Intervention.
- Research and Development
- 0 – 18+ Active

We will be taking a proactive approach to generating core funds through the dissemination and sales of a specialist Key stage 1 literacy intervention NIAV. In addition to this we have key project and core funding from The National Lottery Community fund and BBC Children in Need plus many smaller grants to support our work this financial year. 2024 – 2025.

From September we will be focusing our work throughout the Southwest region and will grow our business outwards through a best practice model.

We will continue to deliver training in CS and offer family support face-to-face in the Southwest and across the UK through ZOOM.

We will be taking forward the activities and members of the Plymouth Deaf Children’s Society. This small Charity was due to fold, however, its activities enhance those that DCUK already deliver within the Plymouth area. DCUK are delighted to be able to continue to deliver these with funds ring-fenced for the area.

Activities include a monthly family coffee morning for deaf children and adults, and activities such as football and dancing for deaf children. DCUK will have a representative Trustee on their board and will greatly benefit from this alliance.

The Deaf Choices Team



At the end of the financial year 2023 – 2024, DCUK maintain a highly motivated office team of 8 part-time employees who use their transferable skills to meet the needs of our beneficiaries and cover a number of projects delivered across the UK.



Henrietta Ireland is the Executive Director of CSUK. Her energy and creativity have continued to bring opportunities to the Charity and her ability to fundraise has continued to bring income into the Charity. A successful funding bid to the National Lottery Community Fund has ensured some imperative core funds over the next three years and it has given her the opportunity to consider the best pathway and plan for the Charity during this time. Henrietta is currently working on a re-branding and marketing plan and continues to network with potential partners.



Louise Creed is highly skilled at writing budgets for the Charity which is an art and takes considerable experience and accounting genius. Without this our funding bids would not have been successful. Louise keeps clear and rigid spending targets and holds all project spending to account.



Debbie Hawke runs the day-to-day and month-to-month administration of the Charity. Her role is integral to the efficiency and safety of our practice and delivery.



Mark Murton can and does do everything and is remarkably successful in achieving his goals. This may be re-writing the web-site or writing standard appeals, and publishing the Annual Report. If he can't do it, he finds out how. Mark also manages new referrals of families and the CSUK online training site.



Cate Calder is the CSUK Training Lead. Cate is the creative and professional gift to CSUK. She has spent the last 18 months as the key point-of-contact for Robotica Machine Learning (RML) the company who are making our digital interventions for us. Cate's eye for detail has

ensured that our products cue with accuracy and that the lip shapes made by Cassie are 99% faultless. Enabling Cassie to get to such a degree of accuracy has taken time, diligence and commitment.

In addition to this she has monitored and overseen training delivered both online and face-to-face and has been the highly respected - and in demand - voice and the face of CSUK at conferences and seminars across the UK.

The Deaf Choices Team



Kathy Kenny is the Lead Regional Family Advisor. Kathy continues to focus her work as an RFA in the Southwest region but will take referrals from other regions and when requested, from abroad! Her training as a teacher and her experience of deafness through having a deaf child herself, means that she brings a wealth of knowledge and experience to her work. Kathy is really starting to reap the rewards of persistent engagement with families and professionals over the last five years. She has multiple referrals from audiology and works with our key schools in the South West where there is a specialist unit for deaf children. As the Lead Practitioner, Kathy also oversees the work of the other Regional Advisors offering them advice, guidance and supervision.



Carly Simpson, an RFA based in the North East, working in Newcastle, North Yorkshire and Leeds. During and following the 'Lockdown years,' Carly helped us generate a lot of creative material for you tube and the website including cued stories, songs and view-it-cue-it. Carly never stops looking for work opportunities and this has paid off this year with referrals of families wanting to learn to cue and the provision of training for professionals.



Sagira Jetha, is an RFA in Hertfordshire. She is a hosted member of the Hertfordshire Hearing Impairment Team and is a highly valued member of the team. Her work was affected by Covid with less parents wanting to engage with mother and baby or toddler groups. However numbers have been improving month-on-month from September. Her Line manager in Herts is Claire Gamon who will be leaving the Service in July. Claire has been a great advocate for CS and her foresight helped us to set up our successful partnership in 2019. She will be missed.

We are proud to also have 7 experienced Trustees on hand to offer specialist advice and expertise to the team.



Peter chose Cued Speech for his profoundly deaf son in 1985 (a year after he was born) and attended a number of beginners and intermediate courses in Canterbury. Peter became a trustee in 1986 and was elected chair of National Centre of Cued Speech Management Committee for a number of years until 1995 during a time when fundraising and raising the profile of Cued Speech were the key objectives. His son benefitted from Cued Speech and now works for ITV adding sign language bubbles to the current programmes. His ability to communicate in the deaf and the hearing world is excellent.

The Deaf Choices Team



Vicki Macklin discovered Cued Speech in 2020 whilst looking for Speech and Language resources to help her son Ryan, who was 4 years old at the time. Speech and Language support was focussed on Makaton whereas Vicki wanted to teach him sounds and speech. Ryan's vocabulary had outgrown the Makaton signs he knew. During the COVID lockdown all SALT support stopped.

As a parent of a deaf child with speech difficulties, and being deaf herself, Vicki hopes that she can bring some experience and insight to the Cued Speech team from personal experience, including sharing the benefits she has found using cued speech which have gone beyond lip reading. Vicki think it is no coincidence that Ryan is in the top reading and phonics groups at school.

Vicki is an IT Project Manager by profession.



Sarah Elumba-Hill has a BSc Information Technology degree and has worked in Information Technology and Sales. She now runs her own business, Hill Top Brews LTD, where she sells and supplies roast to order coffee beans, equipment and supplies.

Sarah has been profoundly deaf since birth and has worn hearing aids for 34 years and now wears a Cochlear Implant. She looks forward to learning to Cue. Having experienced a different type of multi-sensory speech therapy growing up, she sees the benefit of how Cued Speech can improve the quality of life for a deaf person.



Ken is the grandfather of a deaf child brought up with Cued Speech. Ken's early career was with the Merchant Navy, before moving into a sales career in the food industry. Ken became aware of Deaf Choices UK after his granddaughter was born deaf. She lives in France with her

parents and brother, who all attended a Cued Speech course in Exeter. His granddaughter, now 11, not only speaks fluent French and English but uses Cued Speech and signing in both languages. The whole family has benefited enormously by learning to cue.



Tina is a qualified teacher of deaf children (B.Ed Hons/Ad Dip Ed) and is currently the senior manager of the Hearing Needs team in the Sensory Support Service in Manchester. Tina as well as managing a large team of teachers of the deaf and specialist teaching assistants, also continues to teach deaf children who are educated either through BSL or using an oral approach from newborn to year 11.

She has used Cued Speech with many pupils over the last ten years for teaching

The Deaf Choices Team



lipreading, phonic skills and spelling. She introduced Cued Speech to the Service and 19 staff have now had some degree of training within it. Many of the staff use it with profoundly deaf pupils who have English as a second language. Tina runs a Cued Speech club for parents and staff which is well attended. The staff from the Manchester SSS regularly attend the Cued Speech Association's cue camp.



Christine Hardy is the Chair person of the charity, and brings with her a wealth of knowledge from growing up in the deaf community, as a child of a deaf adult. With NVQ Level 6 in British Sign Language and a rich and varied background in which she has used her linguistic skills in the working world, she will be a vital member of our committee. She currently works 'Advocacy, Rights and Awareness Manager' for Deafblind UK, whom she has worked for now for ten years, and has an educational background in both linguistics and law.



Jacob Twomey is passionate about leveraging marketing expertise for good, and he brings his 8 years of commercial experience to the Board of Trustees. He will be instrumental in developing and executing strategic plans for the exciting new initiative of establishing a trading branch for the charity.

Jacob's experience in branding, lead generation, and business development, combined with his positive and collaborative outlook will be invaluable as we work towards creating a sustainable trading branch. This will allow us to generate income to support our goal in enabling as many deaf children and families as possible with access to language and literacy. With his dedication and consultancy, we are confident that this new venture will have a significant impact on the lives of deaf individuals in our community.



Our application to the National Lottery needs to fulfil its outcomes which if successful will provide income generation by year 4 which will easily cover DCUK core costs.

With Thanks

We are most grateful to our funders who have supported DCUK to continue to deliver essential interventions to deaf children and their families.

Multi-year funding helps the Charity to evaluate the strengths and weaknesses of its models of delivery and its activities.

Unrestricted funding enables the Charity to be flexible and responsive in meeting costs not directly related to projects such as the cost of computers, staff training, marketing and publicity.

Core funding is essential to support staff costs such as that of the Executive Director and Training Lead.

Project funds are essential for meeting the fast-changing needs we observe when working with deaf babies and children.

Efficient and Effective Delivery

DCUK keep their overheads low. 60% of funding goes towards staff wages, however, our team is small with only 8

part-time employees 6 full-time equivalents, who have the skill and knowledge to deliver within several different work and social contexts. Careful budgeting enables us to provide all our family interventions for free for parents of deaf children.

From September 2024 we will lose 2 Regional Family Advisors in Herts and the North East, due to the termination of funding, these posts will not be replaced. The ED lobbied extensively to get the post in Herts adopted by the Local Authority Hearing impairment Service but as of the date of writing this report, this has not been confirmed.



Statement of Financial Activities



Year ending 31st March 2024	Unrestricted Funds - £	2024 Restricted Funds - £	Total Funds	2023 Total Funds - £
Income				
Donations	30,421	292,819	323,240	341,761
Charitable activities	598	2105	2703	3,824
Investment Income	1678	115	1793	319
Total Income	32,697	295,039	327,736	345,904
Expenditure				
Expenditure on charitable activities	(244)	(308,000)	(308,244)	360,152
Total Expenditure	(244)	(308,000)	(308,244)	360,152
Net income and net movement of funds	32,453	(12,961)	19,492	14,248
Net movement of funds	32,453	(12,961)	19,492	(14,248)
Reconciliation of Funds				
Total funds brought forward	59,917	59,810	119,727	133,975
Total funds carried forward	92,370	46,849	139,219	133,975

Balance Sheet as at 31 March 2024

Assets	2023	2024
Fixed Assets		
Tangible Fixed Assets	5,574	4,181
Current Assets		
Stocks	743	743
Debtors	1,518	5,072
Cash at bank and in hand	121,586	141,048
Total Current Assets	123,847	146,863
Creditors: amounts falling due within one year	9,694	11,825
Net current assets	114,153	135,038
Total assets less current liabilities	119,727	139,219
Net assets	119,727	139,219
Funds of the Charity		
Restricted income funds	59,810	46,849
Unrestricted Funds	59,917	92,370
Total Funds	119,727	139,219

Income

Total income received in 2023/24 was £327,736, of which £323,240 was

donated by charitable trusts, companies and individuals. The remaining £4496 included tuition fees and charges, membership subscriptions and

investment income.

Expenditure

Total expenditure was £308,244. £274,321 was spent directly on charitable activities and the support costs of £33,923 includes our rent of £13,216.

Reserves

Expenditure exceeded income by £19,492 resulting in an increase in funds from £119,727 to £139,219 of which £46,849 is restricted to specific work.

The Association's policy is to hold a designated reserve of £30,000 and in addition, operating reserves equivalent to not less than three months' expenditure. The balances held at 31 March 2024 met that requirement.

Donors

The Directors are grateful for the support, interest and encouragement received during the year from trusts, companies, organisations and individuals, including members who gave more than the minimum membership fee. During the year donations were received from five anonymous donors and from the following:

Charitable Trusts

- The Henry Smith Charity
- W A Handley Trust
- The Sylvia Adams Charitable Trust
- Souter Charitable Trust
- Communications Trust
- St James Place Foundation
- Bloss Family Foundation
- Okemement Chapter Rose Croix
- The Belvedere Trust
- Dorothy Hay-Bolton Charitable Trust
- Vandervell Foundation
- PF Charitable Fund
- Dorothy whitney elmhirst trust
- David family foundation
- Viscount Amory's Charitable Trust
- The Fulmer Charitable Trust
- Marsh Christian Fund
- Elizabeth & Prince Zaiger Trust
- Benham Charitable Trust
- Bothwell Charitable Trust
- BBC Children in Need
- The National Lottery Community Fund

Individual Donations

A Mills
CAF charity BACS anon
Carole Fletcher
Cathy Groeger
Anonymous
Jane Young
Ken Orpin
Mr C Millar
Mr Mark Evans
Peter Bowman
Win Burton



DEAF CHOICES UK

Makes Spoken language visible for
deaf babies, children and adults

The Boatshed, Steamer Quay, Totnes, Devon TQ9 5AL

info@deafchoicesuk.com - www.deafchoicesuk.com - 01803 712 852

Registered with the Charity Commission of England and Wales No. 279523

A Company Limited by Guarantee No. 1477997

Company registration number: 01477997

Charity registration number: 279523

Deaf Choices UK Limited

formerly known as

Cued Speech UK Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2024

Deaf Choices UK Limited

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Deaf Choices UK Limited

Reference and Administrative Details

Trustees

Mr K Orpin

Mrs C Hardy, Chairperson

Mr P G Bowman

Ms S C Elumba-Hill

Ms V Henry-Macklin

Mr J P Twomey

Charity Registration Number

279523

Company Registration Number

01477997

The charity is incorporated in England and Wales.

Registered Office

The Boatshed
Steamer Quay Road
Totnes
Devon
TQ9 5AL

Independent Examiner

Westcotts (SW) LLP
Chartered Accountants
Petitor House
Nicholson Road
Torquay
Devon
TQ2 7TD

Deaf Choices UK Limited

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2024.

Cued Speech Definition

Cued Speech is a visual manual code for spoken languages that enables accurate lip reading. As a speaker says each word, they make a hand shape near the face that replaces the missing acoustic information for the deaf receiver.

Name change to Deaf Choices UK January 2024

After formal consultation over nine months with the Board of Trustees, stakeholders, and other members of the public, it was agreed that it would benefit the charity to change the name :-

- On 6th December we were accepted by the Charity Commission as Deaf Choices UK.
- On 23rd December we were accepted by Companies House as being Deaf Choices UK.
- On 15th January our new Deaf Choices UK website went live with new content.

In January 2024 we changed our name from Cued Speech UK to Deaf Choices UK and created a new website to support the new brand. The brand change represents the change in direction of our philosophy and values after 60 years, which is a direct response to a change in need reflected by our beneficiaries.

Objectives and activities

Charitable Aims

2023 - Jan 2024

To ensure that all deaf children and adults are given the opportunity to have full access to English and their home language through Cued Speech regardless of hearing loss. With this they can develop their language and literacy skills enabling them to reach their full potential.

As from January 2024

“Deaf Choices UK (DCUK) aspires to give deaf children improved access to :-

Language - by empowering their families to make fully informed choices.

Literacy – by supporting their educators to access information, training, and resources.

We provide knowledge, information and training around the unique benefits, concepts, and skills of using Cued Speech.

Our offer supports deaf children and those with Special Educational Needs and Disability (SEND) to thrive at home, succeed in education, and achieve their potential.”

Deaf Choices UK Limited

Trustees' Report

Our Activities

Over the last year we have been funded to provide two main areas of work :-

0 - 4 Early intervention

Working with newly diagnosed deaf babies and children through the provision of free support and training in Cued Speech at home provided by our Regional Family Advisors. The work also included the delivery of our parent intervention called CHOICES.

Language and Literacy for Life

This has included our work with Robotica and the development of specialist reading resources for special education needs children including deaf children. The later part of the year focused on the development of the intervention for Key Stage 1 "Nan in a Van" (NIAV). NIAV is now complete and ready to disseminate into schools.

Other Charitable Activities

Research and development.

Publicity through attending events, conferences and seminars.

The delivery of training in cued speech across the UK.

The development of a new website.

Marketing and publicity through CREST marketing company.

The design of creative material such as cued stories and films for parents of deaf children to use and enjoy.

The delivery of training in cued speech into schools to support deaf children.

Public benefit

Cued speech is a visual/manual code for spoken languages that enables accurate lip reading. As a speaker says each word, they make hand shapes near the face that replace the missing acoustic information for the deaf receiver.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Deaf Choices UK Limited

Trustees' Report

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:

Mrs H W Burton (resigned 20 October 2023)

Mrs T Kirwin-McGinley (resigned 23 October 2023)

Mr K Orpin

Mrs C Hardy, Chairperson

Mr P G Bowman

Ms S C Elumba-Hill

Mr G Allerton-Ross (resigned 13 April 2023)

Ms V Henry-Macklin

Mr J P Twomey (appointed 12 February 2024)

Secretary:

Mrs H W Burton (resigned 20 October 2023)

Mrs T Kirwin-McGinley (resigned 23 October 2023)

Structure, governance and management

Nature of governing document

The activities are governed by the Memorandum and Articles of Association. Under the Memorandum, the charity has the power to make any investment which the trustees see fit.

Recruitment and appointment of trustees

Charity members elect the Trustees who meet quarterly to oversee the work of the paid staff.

Organisational structure

At the end of the year there were 8 part-time employees.

The Team consists of: -

Henrietta Ireland – Executive Director

Louise Creed – Business Manager

Debbie Hawkes – Senior Administrator

Mark Murton – Training co-ordinator

Kathy Kenny – Lead Regional Family Advisor (South West region)

Sagira Jetha – Regional Family Advisor Hertfordshire

Carly Simpson – Regional Family Advisor North West

Deaf Choices UK Limited

Trustees' Report

Major risks and management of those risks

Risk overview

The Trustees have assessed the major risks to which the Charity is exposed and in particular those that are affected by fluctuations in the financial position of the Charity and we are satisfied that systems are in place to mitigate the Charity's exposure to major risk.

Financial Review

Total income received was £327,736 (2023 - £345,904), of which £323,240 (2023 - £341,761) was donated by charitable trusts, companies and individuals. The remaining £4,496 (2023 - £4,143) included tuition fees and charges, membership subscriptions and investment income.

Total expenditure costs have been reduced to £308,244 (2023 - £360,152), due to a decrease in the exceptional costs.

Reserves Policy

Income exceeded expenditure by £19,492 resulting in an increase in funds from £119,727 to £139,219, of which £46,849 (2023 - £59,810) is restricted to specific work and £92,370 (2023 - £59,917) is unrestricted funds.

The Association's policy is to hold a designated reserve of £30,000 (2023 - £20,000) and in addition, operating reserves equivalent to not less than three months' expenditure. The balances held at 31 March 2024 met that requirement.

Conclusion

Deaf Choices UK have experienced a strong year financially with income matching activities. However, the next year from September 2024 will require the Charity to make some prudent decisions around savings. Major donations will be coming to an end in September from Henry Smith, and Sylvia Adams Legacy Trust made their last payment in March 2024. We will be looking to maximise the potential of our literacy resource NIAV, to bring in revenue. We will continue to look for alternative funding and apply to new trusts and funds.

DCUK will be losing two Regional Family Advisors in Hertfordshire and the North East, and these posts will not be replaced. However, we will maximise our delivery through online platforms such as ZOOM, for engaging with families and look to improve the potential of publicity through other media platforms, such as Facebook, Instagram and LinkedIn.

Deaf Choices UK Limited

Trustees' Report

Statement of trustees' responsibilities

The trustees (who are also the directors of Deaf Choices UK Limited for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 13 September 2024 and signed on its behalf by:



.....
Ms C Hardy
Trustee

Deaf Choices UK Limited

Independent Examiner's Report to the trustees of Deaf Choices UK Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

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.

Independent examiner's statement

Since the Company's gross income exceeded £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 , 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:

1. accounting records were not kept in respect of Deaf Choices UK Limited 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.



.....
S R Smith FCA on behalf of Westcotts
Chartered Accountants
Petitor House
Nicholson Road
Torquay
Devon
TQ2 7TD

16 October 2024

Deaf Choices UK Limited

Statement of Financial Activities for the Year Ended 31 March 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Income and Endowments from:					
Donations and legacies	3	30,421	292,819	323,240	341,761
Charitable activities	4	598	2,105	2,703	3,824
Investment income	5	1,678	115	1,793	319
Total income		32,697	295,039	327,736	345,904
Expenditure on:					
Charitable activities	6	(244)	(308,000)	(308,244)	(360,152)
Total expenditure		(244)	(308,000)	(308,244)	(360,152)
Net income/(expenditure)		32,453	(12,961)	19,492	(14,248)
Net movement in funds		32,453	(12,961)	19,492	(14,248)
Reconciliation of funds					
Total funds brought forward		59,917	59,810	119,727	133,975
Total funds carried forward	19	92,370	46,849	139,219	119,727

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2023 is shown in note 19.

Deaf Choices UK Limited

(Registration number: 01477997)
Balance Sheet as at 31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	13	4,181	5,574
Current assets			
Stocks	14	743	743
Debtors	15	5,072	1,518
Cash at bank and in hand	16	141,048	121,586
		<u>146,863</u>	<u>123,847</u>
Creditors: Amounts falling due within one year	17	<u>(11,825)</u>	<u>(9,694)</u>
Net current assets		<u>135,038</u>	<u>114,153</u>
Net assets		<u>139,219</u>	<u>119,727</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	19	46,849	59,810
Unrestricted income funds			
Unrestricted funds		<u>92,370</u>	<u>59,917</u>
Total funds	19	<u>139,219</u>	<u>119,727</u>

For the financial year ending 31 March 2024 the charity 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 charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

The financial statements on pages 8 to 22 were approved by the trustees, and authorised for issue on 13 September 2024 and signed on their behalf by:



.....
Mrs C Hardy
Trustee

The notes on pages 10 to 22 form an integral part of these financial statements.

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £Nil towards the assets of the charity in the event of liquidation.

The address of its registered office is:

The Boatshed
Steamer Quay Road
Totnes
Devon
TQ9 5AL

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

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

Basis of preparation

Deaf Choices UK Limited 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 notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Income and endowments

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

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity 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

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures and fittings	25% reducing balance

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

Stock

Stock is valued at the lower of cost and estimated selling price less costs to complete and sell, after due regard for obsolete and slow moving stocks.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income 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.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Debt instruments are subsequently measured at amortised cost.

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Donations;			
Donations	30,091	292,785	322,876
Membership subscriptions	330	34	364
	<hr/>	<hr/>	<hr/>
	30,421	292,819	323,240

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Donations;			
Donations	51,049	290,293	341,342
Membership subscriptions	380	39	419
	<hr/>	<hr/>	<hr/>
	51,429	290,332	341,761

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2024 £
CS training income	597	530	1,127
Miscellaneous income	1	1,575	1,576
	<u>598</u>	<u>2,105</u>	<u>2,703</u>

	Unrestricted funds General £	Restricted funds £	Total 2023 £
CS training income	275	464	739
Miscellaneous income	10	3,075	3,085
	<u>285</u>	<u>3,539</u>	<u>3,824</u>

5 Investment income

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Interest receivable on bank deposits	1,678	115	1,793
	<u>1,678</u>	<u>115</u>	<u>1,793</u>

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Interest receivable on bank deposits	278	41	319
	<u>278</u>	<u>41</u>	<u>319</u>

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

6 Expenditure on charitable activities

		Unrestricted funds General	Restricted funds	Total 2024
	Note	£	£	£
Charitable activities		83	24,988	25,071
Staff costs		-	222,363	222,363
Allocated support costs	7	161	54,882	55,043
Governance costs	7	-	5,767	5,767
		<u>244</u>	<u>308,000</u>	<u>308,244</u>

		Unrestricted funds General	Restricted funds	Total 2023
	Note	£	£	£
Charitable activities		1,237	19,080	20,317
Staff costs		-	230,658	230,658
Allocated support costs	7	60,226	43,540	103,766
Governance costs	7	346	5,065	5,411
		<u>61,809</u>	<u>298,343</u>	<u>360,152</u>

In addition to the expenditure analysed above, there are also governance costs of £5,767 (2023 - £5,411) which relate directly to charitable activities. See note 7 for further details.

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

7 Analysis of governance and support costs

Charitable activities expenditure

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Staff training	-	2,287	2,287
Repairs and maintenance	-	143	143
Insurance	-	2,913	2,913
Rent	-	13,216	13,216
Legal and professional	-	720	720
Telephone and broadband	-	5,743	5,743
Printing, postage and stationery	-	2,817	2,817
Depreciation	161	1,232	1,393
Bank charges	-	60	60
Subscriptions and licenses	-	4,631	4,631
Exceptional costs	-	21,120	21,120
	161	54,882	55,043

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Repairs and maintenance	-	791	791
Insurance	-	2,698	2,698
Rent	-	13,216	13,216
Legal and professional	-	720	720
Telephone and broadband	-	4,902	4,902
Printing, postage and stationery	-	3,692	3,692
Depreciation	215	1,643	1,858
Bank charges	11	68	79
Subscriptions and licenses	-	4,216	4,216
Exceptional costs	60,000	11,594	71,594
	60,226	43,540	103,766

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

Independent examiner fees
Examination of the financial statements
Other fees paid to examiners
Meeting Costs

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Independent examiner fees			
Examination of the financial statements	-	1,000	1,000
Other fees paid to examiners	68	2,999	3,067
Meeting Costs	278	1,066	1,344
	<u>346</u>	<u>5,065</u>	<u>5,411</u>

8 Net incoming/outgoing resources

Net incoming/(outgoing) resources for the year include:

	2024 £	2023 £
Depreciation of fixed assets	<u>1,393</u>	<u>1,858</u>

9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year (2023 - None).

No trustees have received any reimbursed expenses or any other benefits from the charity during the year (2023 - None).

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

10 Staff costs

The aggregate payroll costs were as follows:

	2024	2023
	£	£
Staff costs during the year were:		
Wages and salaries	202,110	208,945
Social security costs	12,849	13,679
Pension costs	7,404	8,034
	<u>222,363</u>	<u>230,658</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2024	2023
	No	No
Number of staff	<u>6</u>	<u>6</u>

No employee received emoluments of more than £60,000 during the year (2023 - None).

11 Independent examiner's remuneration

	2024	2023
	£	£
Examination of the financial statements	<u>1,000</u>	<u>1,000</u>
Other fees to examiners		
All other services	<u>3,174</u>	<u>3,067</u>

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

12 Taxation

The charity is a registered charity and is therefore exempt from taxation.

13 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2023	21,758	21,758
At 31 March 2024	21,758	21,758
Depreciation		
At 1 April 2023	16,184	16,184
Charge for the year	1,393	1,393
At 31 March 2024	17,577	17,577
Net book value		
At 31 March 2024	4,181	4,181
At 31 March 2023	5,574	5,574

14 Stock

	2024 £	2023 £
Consumables	743	743

15 Debtors

	2024 £	2023 £
Due from group undertakings	326	313
Prepayments	4,018	547
Other debtors	728	658
	5,072	1,518

16 Cash and cash equivalents

	2024 £	2023 £
Cash on hand	200	200
Cash at bank	140,848	121,386
	141,048	121,586

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

17 Creditors: amounts falling due within one year

	2024 £	2023 £
Other taxation and social security	4,164	4,507
Other creditors	1,277	1,300
Accruals	6,384	3,887
	<u>11,825</u>	<u>9,694</u>

18 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £7,404 (2023 - £8,034).

19 Funds

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
Unrestricted funds					
<i>General</i>					
General funds	39,917	32,697	(244)	(10,000)	62,370
<i>Designated</i>					
Designated funds	20,000	-	-	10,000	30,000
Total unrestricted funds	<u>59,917</u>	<u>32,697</u>	<u>(244)</u>	<u>-</u>	<u>92,370</u>
Restricted funds					
0-4 UK	16,105	100,291	(108,674)	-	7,722
0-18 UK	9,215	153,600	(131,101)	-	31,714
Love Reading	22,558	47,811	(67,925)	-	2,444
Wales	11,932	(6,663)	(300)	-	4,969
Total restricted funds	<u>59,810</u>	<u>295,039</u>	<u>(308,000)</u>	<u>-</u>	<u>46,849</u>
Total funds	<u>119,727</u>	<u>327,736</u>	<u>(308,244)</u>	<u>-</u>	<u>139,219</u>

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Balance at 31 March 2023 £
Unrestricted funds				
<i>General</i>				
General funds	49,734	51,992	(61,809)	39,917
<i>Designated</i>				
Designated funds	20,000	-	-	20,000
Total unrestricted funds	<u>69,734</u>	<u>51,992</u>	<u>(61,809)</u>	<u>59,917</u>
Restricted				
0-4 UK	14,527	129,100	(127,522)	16,105
0-18 UK	25,810	110,600	(127,195)	9,215
Love Reading	9,870	44,212	(31,524)	22,558
Wales	14,034	10,000	(12,102)	11,932
Total restricted funds	<u>64,241</u>	<u>293,912</u>	<u>(298,343)</u>	<u>59,810</u>
Total funds	<u>133,975</u>	<u>345,904</u>	<u>(360,152)</u>	<u>119,727</u>

The specific purposes for which the funds are to be applied are as follows:

The company's policy is to hold a designated reserve of £30,000 (2023 - £20,000), and operating reserves equivalent to not less than three months expenditure.

The restricted funds projects are explained in full in the Trustee's Report.

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

20 Analysis of net assets between funds

	Unrestricted funds		Restricted funds	Total funds at
	General	Designated		31 March
	£	£	£	2024
Tangible fixed assets	483	-	3,698	4,181
Current assets	73,712	30,000	43,151	146,863
Current liabilities	(11,825)	-	-	(11,825)
Total net assets	62,370	30,000	46,849	139,219

	Unrestricted funds		Restricted funds	Total funds at
	General	Designated		31 March
	£	£	£	2023
Tangible fixed assets	644	-	4,930	5,574
Current assets	48,967	20,000	54,880	123,847
Current liabilities	(9,694)	-	-	(9,694)
Total net assets	39,917	20,000	59,810	119,727

21 Related party transactions

There were no related party transactions in the year (2023 - £Nil).

Company registration number: 01477997

Charity registration number: 279523

Deaf Choices UK Limited

formerly known as

Cued Speech UK Limited

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2024

Deaf Choices UK Limited

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Deaf Choices UK Limited

Reference and Administrative Details

Trustees

Mr K Orpin
Mrs C Hardy, Chairperson
Mr P G Bowman
Ms S C Elumba-Hill
Ms V Henry-Macklin
Mr J P Twomey

Charity Registration Number

279523

Company Registration Number

01477997

The charity is incorporated in England and Wales.

Registered Office

The Boatshed
Steamer Quay Road
Totnes
Devon
TQ9 5AL

Independent Examiner

Westcotts (SW) LLP
Chartered Accountants
Petitor House
Nicholson Road
Torquay
Devon
TQ2 7TD

Deaf Choices UK Limited

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2024.

Cued Speech Definition

Cued Speech is a visual manual code for spoken languages that enables accurate lip reading. As a speaker says each word, they make a hand shape near the face that replaces the missing acoustic information for the deaf receiver.

Name change to Deaf Choices UK January 2024

After formal consultation over nine months with the Board of Trustees, stakeholders, and other members of the public, it was agreed that it would benefit the charity to change the name :-

- On 6th December we were accepted by the Charity Commission as Deaf Choices UK.
- On 23rd December we were accepted by Companies House as being Deaf Choices UK.
- On 15th January our new Deaf Choices UK website went live with new content.

In January 2024 we changed our name from Cued Speech UK to Deaf Choices UK and created a new website to support the new brand. The brand change represents the change in direction of our philosophy and values after 60 years, which is a direct response to a change in need reflected by our beneficiaries.

Objectives and activities

Charitable Aims

2023 - Jan 2024

To ensure that all deaf children and adults are given the opportunity to have full access to English and their home language through Cued Speech regardless of hearing loss. With this they can develop their language and literacy skills enabling them to reach their full potential.

As from January 2024

“Deaf Choices UK (DCUK) aspires to give deaf children improved access to :-

Language - by empowering their families to make fully informed choices.

Literacy – by supporting their educators to access information, training, and resources.

We provide knowledge, information and training around the unique benefits, concepts, and skills of using Cued Speech.

Our offer supports deaf children and those with Special Educational Needs and Disability (SEND) to thrive at home, succeed in education, and achieve their potential.”

Deaf Choices UK Limited

Trustees' Report

Our Activities

Over the last year we have been funded to provide two main areas of work :-

0 - 4 Early intervention

Working with newly diagnosed deaf babies and children through the provision of free support and training in Cued Speech at home provided by our Regional Family Advisors. The work also included the delivery of our parent intervention called CHOICES.

Language and Literacy for Life

This has included our work with Robotica and the development of specialist reading resources for special education needs children including deaf children. The later part of the year focused on the development of the intervention for Key Stage 1 "Nan in a Van" (NIAV). NIAV is now complete and ready to disseminate into schools.

Other Charitable Activities

Research and development.

Publicity through attending events, conferences and seminars.

The delivery of training in cued speech across the UK.

The development of a new website.

Marketing and publicity through CREST marketing company.

The design of creative material such as cued stories and films for parents of deaf children to use and enjoy.

The delivery of training in cued speech into schools to support deaf children.

Public benefit

Cued speech is a visual/manual code for spoken languages that enables accurate lip reading. As a speaker says each word, they make hand shapes near the face that replace the missing acoustic information for the deaf receiver.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Deaf Choices UK Limited

Trustees' Report

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:

Mrs H W Burton (resigned 20 October 2023)

Mrs T Kirwin-McGinley (resigned 23 October 2023)

Mr K Orpin

Mrs C Hardy, Chairperson

Mr P G Bowman

Ms S C Elumba-Hill

Mr G Allerton-Ross (resigned 13 April 2023)

Ms V Henry-Macklin

Mr J P Twomey (appointed 12 February 2024)

Secretary:

Mrs H W Burton (resigned 20 October 2023)

Mrs T Kirwin-McGinley (resigned 23 October 2023)

Structure, governance and management

Nature of governing document

The activities are governed by the Memorandum and Articles of Association. Under the Memorandum, the charity has the power to make any investment which the trustees see fit.

Recruitment and appointment of trustees

Charity members elect the Trustees who meet quarterly to oversee the work of the paid staff.

Organisational structure

At the end of the year there were 8 part-time employees.

The Team consists of: -

Henrietta Ireland – Executive Director

Louise Creed – Business Manager

Debbie Hawkes – Senior Administrator

Mark Murton – Training co-ordinator

Kathy Kenny – Lead Regional Family Advisor (South West region)

Sagira Jetha – Regional Family Advisor Hertfordshire

Carly Simpson – Regional Family Advisor North West

Deaf Choices UK Limited

Trustees' Report

Major risks and management of those risks

Risk overview

The Trustees have assessed the major risks to which the Charity is exposed and in particular those that are affected by fluctuations in the financial position of the Charity and we are satisfied that systems are in place to mitigate the Charity's exposure to major risk.

Financial Review

Total income received was £327,736 (2023 - £345,904), of which £323,240 (2023 - £341,761) was donated by charitable trusts, companies and individuals. The remaining £4,496 (2023 - £4,143) included tuition fees and charges, membership subscriptions and investment income.

Total expenditure costs have been reduced to £308,244 (2023 - £360,152), due to a decrease in the exceptional costs.

Reserves Policy

Income exceeded expenditure by £19,492 resulting in an increase in funds from £119,727 to £139,219, of which £46,849 (2023 - £59,810) is restricted to specific work and £92,370 (2023 - £59,917) is unrestricted funds.

The Association's policy is to hold a designated reserve of £30,000 (2023 - £20,000) and in addition, operating reserves equivalent to not less than three months' expenditure. The balances held at 31 March 2024 met that requirement.

Conclusion

Deaf Choices UK have experienced a strong year financially with income matching activities. However, the next year from September 2024 will require the Charity to make some prudent decisions around savings. Major donations will be coming to an end in September from Henry Smith, and Sylvia Adams Legacy Trust made their last payment in March 2024. We will be looking to maximise the potential of our literacy resource NIAV, to bring in revenue. We will continue to look for alternative funding and apply to new trusts and funds.

DCUK will be losing two Regional Family Advisors in Hertfordshire and the North East, and these posts will not be replaced. However, we will maximise our delivery through online platforms such as ZOOM, for engaging with families and look to improve the potential of publicity through other media platforms, such as Facebook, Instagram and LinkedIn.

Deaf Choices UK Limited

Trustees' Report

Statement of trustees' responsibilities

The trustees (who are also the directors of Deaf Choices UK Limited for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 13 September 2024 and signed on its behalf by:



.....
Ms C Hardy
Trustee

Deaf Choices UK Limited

Independent Examiner's Report to the trustees of Deaf Choices UK Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

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.

Independent examiner's statement

Since the Company's gross income exceeded £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 , 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:

1. accounting records were not kept in respect of Deaf Choices UK Limited 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.



.....
S R Smith FCA on behalf of Westcotts
Chartered Accountants
Petitor House
Nicholson Road
Torquay
Devon
TQ2 7TD

16 October 2024

Deaf Choices UK Limited

Statement of Financial Activities for the Year Ended 31 March 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Income and Endowments from:					
Donations and legacies	3	30,421	292,819	323,240	341,761
Charitable activities	4	598	2,105	2,703	3,824
Investment income	5	1,678	115	1,793	319
Total income		32,697	295,039	327,736	345,904
Expenditure on:					
Charitable activities	6	(244)	(308,000)	(308,244)	(360,152)
Total expenditure		(244)	(308,000)	(308,244)	(360,152)
Net income/(expenditure)		32,453	(12,961)	19,492	(14,248)
Net movement in funds		32,453	(12,961)	19,492	(14,248)
Reconciliation of funds					
Total funds brought forward		59,917	59,810	119,727	133,975
Total funds carried forward	19	92,370	46,849	139,219	119,727

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2023 is shown in note 19.

Deaf Choices UK Limited

(Registration number: 01477997)
Balance Sheet as at 31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	13	4,181	5,574
Current assets			
Stocks	14	743	743
Debtors	15	5,072	1,518
Cash at bank and in hand	16	141,048	121,586
		<u>146,863</u>	<u>123,847</u>
Creditors: Amounts falling due within one year	17	<u>(11,825)</u>	<u>(9,694)</u>
Net current assets		<u>135,038</u>	<u>114,153</u>
Net assets		<u>139,219</u>	<u>119,727</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	19	46,849	59,810
Unrestricted income funds			
Unrestricted funds		<u>92,370</u>	<u>59,917</u>
Total funds	19	<u>139,219</u>	<u>119,727</u>

For the financial year ending 31 March 2024 the charity 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 charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

The financial statements on pages 8 to 22 were approved by the trustees, and authorised for issue on 13 September 2024 and signed on their behalf by:



.....
Mrs C Hardy
Trustee

The notes on pages 10 to 22 form an integral part of these financial statements.

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £Nil towards the assets of the charity in the event of liquidation.

The address of its registered office is:

The Boatshed
Steamer Quay Road
Totnes
Devon
TQ9 5AL

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

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

Basis of preparation

Deaf Choices UK Limited 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 notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Income and endowments

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

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity 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

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures and fittings	25% reducing balance

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

Stock

Stock is valued at the lower of cost and estimated selling price less costs to complete and sell, after due regard for obsolete and slow moving stocks.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income 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.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Debt instruments are subsequently measured at amortised cost.

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Donations;			
Donations	30,091	292,785	322,876
Membership subscriptions	330	34	364
	<hr/>	<hr/>	<hr/>
	30,421	292,819	323,240

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Donations;			
Donations	51,049	290,293	341,342
Membership subscriptions	380	39	419
	<hr/>	<hr/>	<hr/>
	51,429	290,332	341,761

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2024 £
CS training income	597	530	1,127
Miscellaneous income	1	1,575	1,576
	<u>598</u>	<u>2,105</u>	<u>2,703</u>

	Unrestricted funds General £	Restricted funds £	Total 2023 £
CS training income	275	464	739
Miscellaneous income	10	3,075	3,085
	<u>285</u>	<u>3,539</u>	<u>3,824</u>

5 Investment income

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Interest receivable on bank deposits	1,678	115	1,793
	<u>1,678</u>	<u>115</u>	<u>1,793</u>

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Interest receivable on bank deposits	278	41	319
	<u>278</u>	<u>41</u>	<u>319</u>

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

6 Expenditure on charitable activities

		Unrestricted funds General	Restricted funds	Total 2024
	Note	£	£	£
Charitable activities		83	24,988	25,071
Staff costs		-	222,363	222,363
Allocated support costs	7	161	54,882	55,043
Governance costs	7	-	5,767	5,767
		<u>244</u>	<u>308,000</u>	<u>308,244</u>

		Unrestricted funds General	Restricted funds	Total 2023
	Note	£	£	£
Charitable activities		1,237	19,080	20,317
Staff costs		-	230,658	230,658
Allocated support costs	7	60,226	43,540	103,766
Governance costs	7	346	5,065	5,411
		<u>61,809</u>	<u>298,343</u>	<u>360,152</u>

In addition to the expenditure analysed above, there are also governance costs of £5,767 (2023 - £5,411) which relate directly to charitable activities. See note 7 for further details.

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

7 Analysis of governance and support costs

Charitable activities expenditure

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Staff training	-	2,287	2,287
Repairs and maintenance	-	143	143
Insurance	-	2,913	2,913
Rent	-	13,216	13,216
Legal and professional	-	720	720
Telephone and broadband	-	5,743	5,743
Printing, postage and stationery	-	2,817	2,817
Depreciation	161	1,232	1,393
Bank charges	-	60	60
Subscriptions and licenses	-	4,631	4,631
Exceptional costs	-	21,120	21,120
	161	54,882	55,043

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Repairs and maintenance	-	791	791
Insurance	-	2,698	2,698
Rent	-	13,216	13,216
Legal and professional	-	720	720
Telephone and broadband	-	4,902	4,902
Printing, postage and stationery	-	3,692	3,692
Depreciation	215	1,643	1,858
Bank charges	11	68	79
Subscriptions and licenses	-	4,216	4,216
Exceptional costs	60,000	11,594	71,594
	60,226	43,540	103,766

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

Independent examiner fees
Examination of the financial statements
Other fees paid to examiners
Meeting Costs

	Unrestricted funds General £	Restricted funds £	Total 2023 £
Independent examiner fees			
Examination of the financial statements	-	1,000	1,000
Other fees paid to examiners	68	2,999	3,067
Meeting Costs	278	1,066	1,344
	<u>346</u>	<u>5,065</u>	<u>5,411</u>

8 Net incoming/outgoing resources

Net incoming/(outgoing) resources for the year include:

	2024 £	2023 £
Depreciation of fixed assets	<u>1,393</u>	<u>1,858</u>

9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year (2023 - None).

No trustees have received any reimbursed expenses or any other benefits from the charity during the year (2023 - None).

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

10 Staff costs

The aggregate payroll costs were as follows:

	2024	2023
	£	£
Staff costs during the year were:		
Wages and salaries	202,110	208,945
Social security costs	12,849	13,679
Pension costs	7,404	8,034
	<u>222,363</u>	<u>230,658</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2024	2023
	No	No
Number of staff	<u>6</u>	<u>6</u>

No employee received emoluments of more than £60,000 during the year (2023 - None).

11 Independent examiner's remuneration

	2024	2023
	£	£
Examination of the financial statements	<u>1,000</u>	<u>1,000</u>
Other fees to examiners		
All other services	<u>3,174</u>	<u>3,067</u>

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

12 Taxation

The charity is a registered charity and is therefore exempt from taxation.

13 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2023	21,758	21,758
At 31 March 2024	21,758	21,758
Depreciation		
At 1 April 2023	16,184	16,184
Charge for the year	1,393	1,393
At 31 March 2024	17,577	17,577
Net book value		
At 31 March 2024	4,181	4,181
At 31 March 2023	5,574	5,574

14 Stock

	2024 £	2023 £
Consumables	743	743

15 Debtors

	2024 £	2023 £
Due from group undertakings	326	313
Prepayments	4,018	547
Other debtors	728	658
	5,072	1,518

16 Cash and cash equivalents

	2024 £	2023 £
Cash on hand	200	200
Cash at bank	140,848	121,386
	141,048	121,586

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

17 Creditors: amounts falling due within one year

	2024 £	2023 £
Other taxation and social security	4,164	4,507
Other creditors	1,277	1,300
Accruals	6,384	3,887
	11,825	9,694

18 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £7,404 (2023 - £8,034).

19 Funds

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
Unrestricted funds					
<i>General</i>					
General funds	39,917	32,697	(244)	(10,000)	62,370
<i>Designated</i>					
Designated funds	20,000	-	-	10,000	30,000
Total unrestricted funds	59,917	32,697	(244)	-	92,370
Restricted funds					
0-4 UK	16,105	100,291	(108,674)	-	7,722
0-18 UK	9,215	153,600	(131,101)	-	31,714
Love Reading	22,558	47,811	(67,925)	-	2,444
Wales	11,932	(6,663)	(300)	-	4,969
Total restricted funds	59,810	295,039	(308,000)	-	46,849
Total funds	119,727	327,736	(308,244)	-	139,219

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Balance at 31 March 2023 £
Unrestricted funds				
General				
General funds	49,734	51,992	(61,809)	39,917
Designated				
Designated funds	20,000	-	-	20,000
Total unrestricted funds	<u>69,734</u>	<u>51,992</u>	<u>(61,809)</u>	<u>59,917</u>
Restricted				
0-4 UK	14,527	129,100	(127,522)	16,105
0-18 UK	25,810	110,600	(127,195)	9,215
Love Reading	9,870	44,212	(31,524)	22,558
Wales	14,034	10,000	(12,102)	11,932
Total restricted funds	<u>64,241</u>	<u>293,912</u>	<u>(298,343)</u>	<u>59,810</u>
Total funds	<u>133,975</u>	<u>345,904</u>	<u>(360,152)</u>	<u>119,727</u>

The specific purposes for which the funds are to be applied are as follows:

The company's policy is to hold a designated reserve of £30,000 (2023 - £20,000), and operating reserves equivalent to not less than three months expenditure.

The restricted funds projects are explained in full in the Trustee's Report.

Deaf Choices UK Limited

Notes to the Financial Statements for the Year Ended 31 March 2024

20 Analysis of net assets between funds

	Unrestricted funds		Restricted funds	Total funds at
	General	Designated		31 March
	£	£	£	2024
Tangible fixed assets	483	-	3,698	4,181
Current assets	73,712	30,000	43,151	146,863
Current liabilities	(11,825)	-	-	(11,825)
Total net assets	62,370	30,000	46,849	139,219

	Unrestricted funds		Restricted funds	Total funds at
	General	Designated		31 March
	£	£	£	2023
Tangible fixed assets	644	-	4,930	5,574
Current assets	48,967	20,000	54,880	123,847
Current liabilities	(9,694)	-	-	(9,694)
Total net assets	39,917	20,000	59,810	119,727

21 Related party transactions

There were no related party transactions in the year (2023 - £Nil).

Deaf Choices UK Limited

England & Wales - Charity number 279523

Accounts

See
what Cued
Speech UK is
saying...



ANNUAL REPORT
2022-2023

CUED SPEECH UK

Makes Spoken language visible for
deaf babies, children and adults

The Boatshed, Steamer Quay, Totnes, Devon TQ9 5AL

info@cuedspeech.co.uk - www.cuedspeech.org.uk - 01803 712 852



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Cued Speech UK
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Registered with the Charity Commission of
England and Wales No. 279523
A Company Limited by Guarantee No. 1477997

The History of Cued Speech



Cued Speech (CS) is a communication system for the deaf and hard of hearing (DHH), elaborated by Dr. R. Orin Cornett in 1966 in the United States. After several years of teaching physics, mathematics and electronics at academic level, Dr. Cornett became the Director of Higher Education at the U.S. Office of Education where he was surprised to learn that DHH students had lower reading skills than their peers.

“A few months of study convinced me that the underlying cause of their reading problem was the lack of any reasonable way to learn spoken language, without which they could not use speech for communication, become good lipreaders, or learn to read.”

Dr. R. Orin Cornett

He had always assumed that deaf people must be proficient readers, as written language was surely more accessible to them than spoken language. His explanation for this lower level of literacy was that the acquisition of language skills began with oracy, not literacy, which posed a consequent difficulty for deaf and hard of hearing children to learn a language in the first place.

Knowing that many DHH children were born into hearing families, the

transmission of linguistic and communicational skills proved to be a major challenge for parents of deaf children. Insufficient learning of the spoken language also led to an additional difficulty in lip-reading, which is essential for people with hearing loss.

These observations led Dr. Cornett to develop a system to facilitate language acquisition for DHH children by representing sounds visually using both the lips and the hand. He started by establishing the main goal of this system: to render spoken language accessible visually for DHH people, as it already is audibly for hearing people.

His research showed that developing a finger spelling system had already been tried and did not prove efficient due to its complexity and slowness compared to spoken language. His solution was to use “cues”, meaning that he decided to group consonant sounds in 8 hand configurations according to visual contrast and frequency of occurrence. He also grouped vowel sounds in four positions around the lips.

A study conducted in 1982 by Gaye Nicholls for her master’s thesis at McGill University showed that CS did not only improve language reception, but that it enhanced both auditory perception and lip-reading abilities of deaf subjects.

The Charity was established in the UK in 1975 as the National Centre for Cued Speech and was part of KIDS, a registered charity for children with a disability. The Charity became independent in 1980 when it was also incorporated as a company limited by guarantee. In 2000 it was renamed the Cued Speech Association and this was revised in 2017 to Cued Speech UK (CSUK). The charity's activities are governed by:

The Memorandum of Association

(scan the QR code with your smartphone to view)



Articles of Association (reviewed in October 2001)

(scan the QR code with your smartphone to view)



Members of the Charity elect Trustees (who are also Directors). Trustees hold quarterly meetings to agree policies and strategy and to oversee and approve future activities. It is a robust organisation that has evidenced its resilience over the years through multiple social and political changes in the way that deaf people and 'deafness' is both perceived and supported. CSUK continue to be the only Charity in the UK who offer CS training and parental and professional support in CS. We are experienced in the delivery

of family centred interventions and online training and we have a successful and evidenced model of delivery.

There are currently 800 babies born deaf each year and CSUK only meet with around 5% of those children. We need to increase this to 25%.

- 800 deaf babies born in one year
- 5000 Pre-school deaf children of which 3000 deaf children supported at home
- 45000 deaf children in education of which 17855 in primary education and 15203 in secondary education
- 26 enter Higher Education
- 6148 have deafness as a Primary Need
- 5000 are profoundly deaf
- 643 Have Auditory Neuropathy Spectrum Disorder (ANSD)

2400 deaf or hard of hearing children enter mainstream Primary School annually and many of these do not have language skills comparable to their hearing peers and most will find it challenging to access literacy.

Children need to have 'sound' in their heads to make sense of the phonic early reading schemes which are set in all Primary Schools. CS provides a visual signal for deaf children, using the cues of CS and natural lip patterns which create the 44 phonemes of English (or other) language. In contrast, hearing children use an acoustic system for acquiring language.

Why is Cued Speech needed?



CS provides the foundation for all other communication interventions for deaf children right from the start.

A parent who has had access to our resources told us, “His literacy and learning will not be compromised by his deafness and he will have equal opportunities to live his life to the full like his friends who can hear.”



It provides access to the full and rich first spoken language of the home on which to build other languages such as British Sign Language.



It significantly and positively impacts lip-reading which is a crucial skill underpinning literacy development for deaf children.



It allows a child to develop an understanding of spoken language and an auditory memory (regardless of the level of hearing loss) that will support and accelerate the rehabilitation process post-cochlear implant.



The Cued Speech Team



At the end of the financial year 2022 – 2023, CSUK maintain a highly motivated team of 8 part-time employees who use their transferable skills to meet the needs of our beneficiaries and cover a number of projects delivered across the UK.



Henrietta Ireland is the Executive Director of CSUK. Her energy and creativity have continued to bring opportunities to the Charity and her ability to fundraise has continued to bring income into the Charity. A successful funding bid to the National Lottery Community Fund has ensured some imperative core funds over the next three years and it has given her the opportunity to consider the best pathway and plan for the Charity during this time. Henrietta is currently working on a re-branding and marketing plan and continues to network with potential partners.



Louise Creed is highly skilled at writing budgets for the Charity which is an art and takes considerable experience and accounting genius. Without this our funding bids would not have been successful. Louise keeps clear and rigid spending targets and holds all project spending to account.



Debbie Hawke runs the day-to-day and month-to-month administration of the Charity. Her role is integral to the efficiency and safety of our practice and delivery.



Mark Murton can and does do everything and is remarkably successful in achieving his goals. This may be re-writing the web-site or writing standard appeals, and publishing the Annual Report. If he can't do it, he finds out how. Mark also manages new referrals of families and the CSUK online training site.



Cate Calder is the CSUK Training Lead. Cate is the creative and professional gift to CSUK. She has spent the last 18 months as the key point-of-contact for Robotica Machine Learning (RML) the company who are making our digital interventions for us. Cate's eye for detail has

ensured that our products cue with accuracy and that the lip shapes made by Cassie are 99% faultless. Enabling Cassie to get to such a degree of accuracy has taken time, diligence and commitment.

In addition to this she has monitored and overseen training delivered both online and face-to-face and has been the highly respected - and in demand - voice and the face of CSUK at conferences and seminars across the UK.

The Cued Speech Team



Kathy Kenny is the Lead Regional Family Advisor. Kathy continues to focus her work as an RFA in the Southwest region but will take referrals from other regions and when requested, from abroad! Her training as a teacher and her experience of deafness through having a deaf child herself, means that she brings a wealth of knowledge and experience to her work. Kathy is really starting to reap the rewards of persistent engagement with families and professionals over the last five years. She has multiple referrals from audiology and works with our key schools in the South West where there is a specialist unit for deaf children. As the Lead Practitioner, Kathy also oversees the work of the other Regional Advisors offering them advice, guidance and supervision.



Carly Simpson, an RFA based in the North East, working in Newcastle, North Yorkshire and Leeds. During and following the 'Lockdown years,' Carly helped us generate a lot of creative material for you tube and the website including cued stories, songs and view-it-cue-it. Carly never stops looking for work opportunities and this has paid off this year with referrals of families wanting to learn to cue and the provision of training for professionals.



Sagira Jetha, is an RFA in Hertfordshire. She is a hosted member of the Hertfordshire Hearing Impairment Team and is a highly valued member of the team. Her work was affected by Covid with less parents wanting to engage with mother and baby or toddler groups. However numbers have been improving month-on-month from September. Her Line manager in Herts is Claire Gamon who will be leaving the Service in July. Claire has been a great advocate for CS and her foresight helped us to set up our successful partnership in 2019. She will be missed.

We started the year with four CSUK Regional Family Advisors (RFAs) based in the South West, the North East, Herts and South Wales.

South Wales had a new post-holder in April 2022, Julia Tomlinson, funded by BBC Children in Need Wales. This post was previously hosted by Torfaen Hearing Impairment Service. It was agreed with the Trustees that the new post-holder would be peripatetic. Julia was an enthusiastic and diligent member of our Team, who brought passion, knowledge and experience to her work. However, following her training, we realised that she would not be able to meet the reporting targets that we had set for BBC CiN, and therefore would be in breach of our funding offer. With this in mind, we had to give Julia three months' notice and refund BBC CiN Wales. Julia left at the end of March. She is missed by the whole team.

CSUK Governance and Board of Trustees



This year has seen changes and sad losses to the Board.

We started the year with nine Trustees who oversee the management and delivery of CSUK, bringing personal and professional experience. We have parents and grandparents who have used CS with their children, two Trustees bring business management experience, we have a deaf adult with a cochlear implant and representatives from a hearing impairment service and a retired NHS Consultant.

All Trustees apply with a full CV and two references and are interviewed by the Executive Director and another Trustee; they are voted in on their first meeting by the full Board. All Trustees have Level 1 Safeguarding training and an Enhanced DBS check. The Charity holds and the Trustees work in line with their Articles of Association.

This year we received resignations from Mark Evans who supported our business development plans, and George Ross, who supported our work with Robotica and team clinical supervision and support. Both will be greatly missed. CSUK are actively recruiting to fill these spaces. (June 2023)

Special Thanks go to:-

Harrison Pidgeon for graphic design, Nicki Bidgood from Westcountry HR, Human Resource advice and guidance, and Tobin Broadbent illustrator for Nan in a Van.

Volunteers

Volunteer work is vital and worth many thousands of pounds to CSUK.

Volunteers:

- Teach examine and support training activities.
- Contribute to information and tuition material.
- Demonstrate CS at exhibitions..
- Provide external advice and guidance to staff
- Take part in fundraising activities.
- Provide expert advice and support in key project areas such as marketing and business management.
- Trial our new resources.



Our Activities



Every parent of a deaf child wants equal opportunities and the best possible outcomes in education and for life for their child. Deaf children want to be able to feel included in their family and community and to be able to have access to language, literacy, education and employment equal to their hearing peers.

We are confident that access to CS from an early age will give deaf children life changing skills. Income received from our benefactors is used to support three streams of work:

- 1. Working with deaf babies and children 0-4**
- 2. Language and Literacy for life. 0-18.**
- 3. Love Reading**

Within these three work streams are embedded several projects. Each project has ringfenced income achieved through grant applications to Charitable Trusts. Core funding is used to maintain the core functions integral to the charity's activities and is not ringfenced. This invaluable income is achieved through applications to Charitable Trusts, income received from standard appeals, donations, and fundraising activities.

1. Working with deaf babies and children 0 – 4

The CHOICES programme development, content and delivery was supported by a Grant from the Sylvia Adams Trust as part of their legacy fund. The programme has been designed to support parents to navigate and understand the hearing and communication options that are available, so that they can make an informed choice that best meets the individual needs of their deaf child.

WHY CHOICES?

- CS is not offered by any other organisation.
- Parents of deaf babies and children do not currently fully understand the language and communication choices that they have for their child.
- Deaf babies and children have the right to have language and literacy which equals that of hearing children and that currently they do not;
 - National Deaf Children's Society CRIDE report "2019's GCSE results show deaf pupils have again achieved an entire grade less than their hearing classmates...it will take at least 24 years for deaf and hearing children to achieve the same results."
- The knowledge that deaf babies and children need access to consistent and fluent language. National Institute of Deafness and other Communication Disorders;

Our Activities



- “The first 3 years of life is the most intensive period for acquiring speech and language skills. These skills develop best in a world that is rich with sounds, sights, and consistent exposure to the speech and language of others.”
- Deaf children who are deprived of early language are deprived of everyday access to family life.
- With the right tools and support, parents have the power to ensure that their children can have language which is equal to that of hearing children.

Content

CHOICES includes information on deafness, diagnosis, assessment, and options. It is delivered by a CSUK Regional Family Advisor and a local professional who is interested in supporting the group.

The programme is designed to be delivered to groups of parents with the outcome being that at the end of the programme they will continue to support each other on their journey(s).

CSUK have made contact with NHS audiology departments from the regions in which they have CSUK RFA's and have agreed a referral pathway.

The content consists of short films made by our Training Lead Cate Calder. These are designed to answer questions that are frequently asked by parents of newly diagnosed deaf children and the information is provided by professionals from the team which supports a deaf child from diagnosis through to education.

This includes films by a Consultant NHS specialist in cochlear implant and hearing disorders, an audiologist, a teacher of the deaf, a specialist learning support educator, a deaf adult, and a parent of a deaf child (to name some of the contributors).

The content has been arranged into sessions but generally is parent-led. The programme has been successfully delivered in Plymouth and there are plans to deliver in Hertfordshire and Northumberland.

One parent noted:

"It has been so helpful to have a safe place and the time to discuss both the challenges and the choices that we have bringing up a deaf child. It has given us the opportunity to meet and share our stories with other parents, both happy and (at times) heartbreaking.

Overall, it has been interesting and really very enjoyable, which was a surprise as I don't usually enjoy groups." EN

2. Language and Literacy for Life 0-18

This project includes:

Family support from CSUK Regional Family Advisors (RFA's). The interventions are delivered at no cost to the parents. RFA's deliver interventions on line and face to face. RFA's offer support to parents of deaf children and training in CS and a package of free resources which include cued stories, games and songs and online training. Family interventions can last for up to 12 months depending on the need of the family and each intervention is family and child centred. CSUK RFA's also facilitate play groups for parents and their deaf children.

Training. Training in CS is delivered to the professionals who support deaf children who are cued-to and learning language or literacy supported by CS. Training can be accessed online or face-to-face. There is a cost to professionals for training, but introductory sessions are free.

Marketing and PR. CSUK attend conferences and deliver workshops across the UK enhancing the CSUK profile and brand.

Social Media. Our online presence is supported by regular posts on social

media, a quarterly newsletter, advertising in relevant magazines and an updated and regularly monitored web-site.

3.0 Digital Technology and literacy resources:- Love Reading

'Love Reading,' is a comprehensive project which includes four 'workstreams'. Three of the workstreams include our collaboration with Robotica ML, digital innovation and the work that we are doing using avatar's:-

Nan in a Van (Love Literacy)

CSUK and Robotica ML are behind their timeline for development and delivery of the second series of the e-books Nan-in-a-Van.

This is due to rapid changes and upgrading of the software used in the creation of the avatar and quality assuring the product. We have also been waiting for our full set of illustrations. However, I think you will agree that it has been worth the wait as we will have a unique literacy resource for Key Stage 1 deaf learners .



Our Activities



Nan in a Van prototype has been used extensively in schools.

The CSUK Literacy Resource also includes uCUE

uCUE

This APP is arranged into three different levels and is designed to help learners to practice cueing and to help children to access literacy,

Level 1 is Bronze level 'SEE it- Cue it,
Level 2 is Silver, See it-Cue it-Read it,
Level 3 is Gold, See it-Cue it-Read it-Write it.



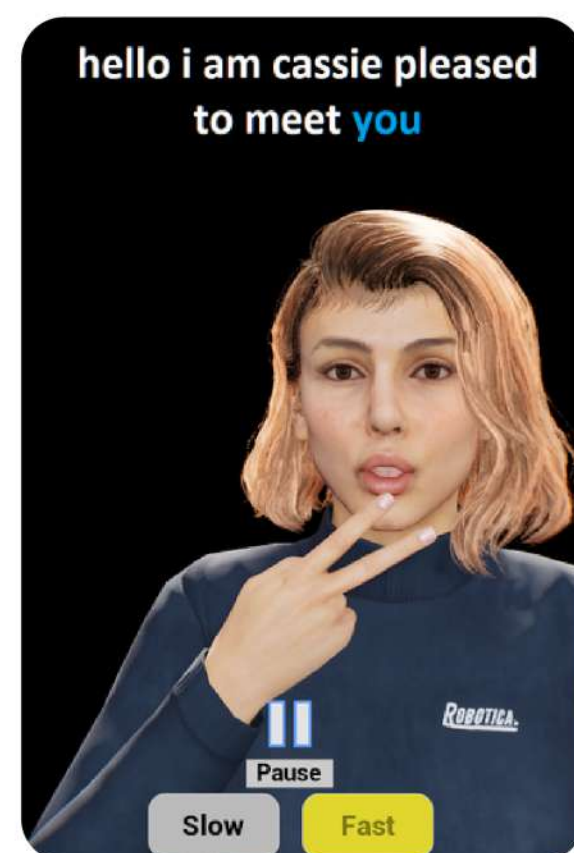
Parents are starting to use uCUE bronze and our early 1st edition has been modified and improved from 60 to 100 words and with an updated avatar.

iCUE (Love Lip Reading/Love Cueing)

Cassie iCUE uses advanced (artificial intelligence) AI technology that gives a digital transliteration service: an avatar appears on-screen in a hand-held device and Cues what is heard via speech

recognition technology and applies live captioning. The device gives deaf users independence and choice in how they access spoken information. Cassie can be used to cue read and with practice can be used to support lip-reading.

We are now on the 7th Generation of 'Cassie.' However, there have been benefits to the slow production time. The accuracy of Cassie's lip patterns cue good/to very good according to our users and her cueing arm and handshapes are now fluent, accurate and readable. Therefore, while we have made a slow start, we are ensuring and investing in a quality animation for the future and the software which is now being used is much easier to adapt to the development of other products and resources.



Cassie has been trialled by five deaf users, taken to conferences on the CS trade stand and into schools for feedback and comment from potential users.

Our Activities



Love Cued Stories

This is a suite of stories that with the permission of the authors have been transliterated by Carly Simpson into CS and filmed by Red Stamp Studios.

You can see a play list of videos by scanning this code with a smart phone



Carly says; "I have been working with a Northeast production company, Red Stamp, to transliterate children's stories. These books have been given to CSUK by their authors to use as part of our Love Cued Stories series.



Love Languages.

Our amazing linguist and Cue Tutor, Emma Sadeghi, came to the office in Totnes for a full day of filming.

Emma has long been in the process of designing workbooks to support people wanting to cue in different languages.

So far, she has been working on British English, Welsh and Spanish and plans are underway to add French, German, Urdu and even Hebrew. Each workbook will be downloadable from our website and include links to films demonstrating how to cue the different word-lists and phrases in the book.



We hope this will be a useful resource for anyone and particularly for those supporting a deaf child to access language clubs and classes at school. Deaf children are often not included in this part of the curriculum.



How many families have we worked with this year

Numbers of people engaged with CSUK April 2022 -1st March 2023	Family Members	Professional	Presented to	Unique deaf children benefiting from CS use 2022/23
	106	128	423	324

CSUK Regional Family Advisors made:

- 136 Home visits to families with a deaf child to deliver our CS training and support package
 - 87 virtual visits via ZOOM.
 - 30 Parent/child playgroups – supporting deaf children with CS out of the home.
- The decrease in numbers can be attributed to the same challenges as above.

Who are CSUK's beneficiaries?

(a) Those deaf children who are not able to benefit fully from hearing aids or implants (probably around 100 per annum newly diagnosed, plus the 'backlog' of children who currently do not have access to English),

(b) The very significant number of children who use listening (via technology) but subsequently fail to acquire a practical understanding of English.

(c) Visual learners such as children who have auditory processing issues, language delay, dyslexia, auditory neuropathy, and those who do not have English as a first language.

What impact do we measure

Difference 1 Deaf babies/children will demonstrate greater participation within the family (inclusion).

Difference 2 As a result of the use of CS we observe deaf children's self-confidence grow in their personal relationships.

Difference 3 Deaf babies/children will have increased literacy skills.

CSUK Impact and Outcomes



We monitor every session with a deaf child and record it on our database, Evident Social Impact Tracker (SIT). With this we can calculate the exact nature and number of the intervention and its context: For example whether it is training, support, a conference, or a group intervention. The numbers of recorded sessions are accurate and provide us with analytical data which we use to compare and improve our delivery year-on-year.

We collect quantitative data through questionnaires given to the family by the RFA's. The questionnaire is used to take a 'base-line' assessment of the child at the point at which we first engage, and we re-assess every 6 months.

We assess change on a score of 0 to 5 in three areas - social and family participation, language and literacy development and self-confidence. We use the indicators below for each outcome which are quantified thus:

- 0 - no change,
- 1 - insignificant change,
- 2 - some change,
- 3 - adequate change,
- 4 - good levels of change
- 5 - significant change

The results are evidence-based tools for measuring and supporting the change and they are entered onto our SIT.

We collect qualitative outcomes from evidence statements from the families and the professionals working with the children. RFA's use observation sheets and we use social media, videos, and interviews with families. All assessments are done on an individual basis to take account of the developmental age of the child and the amount of CS each child has received in the 3 key areas above.

We contact schools that are using CS to give us their key performance indicators for literacy and language for deaf learners. We use our data to shape our practice and delivery, identifying the reason for little or no change in order to improve our interventions.

According to parent feedback, the online resources and parent packs are extremely well received and used well and can be used by all the family.



We have recorded that at least 75% of those parents who disengage don't have English as a first language. While CS can be transliterated into 63 languages, it is possible that cultural differences are a barrier to engagement.

What have we achieved?

1. Inclusion

· **Significant Change** - S is four and profoundly deaf. When CSUK first started working with her and her family she was presenting as a child who isolated herself from others, had poor eye contact and found it hard to visit other family members, her mother scored her as '2' on her base-line assessment. C, our Regional Family Advisor (RFA) has been working with S and her mother for 8 months. S is now saying mama, dada, nana and gada

· Following a school day Mum found the bed-time routine difficult, T was very unhappy. However, cueing a bedtime story with both children has made a difference and T is now settling into a good routine. It is difficult to do a start assessment for this case because of the initial relapse, however Mum has said that she would see the impact of CS as offering adequate change. T's change in behaviour and his routine have only been in place for a relatively short time. T says, "I like it when Mummy reads me and N a story at bedtime."

· W is 11 months old and is profoundly deaf. Mum has been cueing to her from three months. W now holds good eye contact and has increased periods of engagement when she is cued to, mum recorded W's engagement as being significant, but we agreed to a level of some change because her developmental stage would have also contributed to this.

· **No change** - We have many families who are either at an early stage of engagement or didn't engage for a significant amount of time to measure any change.

2. Self confidence

· **Significant change** - A Higher Learning Teaching Assistant, M, (HLTA) reports on E's progress. "E met other deaf children outside her school for the first time today, we invited deaf pupils from 3 schools to join us for the Love Reading afternoon. She was keen to engage and attentive throughout the cueing stories. At the end of the afternoon E shared her painting in a calm and confident manner." M told us that this is significant progress for E. When she started school she was very isolated from her peers, easily distracted and often withdrawn. She has been at her school now for just over a year and the change in her confidence and well-being is a 'joy to see.'

A parent told us, D is so much more confident since he started a school that

uses CS in his learning and it has given me confidence to improve and use CS at home too. The change is incredible, he even started a conversation with the neighbour next door. He is generally a much happier and more smiley child.

3. Literacy

- **Significant change** - N aged 10
- N is very confident at using CS and the CS chart in school. He will often talk and add some cues. When he is cued-to he can immediately correct his own speech. He is known as 'the King of cueing!' N is part of the ACE group (Alternative Curriculum Education) as he is behind his hearing peers, functioning at a Level 1.
- He knows the CS chart off by heart and can use it to help with his spellings. His teacher told us that while he is only at Y1 level in literacy, his improvement has been significant over the last year and he is scoring well above his projected level of achievement. His mother told us; "N was so excited to tell me that he had scored 9 out of 10 for spellings on Wednesday, this is such a milestone achievement."

- E. Age 10, has become an expert in cue reading whether there is voice on or off. He uses CS all the time for his reading and writing and he uses the CS chart for spelling. E is educationally behind his hearing peers and is still working at a Y1 level of literacy. However, his teacher told us that his engagement in literacy this

year has been excellent.

- U, Age 12, is from Nigeria. He started school in September with no language or literacy having recently moved to the UK with his parents. His parents are learning to cue to him at home, and he is cued-to in school by T who learnt to Cue five years ago with CSUK. It is early days, but U is already starting to cue and say simple words, has a sense of time, present, past, future, and can now recognise and cue (and sign) up to 30 common nouns.
- **Some progress.** All of the children who have been cued to in school have made some progress in literacy. It is worth noting that the schools that we work with use several models for engaging with literacy such as THRASS, sign-supported English and Sign Language, so literacy outcomes can not be categorically evaluated as a result from only using CS.
- **No progress-** We have worked with a number of families who have disengaged following only 1 - 3 sessions which means that we are not able to show any progress. Families disengage for several reasons including being emotionally overwhelmed, choosing another intervention for accessing literacy and language, too many other appointments, they don't want to learn to cue.

·Working with school age hearing peers.

Sometimes deafness is seen as a deaf person's problem! however, maybe it is our society which has the 'problem', maybe hearing people should take more responsibility to be more inclusive and learn a visual language to support deaf people to integrate.

With this in mind we have delivered two lunch time Cue Clubs into two schools with hearing children who have learnt to Cue and make some simple signs. Every mainstream school has some deaf children and the skills that our hearing pupils learnt have meant that they are able to support more meaningful friendships with the deaf children in their peer groups.

An example of this was seen in a school in N.Yorkshire where one hearing child even took her level 2 exam so that she could engage with a profoundly deaf child in her peer group.



What has gone well

·This year we ran a Community Concert for deaf children and young people. We organised a concert for the children from Eggbuckland deaf education centre, a deaf signing choir (Hands in Harmony) and the Military wives. The concert wasn't just a sell-out success it gave the deaf people involved a chance to shine and perform in front of a hugely appreciative audience.

This event provided a unique experience for all of those involved, supporting inclusion, wellbeing, confidence, and self-esteem, while also being a good fundraising event. This is something that will become a regular event in the diary.



We have delivered some story sessions in schools during lunchtime and after school as extracurricular events using our digital KS1 prototype book, Nan in the Van and other stories and cue-game resources. Teachers and CSUK staff were excited by the way that the children engaged and participated in the sessions.

What has not gone so well

We observe that the number of children that we have worked with this year has not been as high as we estimated in our funding applications. Post Covid has had a profound impact on our cohort of children, many of whom became more isolated than their hearing peers and who continue to struggle with social isolation. This is where the work of our CSUK RFA's is invaluable in getting out to meet parents and deaf children who find it hard to access services because of rural isolation or social isolation and fear.

From our data we can see that this is because we estimated totals of children who would access our online e-books for key stage 1 (Nan-in-the-van). Our partners Robotica ml have experienced unforeseen challenges with designing the software code for the animated books and therefore have taken longer to complete the full range.

This has resulted in only being able to release the prototype version and not the full range which has then impacted on the numbers that we hoped to have engaged in this way. The potential for online engagement is reflected in the number of individuals who have accessed our online cued stories which has shown excellent numbers of engagements.



A Strategic overview of the Charity



Branding and Public Awareness of CS

Looking back at the introduction and the history of CS, we can see that it was developed nearly 60 years ago and has been in this country for nearly 50 years. In my mind and in practice, it is a most brilliant concept, so why haven't people, the public heard about it? Why hasn't the deaf community welcomed it with open arms? Why do big organisations like the Royal National Institute for the Deaf and the National Deaf Childrens Society block our attempts to collaborate and partner with them, even though it is for the purpose of improving the outcomes for our shared stakeholders and beneficiaries?

I do, in fact, have answers to all of these questions, some are assumptions, some evidenced and some historical. I now feel after six years in the role as CEO that we, CSUK, need to change our offer to meet the current needs of our beneficiaries. Technology has changed the potential of deaf children and adults in a hearing world but it is not a complete solution.

Technology still leaves gaps in the acoustic signal, 'listening' for deaf children and adults is evidenced to cause fatigue, and 50% of deaf children at key stage 1 are still not reaching their literacy

target. We think that there isn't one solution, and why choose just one solution when there are more on offer. We would also suggest that every deaf child has individual needs, every child is unique.

Over the next five years we will be adapting our practice and delivery to meet the individual needs of our beneficiaries. CSUK will still be the only charity or organisation to offer training in CS. We will extend our offer to parents to include an introduction to British Sign Language (BSL) and sign supported English (SSE.)

This model will ensure that deaf children and adults can access full language and literacy using their technology supported by CS to support phonemic weaknesses in their audition and access to literacy and BSL to support deaf children's expressive language. This model will build on our work and delivery of the CHOICES programme.

With this in mind CSUK are going to look at re-branding and will take advice from specialists in marketing in order to engage more deaf children.

A Strategic overview of the Charity



Our Resources

Our resources have been carefully designed and are unique within the market context. We feel that it is of significant importance to promote the resources and gain traction with stakeholders; schools need to know that our resources are available so that they can fully support equal opportunities for deaf children at Key Stage 1 to access literacy. With so much in the media around the introduction of BSL as a GCSE option in schools, there isn't a better time to release and promote our resources.

The Team. Preparing for the future.

As a Team we have looked to the future of the Charity. If we are to progress and keep up with changes in hearing technology and changes in the needs of our beneficiaries, then we need to develop the team further in order to meet those needs. We also need to ensure that we have a robust and skilled workforce ready to meet future challenges and deliver our services.

We are keen to extend the skill set within our team. We have considered looking at a multiagency team of professionals which may include a deaf BSL signer, consultation from a speech and language

therapist and the recruitment of a teacher of the deaf to give us the very best in resource and skills. These individuals will be able to professionally inform the Charity around the delivery of its activities within specific contexts.

We aim to build on our volunteer numbers through mentoring undergraduates and young people interested in working within deaf education or the support of deaf children. We want to build a team for the future and one that is not irreplaceable. We will continue to train individuals to cue and to build and develop a strong cueing community. We cannot afford for any of our post holders to be indispensable.

Measuring Outcomes

While we don't want to radically change our outcomes, we do feel the need to change the way that we measure our outcomes and what we measure. We want to collect data which can be used to improve our services and evidence change using good quantitative data. Our current practice focuses more on social and qualitative characteristics and while important, we want there to be a better balance. We have been looking at assessments currently used by audiologists for our 0 – 4-year-old cohort. We will be looking at assessments from

A Strategic overview of the Charity



teachers of the deaf for the older children with whom we work. Assessments will be adapted to meet the outcome needs of the Charity.

Delivery of CS and CS Training.

Our online training is a good resource and we have had 47 people enrol on the training in this year. However, we know that we need to spend some time on improving and updating the content. We would like our training to be at a level of academic rigor and to be measurable so that it could be counted towards academic achievement and continued professional development.

Our Training Lead, Cate Calder will be working towards these aims over the next three years. Cate also has an idea to develop a practising 'game' where CS users (expressive) can test and score their level of both expressive and receptive cued English. The idea is to motivate them on their learning journey and to provide goals.

Funding and risk management

2022 – 2023 has been a good year in terms of applying to Charitable Trusts for funds with successful applications to:

- Garfield Weston
- Sylvia Adams Legacy Fund
- Foyle Foundation
- BBC Children in Need England
- Clare Milne
- Communication Trust

We finished the year with a successful application to the National Lottery Community Fund.

While we have had success it is in fact a double-edged sword! There are several Trusts to which we will be unable to apply in the next two years because their funding rules apply a 'break period' to beneficiaries of up to two years.

I feel that project funding could bring in more revenue, but we are not in a position to apply for these funds until our resources are in schools and we have completed on delivering successful outcomes to our current funders. Outsourcing work and working collaboratively has many benefits but the challenge is that a project can only be completed at the speed of its slowest contributor which is very frustrating!

Our application to the National Lottery needs to fulfil its outcomes which if successful will provide income generation by year 4 which will easily cover 30% of CSUK core costs (See strategic overview).

A Strategic overview of the Charity



With Thanks

We are most grateful to our funders who have supported CSUK to continue to deliver essential interventions to deaf children and their families.

Multi year funding helps the Charity to evaluate the strengths and weaknesses of its models of delivery and its activities. Unrestricted funding enables the Charity to be flexible and responsive in meeting costs not directly related to projects such as the cost of computers, staff training and marketing and publicity.

Core funding is essential to support staff costs such as that of the Executive Director and Training Lead. Project funds are essential for meeting the fast-changing needs that we observe in the context of working with deaf babies and children.

Efficient and Effective Delivery

CSUK keep their overheads low. 60% of funding goes towards staff wages, however, our team is small with only 8 part time employees 6 full time equivalents, who have the skill and knowledge to deliver within a number of different work and social contexts. Careful budgeting enables us to provide all of our family interventions free for parents of a deaf child.

Future funding and the Trading company

Our three year plan for income from revenue is outlined below and was used in a successful bid to the National Lottery Community Fund. We think that we have created realistic objectives, and our aim is to provide future core funding for the Charity in year 4 of this plan. My aim is to exceed these targets.

Income from CSUK Trading:

We have clarified the income from revenue to £130,400 over three years. (see below)

We will sell our phonics reading package to 5 schools at £2,000 per school.

The package Series 1 includes: -

1. E-book Nan in the Van Key Stage 1 books for preschool and years 1 and 2,
2. uCUE the digital APP for practising CS, bronze and silver levels.
3. training for schools on how to use these resources effectively.

A Strategic overview of the Charity



The package Series 2 includes: -

1. The e-book Nan in the Van, 8 books with more complex phonic choices.
2. uCUE the digital resource available as gold level for spelling practice and recognition.
3. Training methods for schools on how to use these effectively.

We already have 3 schools that are interested although no sales as yet. The sales of the literacy packages

increase year-on-year, plus we will introduce the next 8 books in the series and the gold version of uCUE in year 2.

Sales of /Cassie iCUE are less easy to predict and a % of the profits are shared with Robotica ML so we have made our net profits on these sales at a low risk, and we hope, realistic level. I have used a net profit calculation to take consideration of share % and also the cost of cloud-hosting for the APPs.



Total sales of products over the three years of the project equal £130,400 of which £100,000 would be transferred via gift aid from the trading company back into the charity CSUK.

£30,400 would remain in the trading account for further research and development and to support year 4 marketing costs. You can also see from the table that sales should increase further in year 4 with further sales of Cassie iCUE.

Following project evaluation at the end of year 1, if we need to decrease (or increase) our projected sales figures, we will and we will fundraise accordingly.

A Strategic overview of the Charity



Packages and Resources	Year 1	Year 2	Year 3	Year 4
<p>Literacy Package includes: - Nan in the Van Series 1 and uCUE literacy resource Bronze and Silver Level plus training for schools</p>	<p>5 schools@£2,000 =£10,000 which includes the cloud app storage charge</p>	<p>10 schools @ £2,000 = £20,000</p>	<p>10 schools@ £2,000 =£20,000</p>	<p>10 Schools</p>
<p>Literacy Package: - Nan in the Van Series 2 and uCUE Gold which includes spelling choices. Plus, Training for Schools</p>	<p>£0</p>	<p>5 Schools@ £2,000 = £10,000</p>	<p>10 schools@ £2,000 =£20,000</p>	<p>10 Schools</p>
<p>Sales of Cassie iCUE to individuals with a deaf diagnosis. Children ages 12 and upwards including adults with acquired deafness Plus Training package</p>	<p>Research and development year £0</p>	<p>2 @£300 per month license = £7,200nper year</p>	<p>4 licenses @£300 per month (two are from the previous year, these numbers build year on year as the numbers of users increase.)</p>	<p>4 licenses @£300 (The first 2 may have finished their period of use but are replaced by 2 new accounts) = £7,200</p>
<p>Sales of Cassie iCUE to schools to use as literacy support for deaf children in secondary school. To support the transition from Primary to secondary for deaf children... Includes training</p>	<p>Research and development year £0</p>	<p>PR and Marketing year, targeting possible sales</p>	<p>3@ £6,000 Lease year 1. = £18,000</p>	<p>3@ £6,000 lease year 1. =£18,000 3@ £4,000 (2nd year license) £12,000 (these sales to schools or employers would be supported through access to work or the education health care plan EHCP).</p>
<p>Total Net Profit</p>	<p>£10,000</p>	<p>£55,200</p>	<p>£65,200</p>	

We are registered with the Safeguarding Network. [Safeguarding Network - confidence in safeguarding](#)
This is an online resource produced for schools. The site is updated with latest reports and articles and relevant training events.

It contains information and training in all the key areas which should be considered when working with children. Safeguarding network have a training matrix which CSUK can use, update, monitor and record the training log of every employee and Volunteer including Trustees.

It is an easy resource to use with online login for every member of staff or volunteer and it also contains useful proforma for recording incidents.

“Our safeguarding policy is reviewed annually
<https://devoncc.employmentcheck.org.uk/content/contact-us>

All Trustees and volunteers are trained to level 1 in safeguarding, accessed on Safeguarding Network and Employees are trained to level 3.
CSUK worked closely with all government recommended Covid return to work policies and protection of vulnerable people.

Policies and Procedures

Policies on employment, holidays, acceptable behaviour, inclusion and accessibility are all held in the CSUK Handbook

"C:\Users\Owner\OneDrive - Cued Speech UK\HR\CS Handbook\NEW HANDBOOK 2021\Cued Speech Employee Handbook - August 2021.pdf"

HR procedures and guidance is supported by Westcountry
<https://westcountryhr.com/>

Health and Safety at Work is overseen by Peninsula

<https://www.peninsulagrouplimited.com/services/health-safety/>

Statement by the Trustees of Cued Speech

The summarised financial statements for the year ended 31 March 2023 presented in the following pages are a summary of the information extracted from the annual accounts and certain information relating to the Statement of Financial Activities and the Statement of Financial Position.

These summarised accounts may not contain sufficient information to allow for a full understanding of the financial affairs of the Charitable Company. For further information the full annual accounts which are subject to an Independent Examination and include a Trustees' report, should be consulted.

A copy of these may be obtained on request from the Charity's office (contact details are on the back cover). For the year ending 31 March 2023 the Charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Trustees' Responsibilities:

The members have not required the Charity to obtain an audit of its financial statements for the year in question in accordance with section 476. The Trustees acknowledge their responsibilities for complying with the

requirements of the Act with respect to accounting records and the preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. These financial statements were approved by the Board of Trustees and authorised for issue on 31st March 2023, and are signed on behalf of the Board by:



Ms Christine Hardy, Chair Person

Independent Examiner's Statement

I report to the Trustees on my examination of the financial statements of Cued Speech UK Limited ('the Charity') for the year ended 31 March 2023.

Responsibilities and basis of report

As the Trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements 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 the 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. 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:

1. accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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 financial statements 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.



Sean R Smith FCA on behalf of THOMAS WESTCOTT Chartered Accountants, Independent Examiner, Petitor House, Nicholson Road, Torquay, Devon, TQ2 7TD

Statement of Financial Activities



Year ending 31st March 2023	Unrestricted Funds - £	2023 Restricted Funds - £	Total Funds	2022 Total Funds - £
Income				
Donations	51,429	290,332	341,761	284,108
Charitable activities	285	3,539	3,824	2,920
Investment Income	278	41	319	387
Total Income	51,992	293,912	345,904	287,415
Expenditure				
Expenditure on charitable activities	61,809	298,343	360,152	272,720
Total Expenditure	61,809	298,343	360,152	272,720
Net income and net movement of funds	9,817	4,431	14,248	14,695
Net movement of funds	28,974	(14,279)	14,695	(11,942)
Reconciliation of Funds				
Total funds brought forward	69,734	64,241	133,975	119,280
Total funds carried forward	59,917	59,810	119,727	133,975

Balance Sheet as at 31 March 2023

Assets	2022	2023
Fixed Assets		
Tangible Fixed Assets	5,195	5,574
Current Assets		
Stocks	743	743
Debtors	3,709	1,518
Cash at bank and in hand	132,248	121,586
Total Current Assets	136,700	123,847
Creditors: amounts falling due within one year	7,920	9,694
Net current assets	128,780	114,153
Total assets less current liabilities	133,975	119,727
Net assets	133,975	119,727
Funds of the Charity		
Restricted income funds	62,241	59,810
Unrestricted Funds	69,734	59,917
Total Funds	133,975	119,727

Income

Total income received in 2022/23 was £345,904, of which £341,761 was

donated by charitable trusts, companies and individuals. The remaining £4143 included tuition fees and charges, membership subscriptions and

investment income.

Expenditure

Total expenditure was £360,152, all of which was spent directly on charitable activities. The support costs of £32,896 includes our rent of 13,216.

Reserves

Expenditure exceeded income by £14,248 resulting in a decrease in funds from £133,975 to £119,727, of which £59,810 is restricted to specific work.

The Association's policy is to hold a designated reserve of £20,000 and in addition, operating reserves equivalent to not less than three months' expenditure. The balances held at 31 March 2023 met that requirement.

Donors

The Directors are grateful for the support, interest and encouragement received during the year from trusts, companies, organisations and individuals, including members who gave more than the minimum membership fee. During the year donations were received from five anonymous donors and from the following:

- Alliance Family Foundation
- Arnold Clark
- BBC Children in Need
- BBC Children in Need Wales
- BCH 1971 Charitable Trust

Charitable Trusts

- Benham Charitable Trust
- Clare Milne Trust
- Devon Community Foundation
- DM Charitable Trust
- Dorothy Hay-Bolton Charitable Trust
- Elizabeth & Prince Zaiger Trust
- Foyle Foundation
- G Morrison Otolaryng Trust
- Misses Barrie Charitable Trust
- Monica Rabagliati Charitable Trust
- R G Hills Charitable Trust
- R W Mann
- The Allan & Nesta Ferguson Trust
- The Archer Trust
- The Communication Trust
- The George A Moore Foundation
- The Grace Trust
- The Henry Smith Charity
- The Ian Askew Charitable Trust
- The Sylvia Adams Charitable Trust
- Vandervell Foundation
- W A Handley Trust

Individual Donations

A Mills
Barbara Parton
C.Fletcher
Cathy Groeger
J Elliot
Ken Orpin
Mick Mooney
Mr C Millar
Mr Mark Evans
Mrs C G Cottam
Peter Bowman
Peter Burditt
Sheila Skillings
Mrs Win Burton



CUED SPEECH UK

Makes Spoken language visible for
deaf babies, children and adults

The Boatshed, Steamer Quay, Totnes, Devon TQ9 5AL

info@cuedspeech.co.uk - www.cuedspeech.org.uk - 01803 712 852

Registered with the Charity Commission of England and Wales No. 279523

A Company Limited by Guarantee No. 1477997

COMPANY REGISTRATION NUMBER: 01477997
CHARITY REGISTRATION NUMBER: 279523

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Unaudited Financial Statements
31 March 2023



WESTCOTTS
Chartered Accountants
Petitor House
Nicholson Road
Torquay
Devon
TQ2 7TD

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Financial Statements
Year ended 31 March 2023

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Cued Speech UK Limited

Charitable Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2023

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2023.

Reference and administrative details

Registered charity name Cued Speech UK Limited

Charity registration number 279523

Company registration number 01477997

Principal office and registered office The Boatshed
Steamer Quay Road
Totnes
Devon
TQ9 5AL

The trustees

Mrs H W Burton
Mrs T Kirwin - McGinley
Mr K Orpin
Miss C Hardy
Mr P G Bowman
Ms S C Elumba-Hill
Mr G Allerton-Ross (Retired 13 April 2023)
Mr M J Evans (Retired 5 November 2022)
Ms V Henry-Macklin

Company secretary Ms T Kirwin - McGinley and Mrs H W Burton

Independent examiner Sean R Smith FCA on behalf of
WESTCOTTS Chartered Accountants
Petitor House
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Cued Speech UK Limited

Charitable Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Structure Governance and Management

Organisational Structure

The activities are governed by the Memorandum and Articles of Association. Charity members elect the Trustees who meet quarterly to oversee the work of the paid staff. At the end of the year there were 9 part-time employees, totalling 6 full time equivalents.

The Team consists of: -

- Henrietta Ireland – Executive Director
- Louise Creed – Business Manager
- Debbie Hawkes – Senior Administrator
- Cate Calder – Training Lead
- Mark Murton – Training co-ordinator
- Kathy Kenny – Lead Regional Family Advisor (South West region)
- Sagira Jetha – Regional Family Advisor Hertfordshire
- Kirsti – Regional Family Advisor South Wales (resigned from post 28th February 2022 and replaced by Julia Tomlinson April 2022)
- Carly Simpson – Regional Family Advisor North West

Investment Powers

Under the Memorandum and Articles of Association, the Charity has the power to make any investment which the Directors see fit.

Risk Management

The Trustees have assessed the major risks to which the Charity is exposed and in particular those that are affected by fluctuations in the financial position of the Charity and we are satisfied that systems are in place to mitigate the Charity's exposure to major risk.

Cued Speech Definition

Cued Speech is a visual/manual code for spoken languages that enables accurate lip reading. As a speaker says each word, they make handshapes near the face that replace the missing acoustic information for the deaf receiver.

Charitable Aim

To ensure that all deaf children and adults are given the opportunity to have full access to English and their home language through Cued Speech (CS) regardless of hearing loss. With this they can develop their language and literacy skills enabling them to reach their full potential.

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Our Activities

Family Support and training in Cued Speech

0 – 4 The referral of babies through Audiology and Hearing Impairment Services. CHOICES

Choices is our specifically designed programme for the referral of parents of deaf babies following Newborn Hearing Screening. We have worked closely with audiology departments and developed a referral pathway in the regions in which CSUK RFA's are based. This has been most successfully implemented in Plymouth, but we have strong interest from other regions, in particular, Exeter and Mid Devon Audiology services, CHIME.

The Team at CSUK are convinced that the CHOICES model is the best one for parents because parents will want to make the best choices for their deaf child(ren)

WHY:-

- Parents need to be able to get language into their deaf babies right-from-the-start, just like hearing babies.
- Parents must be able to fully understand the difference between Hearing, Language and Communication and then to choose which option(s) and intervention(s) will be best for their child. Each child is unique in their needs and each family is different.
- The Choices that are made need to be child centred.
- It is not one CHOICE that will be made but maybe two or three. For example, a profoundly deaf child may benefit from acquiring language through an early cochlear implant supported by Cued Speech for literacy learning and British Sign Language for communication.

Language and Literacy for Life 0 – 18 years of age

'Love Reading,'

:- is a comprehensive project which includes four 'workstreams.' Three of the workstreams include our collaboration with Robotica ML, digital innovation and the work that we are doing using avatars:-

1. Nan in a Van (Love Literacy)

CSUK and Robotica ML are behind their timeline for development and delivery of the second series of the e-books Nan-in-a-Van. This is due to rapid changes and upgrading of the software used in the creation of the avatar and quality assuring the product. We have also been waiting for our full set of illustrations. However, I think you will agree that it has been worth the wait as we will have a unique literacy resource for Key Stage 1 deaf learners.

Nan-in-a-Van prototype has been used extensively in schools. The CSUK Literacy Resource also includes uCUE.

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Language and Literacy for Life 0 – 18 years of age *(continued)*

'Love Reading,' *(continued)*

1b uCUE

uCUE - This APP is arranged into three different levels and is designed to help learners to practice cueing and to help children to access literacy:-

- Level 1 is Bronze level - 'See it, Cue it'
- Level 2 is Silver - 'See it, Cue it, Read it'
- Level 3 is Gold - 'See it, Cue it, Read it, Write it'

Parents are starting to use uCUE bronze and our early 1st edition has been modified and improved from 60 to 100 words and with an updated avatar.

2. iCUE (Love Lip Reading/Love Cueing)

Cassie iCUE uses advanced (artificial intelligence) AI technology that gives a digital transliteration service: an avatar appears on-screen in a hand-held device and Cues what is heard via speech recognition technology and applies live captioning. The device gives deaf users independence and choice in how they access spoken information. Cassie can be used to Cue Read and with practice can be used to support lip-reading.

We are now on the 8th Generation of 'Cassie.' However, there have been benefits to the slow production time. The accuracy of Cassie's lip patterns is at 98% readability according to our users and her cueing arm and handshapes are now fluent, accurate and readable. Therefore, while we have made a slow start, we are ensuring and investing in a quality animation for the future and the software which is now being used is much easier to adapt to the development of other products and resources.

Cassie has been trialled by five deaf users and taken to conferences on the Cued Speech trade stand and into schools for feedback and comment from potential users.

3. Love (cueing) Stories

This is a suite of stories that, with the permission of the author(s), have been transliterated by Carly Simpson into cued speech and filmed by Red Stamp Studios.

4. Love Languages.

Our amazing linguist and Cue Tutor, Emma Sadeghi, came to the office in Totnes for a full day of filming. Emma has long been in the process of designing workbooks to support people wanting to cue in different languages. So far, she has been working on British English, Welsh and Spanish and plans are underway to add French, German, Urdu and even Hebrew in the future. Each workbook will be downloadable from our website and include links to films demonstrating how to cue the different wordlists and phrases in the book. We hope this will be a useful resource for anyone and particularly for those supporting a deaf child to access the language clubs and classes at school, as so often deaf children are not included in this part of the curriculum.

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Cued Speech in Schools

Our work in schools is ongoing and we are encouraging staff to use CS at language level as well as using it for literacy learning. In our flagship school in Plymouth, we are training new members of staff and supporting educators in secondary education to enable the continued support of children in education through the transition from Primary to Secondary School.

More schools are seeing the impact of cued speech on literacy learning and asking for training and we are now supporting 5 schools.

Training Professionals

- 12 CS Foundation group training sessions. These sessions were accessed online. The number of people accessing online training has decreased now that professionals have returned to their working context and we are looking at how to re-engage the interest in our online course. We are hoping to devise an accredited course in the year 2023–2024.
- 10 Cued Speech workshops, which included introductions to the concepts and value of Cued Speech to schools, audiology services and parent groups.

Outputs

	A	B	C	D	E	F	G
1	Digital Data						
2							
3	Facebook 2022/23						
4	Total Reach	Average Reach	Total engagement (likes, comments, shares)	Average Engage	Page Visits	Total Interactions	
5							
6	22,351	269	1662	2.00%	1451 (Up 161%)	23,494	
7							
8							
9	Instagram Stats		2021-22	2022-23			
10	Posts including videos	23 Videos and Posts	40				
11	Views	486 Views	564 views				
12	Likes	89 Likes	116 likes				
13							
14							

CSUK Regional Family Advisors made: -

- 136 Home visits to families with a deaf child to deliver our CS training and support package.
- 87 virtual visits via ZOOM.
- 30 Parent/child playgroups – supporting deaf children with Cued Speech out of the home. The decrease in numbers can be attributed to the same challenges as above.

How many families have we worked with this year.

Numbers of people engaged with CSUK April 2022-1st March 2023	Family members	Professional	Presented to	Unique deaf children benefiting from Cued Speech use 2022/23
	106	128	423	324

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023



Outcomes

- 76% of the children Cued to have shown greater confidence.
- 87.5% have reported positive progress in family participation.
- 80% have shown positive progress in increased literacy skills.

Conclusion

Our funding applications to Charitable Trusts have been very successful in this financial year with positive outcomes from several funders, as can be seen in the financial and budgetary report. Funding from smaller Charitable Trusts has been invaluable for supporting core costs and the continuation of core activities.

CSUK finished the year with a successful bid to the National Lottery Community fund with funds to support the salary of the Executive Director and the Training Lead.

The Charity sees itself in a strong position financially into the beginning of the financial year 2023-2024.

However, our success comes with challenges. Many of our major funders will not be able to fund us in the next two years as they require a 'funding break.'

In order to provide a solution to a projected financial shortfall, CSUK formed a working party of employees and Trustees to develop a strategic plan for the next three years which looks at generating revenue from resources. Part of this plan can be seen in the table below. This project plan was delivered to the National lottery as part of the application. We feel that the objectives within the plan are achievable and we are already working on a marketing and publicity strategy to support the launch of the resources.

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Conclusion *(continued)*

Packages and Resources	Year 1	Year 2	Year 3	Year 4
Literacy Package includes: - Nan in the Van Series 1 and uCUE literacy resource Bronze and Silver Level plus training for schools	5 schools @ £2,000 = £10,000 which includes the cloud app storage charge	10 schools @ £2,000 = £20,000	10 schools @ £2,000 = £20,000	10 schools
Literacy Package: - Nan in the Van Series 2 and uCUE Gold which includes spelling choices. Plus, Training for Schools	£0	5 Schools @ £2,000 = £10,000	10 schools @ £2,000 =£20,000	10 schools
Sales of Cassie iCUE to individuals with a deaf diagnosis. Children ages 12 and upwards including adults with acquired deafness. Plus Training package	Research and development year £0	2 @ £300 per month license = £7,200 per year	4 licenses @ £300 per month (two are from the previous year, these numbers build year on year as the numbers of users increase.) £7,200	4 licenses @ £300 (The first 2 may have finished their period of use but are replaced by 2 new accounts) £7,200
Sales of Cassie iCUE to schools to use as literacy support for deaf children in secondary school. To support the transition from Primary to secondary for deaf children... Includes training	Research and development year £0	PR and Marketing year, targeting possible sales	3 @ £6,000 Lease year 1. = £18,000	3 @ £6,000 lease year 1. = £18,000 3 @ £4,000 (2 nd year license) £12,000 (these sales to schools or employers would be supported through access to work or the education health care plan EHCP
Total Net Profit	£10,000	£55,200	£65,200	

CSUK continue to look forward and plan proactively for the future. We offer our beneficiaries good value for money with only 9 part-time employees providing the equivalent of 6 FTE's. Our activities, creativity and reach are phenomenal for a medium sized charity and our pledge is to meet the needs of many more deaf children over the next financial year. We are planning to look at how we can support adults with degenerative hearing loss using Cassie iCUE technology to enhance lip-reading. We will also begin work on the second range of our Nan-in-a-Van books.

CSUK are looking forward to a bright future.

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

Financial review

Income

Total income received in 2022/23 was £345,904, of which £341,761 was donated by charitable trusts, companies and individuals. The remaining £4,143 included tuition fees and charges, membership subscriptions and investment income.

Expenditure

Total expenditure was £360,152.

Reserves

Expenditure exceeded income by £14,248 resulting in decrease in funds from £133,975 to £119,727, of which £59,810 is restricted to specific work.

The Association's policy is to hold a designated reserve of £20,000 and in addition, operating reserves equivalent to not less than three months' expenditure. The balances held at 31 March 2022 met that requirement.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on and signed on behalf of the board of trustees by:



Ms C Hardy
Chairperson

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Cued Speech UK Limited

Year ended 31 March 2023

I report to the trustees on my examination of the financial statements of Cued Speech UK Limited ('the charity') for the year ended 31 March 2023.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements 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 the 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.

Independent examiner's statement

Since the charity's gross income exceeded £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 (ICAEW), 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:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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 financial statements 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.



Sean R Smith FCA on behalf of
WESTCOTTS
Chartered Accountants
Independent Examiner

Petitor House
Nicholson Road
Torquay
Devon
TQ2 7TD

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)

Year ended 31 March 2023

		2023			2022
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income					
Donations and legacies	5	51,429	290,332	341,761	284,108
Charitable activities	6	285	3,539	3,824	2,920
Investment income	7	278	41	319	387
Total income		<u>51,992</u>	<u>293,912</u>	<u>345,904</u>	<u>287,415</u>
Expenditure					
Expenditure on charitable activities	8,9	61,809	298,343	360,152	272,720
Total expenditure		<u>61,809</u>	<u>298,343</u>	<u>360,152</u>	<u>272,720</u>
Net (expenditure)/income and net movement in funds					
		<u>(9,817)</u>	<u>(4,431)</u>	<u>(14,248)</u>	<u>14,695</u>
Reconciliation of funds					
Total funds brought forward		69,734	64,241	133,975	119,280
Total funds carried forward		<u>59,917</u>	<u>59,810</u>	<u>119,727</u>	<u>133,975</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 12 to 21 part of these financial statements.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Statement of Financial Position

31 March 2023

	Note	2023 £	£	2022 £
Fixed assets				
Tangible fixed assets	15		5,574	5,195
Current assets				
Stocks	16	743		743
Debtors	17	1,518		3,709
Cash at bank and in hand		121,586		132,248
		<u>123,847</u>		<u>136,700</u>
Creditors: amounts falling due within one year	18	<u>9,694</u>		<u>7,920</u>
Net current assets			<u>114,153</u>	<u>128,780</u>
Total assets less current liabilities			<u>119,727</u>	<u>133,975</u>
Net assets			<u><u>119,727</u></u>	<u><u>133,975</u></u>
Funds of the charity				
Restricted income funds:				
Other restricted income funds			59,810	64,241
Unrestricted funds			<u>59,917</u>	<u>69,734</u>
Total charity funds	21		<u><u>119,727</u></u>	<u><u>133,975</u></u>

For the year ending 31 March 2023 the charity 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 provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on, and are signed on behalf of the board by:



Ms C Hardy
Chairperson

The notes on pages 12 to 21 form part of these financial statements.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements
Year ended 31 March 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is The Boatshed, Steamer Quay Road, Totnes, Devon, TQ9 5AL.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal and fall into one of two sub-classes: restricted income funds or endowment funds.

Incoming resources

Income

All income is included in the statement of financial activities when the charity is entitled to the income, any performance related conditions attached have been met or are fully within the control of the charity, the income is considered probable and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Donations and legacy income is received by way of donations, legacies, grants and gifts and is included in full in the Statement of Financial Activities when receivable. Where legacies have been notified to the charity but the criteria for income recognition have not been met, the legacy is treated as a contingent asset and disclosed if material. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Incoming resources *(continued)*

Income *(continued)*

Donated services and facilities are included at the value to the charity, being the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market.

Investment income is included when receivable.

Income from charitable trading activity is accounted for when earned.

Resources expended

Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

Costs of raising funds comprise the costs associated with attracting donations, grants and legacies and the costs of trading for fundraising purposes.

Charitable expenditure comprises those costs incurred by the charity 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.

Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis, as set out in the notes to the accounts.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings - 25% reducing balance

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Stocks

Stocks are measured at the lower of cost and estimated selling price less costs to complete and sell. Cost includes all costs of purchase, costs of conversion and other costs incurred in bringing the stock to its present location and condition.

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the charity will comply with the conditions attaching to them and the grants will be received.

Where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

4. Limited by guarantee

Cued Speech Association UK is a company limited by guarantee and accordingly does not have a share capital.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Donations	51,049	290,293	341,342
Grants			
Government grant income	–	–	–
Subscriptions			
Membership subscriptions	380	39	419
	<u>51,429</u>	<u>290,332</u>	<u>341,761</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	38,218	235,691	273,909
Grants			
Government grant income	–	9,800	9,800
Subscriptions			
Membership subscriptions	399	–	399
	<u>38,617</u>	<u>245,491</u>	<u>284,108</u>

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
CS training income	275	464	739
Exam fees income	–	–	–
Miscellaneous income	10	3,075	3,085
	<u>285</u>	<u>3,539</u>	<u>3,824</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
CS training income	108	2,085	2,193
Exam fees income	84	401	485
Miscellaneous income	15	227	242
	<u>207</u>	<u>2,713</u>	<u>2,920</u>

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

7. Investment income

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Bank interest receivable	278	41	<u>319</u>
	£	£	£
Bank interest receivable	387	–	<u>387</u>

8. Expenditure on charitable activities by fund type

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Charitable activity costs	1,237	249,738	250,975
Support costs	572	37,011	37,583
Exceptional costs of charitable activities	60,000	11,594	71,594
	<u>61,809</u>	<u>298,343</u>	<u>360,152</u>
	£	£	£
Charitable activity costs	293	214,861	215,154
Support costs	444	36,072	36,516
Exceptional costs of charitable activities	–	21,050	21,050
	<u>737</u>	<u>271,983</u>	<u>272,720</u>

9. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2023	Total fund 2022
	£	£	£	£
Charitable activity costs	250,975	–	250,975	215,154
Governance costs	–	37,583	37,583	36,516
Exceptional cost of charitable activities	71,594	–	71,594	21,050
	<u>322,569</u>	<u>37,583</u>	<u>360,152</u>	<u>272,720</u>

10. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2023	2022
	£	£
Depreciation of tangible fixed assets	<u>1,858</u>	<u>1,732</u>

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

11. Independent examination fees

	2023	2022
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>4,067</u>	<u>3,833</u>

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023	2022
	£	£
Wages and salaries	222,624	197,628
Employer contributions to pension plans	<u>8,034</u>	<u>6,469</u>
	<u>230,658</u>	<u>204,097</u>

The average head count of employees during the year was 9 (2022: 9). The average number of full-time equivalent employees during the year is analysed as follows:

	2023	2022
	No.	No.
Number of staff	<u>9</u>	<u>9</u>

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

13. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

14. Transfers between funds

During the year there was no transfers between funds.

15. Tangible fixed assets

	Fixtures and fittings £	Total £
Cost		
At 1 April 2022	19,521	19,521
Additions	<u>2,237</u>	<u>2,237</u>
At 31 March 2023	<u>21,758</u>	<u>21,758</u>
Depreciation		
At 1 April 2022	14,326	14,326
Charge for the year	<u>1,858</u>	<u>1,858</u>
At 31 March 2023	<u>16,184</u>	<u>16,184</u>
Carrying amount		
At 31 March 2023	<u>5,574</u>	<u>5,574</u>
At 31 March 2022	<u>5,195</u>	<u>5,195</u>

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2023

16. Stocks

	2023	2022
	£	£
Raw materials and consumables	<u>743</u>	<u>743</u>

17. Debtors

	2023	2022
	£	£
Amounts owed by undertakings in which the charity has a participating interest	313	300
Prepayments and accrued income	547	2,531
Other debtors	<u>658</u>	<u>878</u>
	<u>1,518</u>	<u>3,709</u>

18. Creditors: amounts falling due within one year

	2023	2022
	£	£
Accruals and deferred income	3,887	2,650
Social security and other taxes	4,507	4,130
Other creditors	<u>1,300</u>	<u>1,140</u>
	<u>9,694</u>	<u>7,920</u>

19. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £8,034 (2022: £6,469).

20. Government grants

The amounts recognised in the financial statements for government grants are as follows:

	2023	2022
	£	£
Recognised in income from donations and legacies:		
Government grants income	<u>-</u>	<u>9,800</u>

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

21. Analysis of charitable funds

Unrestricted funds

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
General funds	49,734	51,992	(61,809)	–	39,917
Designated funds	20,000	–	–	–	20,000
	<u>69,734</u>	<u>51,992</u>	<u>(61,809)</u>	<u>–</u>	<u>59,917</u>

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
General funds	20,760	39,211	(737)	(9,500)	49,734
Designated funds	20,000	–	–	–	20,000
	<u>40,760</u>	<u>39,211</u>	<u>(737)</u>	<u>(9,500)</u>	<u>69,734</u>

Restricted funds

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
0 – 18 UK	25,810	110,600	(127,195)	–	9,215
0 – 4 Years	14,527	129,100	(127,522)	–	16,105
Wales	14,034	10,000	(12,102)	–	11,932
Love Reading	9,870	44,212	(31,524)	–	22,558
	<u>64,241</u>	<u>293,912</u>	<u>(298,343)</u>	<u>–</u>	<u>59,810</u>

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
0 – 18 UK	71,173	123,688	(158,551)	(10,500)	25,810
0 – 4 Years	–	62,450	(67,923)	20,000	14,527
Wales	7,347	18,166	(11,479)	–	14,034
Love Reading	–	43,900	(34,030)	–	9,870
	<u>78,520</u>	<u>248,204</u>	<u>(271,983)</u>	<u>9,500</u>	<u>64,241</u>

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2023

22. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	644	4,930	5,574
Current assets	<u>59,273</u>	<u>54,880</u>	<u>114,153</u>
Net assets	<u>59,917</u>	<u>59,810</u>	<u>119,727</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	859	4,336	5,195
Current assets	<u>68,875</u>	<u>59,905</u>	<u>128,780</u>
Net assets	<u>69,734</u>	<u>64,241</u>	<u>133,975</u>

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Management Information
Year ended 31 March 2023

The following pages do not form part of the financial statements.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Detailed Statement of Financial Activities
Year ended 31 March 2023

	2023 £	2022 £
Income		
Donations and legacies		
Donations	341,342	273,909
Government grant income	–	9,800
Membership subscriptions	419	399
	<u>341,761</u>	<u>284,108</u>
Charitable activities		
CS training income	739	2,193
Exam fees income	–	485
Miscellaneous income	3,085	242
	<u>3,824</u>	<u>2,920</u>
Investment income		
Bank interest receivable	319	387
	<u>319</u>	<u>387</u>
Total income	<u>345,904</u>	<u>287,415</u>
Expenditure		
Expenditure on charitable activities		
Wages and salaries	222,624	197,628
Pension costs	8,034	6,469
Repairs and maintenance	791	473
Insurance	2,698	2,470
Other establishment	13,216	13,216
Travel and subsistence	9,298	2,872
Legal and professional fees	11,221	11,329
Telephone	4,902	3,412
Other office costs	7,039	6,206
Depreciation	1,858	1,732
Other interest payable and similar charges	79	121
Subscriptions and licences	4,216	4,517
Info conference fees and charges	1,862	1,025
Publications and advertising	720	200
Exceptional costs of charitable activities	71,594	21,050
	<u>360,152</u>	<u>272,720</u>
Total expenditure	<u>360,152</u>	<u>272,720</u>
Net (expenditure)/income	<u>(14,248)</u>	<u>14,695</u>

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 31 March 2023

	2023 £	2022 £
Expenditure on charitable activities		
<i>Activities undertaken directly</i>		
Staff costs - wages/salaries	222,624	197,628
Staff costs - pension costs	8,034	6,469
Travel and subsistence	9,298	2,872
Freelance tutor fees, legal and accounts	5,090	4,701
Other office costs	3,347	2,259
Info conference fees and charges	1,862	1,025
Publications and advertising	720	200
	<u>250,975</u>	<u>215,154</u>
Support costs		
Repairs and maintenance	791	473
Insurance	2,698	2,470
Rent	13,216	13,216
Governance costs - accountancy fees	4,067	3,833
Governance costs - legal and other professional fees	720	720
Team and trustees' meetings	1,344	2,075
Telephone and broadband	4,902	3,412
Printing, postage and stationery	3,692	3,947
Governance costs - depreciation	1,858	1,732
Governance costs - other finance costs	79	121
Subscriptions and licences	4,216	4,517
	<u>37,583</u>	<u>36,516</u>
Exceptional costs of charitable activities		
Digital development	71,594	21,050
	<u>71,594</u>	<u>21,050</u>
Expenditure on charitable activities	<u>360,152</u>	<u>272,720</u>

Deaf Choices UK Limited

England & Wales - Charity number 279523

Accounts

COMPANY REGISTRATION NUMBER: 01477997
CHARITY REGISTRATION NUMBER: 279523

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Unaudited Financial Statements
31 March 2022



THOMAS WESTCOTT LLP

Chartered Accountants
Petitor House
Nicholson Road
Torquay
Devon
TQ2 7TD

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Financial Statements
Year ended 31 March 2022

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Cued Speech UK Limited

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2022

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2022.

Reference and administrative details

Registered charity name Cued Speech UK Limited

Charity registration number 279523

Company registration number 01477997

Principal office and registered office The Boatshed
Steamer Quay Road
Totnes
Devon
TQ9 5AL

The trustees

Mrs W Burton
Ms C Cottam (Retired 12 November 2021)
Mrs T Kirwin - McGinley
Mr K Orpin
Miss C Hardy
Mr P G Bowman
Ms S C Elumba-Hill
Mr G Allerton-Ross
Mr M J Evans
Mr P J Tuck (Retired 20 April 2021)
Ms V Henry-Macklin (Appointed 10 February 2022)

Company secretary Ms T Kirwin - McGinley and Mrs H W Burton

Independent examiner Sean R Smith FCA on behalf of
THOMAS WESTCOTT LLP Chartered Accountants
Petitor House
Nicholson Road
Torquay
Devon
TQ2 7TD

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Structure Governance and Management

Organisational Structure

The activities are governed by the Memorandum and Articles of Association. Charity members elect the Trustees who meet quarterly to oversee the work of the paid staff. At the end of the year there were 9 part-time employees, totalling 6 full time equivalents.

The Team consists of: -

- Henrietta Ireland – Executive Director
- Louise Creed – Business Manager
- Debbie Hawkes – Senior Administrator
- Cate Calder – Training Lead
- Mark Murton – Training co-ordinator
- Kathy Kenny – Lead Regional Family Advisor (South West region)
- Sagira Jetha – Regional Family Advisor Hertfordshire
- Kirsti – Regional Family Advisor South Wales (resigned from post 28th February 2022 and replaced by Julia Tomlinson April 2022)
- Carly Simpson – Regional Family Advisor North West

Investment Powers

Under the Memorandum and Articles of Association, the Charity has the power to make any investment which the Directors see fit.

Risk Management

The Trustees have assessed the major risks to which the Charity is exposed and in particular those that are affected by fluctuations in the financial position of the Charity and we are satisfied that systems are in place to mitigate the Charity's exposure to major risk.

Cued Speech Definition

Cued Speech is a visual/manual code for spoken languages that enables accurate lip reading. As a speaker says each word, they make handshapes near the face that replace the missing acoustic information for the deaf receiver.

CSUK Aim

Our aim is to ensure that all deaf children and adults are given full access to English or their home language through Cued Speech regardless of hearing loss; with this they can develop their language and literacy skills to reach their full potential socially, emotionally and economically.

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

CSUK's mission is to:

- inform, train and support families free of charge to Cue their spoken languages.
- inform, train and support professionals using Cued Speech and signpost others to it.
- to gain recognition through social media, publicity, and advocacy with the people, services and commissioning bodies with whom Cued Speech is most relevant and where outcomes can be most effective.

Through these actions we want to ensure deaf children and adults avoid the negative and life-long cognitive impairment, social isolation and academic failure caused by language deprivation.

Statement of Rights

A deaf child or adult has a fundamental right to:

- language and communication;
- receive a full education;
- succeed to their maximum potential regardless of disability;
- be safe.

These rights fit with the United Nations Convention on the Rights of the Child and are fundamental to the mission and aims of CSUK.

Statement of Aims

Over the next 3 years, CSUK will continue to increase on the number of referrals of babies 0 – 4 through the development of referral pathways from NHS Trust Audiology Departments and the delivery of a specialist six week programme for newly diagnosed deaf babies, called Choices.

Over the next 3 years we will continue to promote CSUK literacy and language resources which enable deaf learners to access literacy and language in education and social settings through the use of digital technology including the Avatar Cassie I-Cue, and other resources under the heading of "Love Reading." The intention is for CSUK to develop a trading arm, Cued Speech Trading, which will take revenue from the resources that are sold from the Love Reading range and which will then support the activities of the Charity.

Financial Review in Brief

2021 – 2022

CSUK started the financial year with low funds in the bank. Applications to Charitable Trusts had been delayed due to Covid and some funding streams such as Henry Smith, who funds our Regional Family Advisor posts, had come to the end of its term without the possibility to reapply until our final report to them was sent so that there was a hiatus in income of around 6 months.

With the approval of the Trustees, the Charity worked hard to raise income through funding applications in the first quarter and through the flexible furlough scheme for those staff that wished to be considered in the first and second quarters ending in September, this allowed time for applications to be processed while reducing expenditure. It was with great relief that a number of strategic applications were successful, Henry Smith, Foyle Foundation, Sylvia Adams Charitable Trust, and Garfield Western in addition to successful Standard Appeals. Project funding for Love Reading was also successful which meant that the Charity ended the financial year in a strong position.

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Financial Review in Brief *(continued)*

Looking ahead to 2022/23, CSUK will need to raise more funds to cover the expansion of their team and their resources.

Our solution is to drive forward a marketing and publicity campaign in order to generate public and commercial interest in our digital literacy resources. Our aim is for this to provide a secondary income for the Charity beyond funding applications to Trusts, which currently funds around 85% of our activities. Over-reliance on one income stream increases our vulnerability and we therefore feel that it is prudent to generate and develop alternative income sources.

Activities

In total for the year April 1st 2021 to end March 2022, we have delivered the following activities:

- CSUK attended and presented at 11 online deaf-related events;
- Delivered 2 workshops;
- Delivered 4 group licenses for the CSUK 6-week Online Foundation Training;
- The CSUK Training Lead has delivered 30 Cue-Reading sessions;
- CSUK Regional Family Advisors have delivered our parent and child Cued Speech training and support package through 159 home visits and 140 Zoom virtual visits;
- CSUK Regional Family Advisors delivered 78 playgroup sessions for parents of deaf children;
- The CSUK Training Lead and the Lead Family Advisor supported 4 schools that are using CS with their children to access literacy; and
- The Lead Regional Family advisor delivered 'Learn to Cue' sessions at one school for 14 students.

The CSUK core team developed and disseminated 16 Cued Speech Videos including:

- 10 Learn-to-Cue videos including View It, Cue it and Mini Challenge Videos and Important Days;
- 2 Songs;
- 3 Stories; and
- 1 Educational video from a patron – Helen Willis.

Digital Data

Face book 2021 - 2022			
Total Reach	Total Engagements	Average Reach	Average Engagements
42421	5443	934.64	123.78

Instagram 2021 - 2022	Instagram 2020 - 2021
23 Videos and posts	43
425 Views	882
67 Likes	124

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

The Impact of Core Funds

CSUK are a small team with only six full-time equivalent employees and yet we manage several projects and activities which meet the needs of our beneficiaries. This can only be achieved through successful team management, collaboration and efficient administration. Core funds support our administrative team to achieve this through managing family referrals and training referrals, updating our media platforms and reporting to our benefactors via the generation of newsletters and reports including the Annual Report and Impact Report.

Core funds supported CSUK to deliver projects and activities across the UK so that every deaf child has had the opportunity to have access to CS resources.

Conclusion.

Our aspirational plans for growth will mean that we will need to increase our income by 70% in the next financial year if we are to achieve our aims and delivery. CSUK will need to be creative and focused around income generation while continuing to minimize our risks through financial planning with the Trustees. We have agreed with Trustees to only extend our capacity and delivery if we can assure that we have the funds to cover our aspirational growth.

Financial review

Income

Total income received in 2021/22 was £287,415, of which £284,108 was donated by charitable trusts, companies and individuals. The remaining £3,307 included tuition fees and charges, membership subscriptions and investment income.

Expenditure

Total expenditure was £272,720.

Reserves

Income exceeded expenditure by £14,695 resulting in increase in funds from £119,280 to £133,975, of which £64,241 is restricted to specific work.

The Association's policy is to hold a designated reserve of £20,000 and in addition, operating reserves equivalent to not less than three months' expenditure. The balances held at 31 March 2022 met that requirement.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on and signed on behalf of the board of trustees by:



Ms C Hardy
Chairperson

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Cued Speech UK Limited

Year ended 31 March 2022

I report to the trustees on my examination of the financial statements of Cued Speech UK Limited ('the charity') for the year ended 31 March 2022.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements 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 the 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.

Independent examiner's statement

Since the charity's gross income exceeded £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 (ICAEW), 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:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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 financial statements 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.



Sean R Smith FCA on behalf of
THOMAS WESTCOTT LLP
Chartered Accountants
Independent Examiner

Petitor House
Nicholson Road
Torquay
Devon
TQ2 7TD

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)

Year ended 31 March 2022

		Unrestricted funds	2022 Restricted funds	Total funds	2021 Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	5	38,617	245,491	284,108	262,657
Charitable activities	6	207	2,713	2,920	12,083
Investment income	7	387	–	387	–
Total income		<u>39,211</u>	<u>248,204</u>	<u>287,415</u>	<u>274,740</u>
Expenditure					
Expenditure on charitable activities	8,9	737	271,983	272,720	286,682
Total expenditure		<u>737</u>	<u>271,983</u>	<u>272,720</u>	<u>286,682</u>
Net income/(expenditure) and net movement in funds					
		<u>38,474</u>	<u>(23,779)</u>	<u>14,695</u>	<u>(11,942)</u>
Transfers between funds		(9,500)	9,500	–	–
Net movements in funds		28,974	(14,279)	14,695	(11,942)
Reconciliation of funds					
Total funds brought forward		40,760	78,520	119,280	131,222
Total funds carried forward		<u>69,734</u>	<u>64,241</u>	<u>133,975</u>	<u>119,280</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 9 to 19 form part of these financial statements.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Statement of Financial Position
31 March 2022

	Note	2022 £	£	2021 £
Fixed assets				
Tangible fixed assets	15		5,195	4,254
Current assets				
Stocks	16	743		743
Debtors	17	3,709		3,783
Cash at bank and in hand		132,248		117,550
		<u>136,700</u>		<u>122,076</u>
Creditors: amounts falling due within one year	18	7,920		7,050
Net current assets			<u>128,780</u>	<u>115,026</u>
Total assets less current liabilities			<u>133,975</u>	<u>119,280</u>
Net assets			<u>133,975</u>	<u>119,280</u>
Funds of the charity				
Restricted income funds:				
Other restricted income funds			64,241	78,520
Unrestricted funds			69,734	40,760
Total charity funds	21		<u>133,975</u>	<u>119,280</u>

For the year ending 31 March 2022 the charity 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 provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 20th September 2022 and are signed on behalf of the board by:



Ms C Hardy
Chairperson

The notes on pages 9 to 19 form part of these financial statements.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements
Year ended 31 March 2022

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is The Boatshed, Steamer Quay Road, Totnes, Devon, TQ9 5AL.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2022

3. Accounting policies *(continued)*

Incoming resources

Income

All income is included in the statement of financial activities when the charity is entitled to the income, any performance related conditions attached have been met or are fully within the control of the charity, the income is considered probable and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Donations and legacy income is received by way of donations, legacies, grants and gifts and is included in full in the Statement of Financial Activities when receivable. Where legacies have been notified to the charity but the criteria for income recognition have not been met, the legacy is treated as a contingent asset and disclosed if material. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the charity, being the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market.

Investment income is included when receivable.

Income from charitable trading activity is accounted for when earned.

Resources expended

Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

Costs of raising funds comprise the costs associated with attracting donations, grants and legacies and the costs of trading for fundraising purposes.

Charitable expenditure comprises those costs incurred by the charity 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.

Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis, as set out in the notes to the accounts.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2022

3. Accounting policies *(continued)*

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings - 25% reducing balance

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Stocks

Stocks are measured at the lower of cost and estimated selling price less costs to complete and sell. Cost includes all costs of purchase, costs of conversion and other costs incurred in bringing the stock to its present location and condition.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2022

3. Accounting policies *(continued)*

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the charity will comply with the conditions attaching to them and the grants will be received.

Where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2022

3. Accounting policies *(continued)*

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

Cued Speech Association UK is a company limited by guarantee and accordingly does not have a share capital.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	38,218	235,691	273,909
Grants			
Government grant income	–	9,800	9,800
Subscriptions			
Membership subscriptions	399	–	399
	<u>38,617</u>	<u>245,491</u>	<u>284,108</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations	39,911	214,827	254,738
Grants			
Government grant income	–	7,470	7,470
Subscriptions			
Membership subscriptions	449	–	449
	<u>40,360</u>	<u>222,297</u>	<u>262,657</u>

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2022

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Contracted out staff	–	–	–
CS training income	108	2,085	2,193
Exam fees income	84	401	485
Miscellaneous income	15	227	242
	<u>207</u>	<u>2,713</u>	<u>2,920</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Contracted out staff	918	6,885	7,803
CS training income	951	2,391	3,342
Exam fees income	64	213	277
Miscellaneous income	265	396	661
	<u>2,198</u>	<u>9,885</u>	<u>12,083</u>

7. Investment income

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Bank interest receivable	387	387	–	–

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Charitable activity costs	293	214,861	215,154
Support costs	444	36,072	36,516
Exceptional costs of charitable activities	–	21,050	21,050
	<u>737</u>	<u>271,983</u>	<u>272,720</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Charitable activity costs	12	235,774	235,786
Support costs	454	32,442	32,896
Exceptional costs of charitable activities	–	18,000	18,000
	<u>466</u>	<u>286,216</u>	<u>286,682</u>

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2022

9. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2022 £	Total fund 2021 £
Charitable activity costs	215,154	–	215,154	235,786
Governance costs	–	36,516	36,516	32,896
Exceptional cost of charitable activities	21,050	–	21,050	18,000
	<u>236,204</u>	<u>36,516</u>	<u>272,720</u>	<u>286,682</u>

10. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2022 £	2021 £
Depreciation of tangible fixed assets	<u>1,732</u>	<u>1,418</u>

11. Independent examination fees

	2022 £	2021 £
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>3,833</u>	<u>3,914</u>

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2022 £	2021 £
Wages and salaries	197,628	207,830
Employer contributions to pension plans	<u>6,469</u>	<u>6,748</u>
	<u>204,097</u>	<u>214,578</u>

The average head count of employees during the year was 9 (2021: 10). The average number of full-time equivalent employees during the year is analysed as follows:

	2022 No.	2021 No.
Number of staff	<u>9</u>	<u>9</u>

No employee received employee benefits of more than £60,000 during the year (2021: Nil).

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2022

13. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

14. Transfers between funds

During the year £9,500 was transferred from Unrestricted Funds to Restricted Funds.

15. Tangible fixed assets

	Fixtures and fittings £	Total £
Cost		
At 1 April 2021	16,848	16,848
Additions	2,673	2,673
At 31 March 2022	<u>19,521</u>	<u>19,521</u>
Depreciation		
At 1 April 2021	12,594	12,594
Charge for the year	1,732	1,732
At 31 March 2022	<u>14,326</u>	<u>14,326</u>
Carrying amount		
At 31 March 2022	<u>5,195</u>	<u>5,195</u>
At 31 March 2021	<u>4,254</u>	<u>4,254</u>

16. Stocks

	2022 £	2021 £
Raw materials and consumables	<u>743</u>	<u>743</u>

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2022

17. Debtors

	2022	2021
	£	£
Amounts owed by undertakings in which the charity has a participating interest	300	300
Prepayments and accrued income	2,531	2,445
Other debtors	878	1,038
	<u>3,709</u>	<u>3,783</u>

18. Creditors: amounts falling due within one year

	2022	2021
	£	£
Accruals and deferred income	2,650	2,592
Social security and other taxes	4,130	3,392
Other creditors	1,140	1,066
	<u>7,920</u>	<u>7,050</u>

19. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £6,469 (2021: £6,748).

20. Government grants

The amounts recognised in the financial statements for government grants are as follows:

	2022	2021
	£	£
Recognised in income from donations and legacies:		
Government grants income	<u>9,800</u>	<u>7,470</u>

During the year the charity was a recipient of economic benefits as a result of participating in the UK Government's Coronavirus Job Retention Scheme. The total funds recognised on an accrual basis from the UK Government during the year was £9,800.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

21. Analysis of charitable funds

Unrestricted funds

	At 1 April 2021	Income £	Expenditure £	Transfers £	At 31 March 2022 £
General funds	20,760	39,211	(737)	(9,500)	49,734
Designated funds	20,000	–	–	–	20,000
	<u>40,760</u>	<u>39,211</u>	<u>(737)</u>	<u>(9,500)</u>	<u>69,734</u>

	At 1 April 2020	Income £	Expenditure £	Transfers £	At 31 March 2021 £
General funds	20,668	42,558	(466)	(42,000)	20,760
Designated funds	20,000	–	–	–	20,000
	<u>40,668</u>	<u>42,558</u>	<u>(466)</u>	<u>(42,000)</u>	<u>40,760</u>

Restricted funds

	At 1 April 2021	Income £	Expenditure £	Transfers £	At 31 March 2022 £
0 - 18 UK	71,173	123,688	(158,551)	(10,500)	25,810
0 – 4 Years	-	62,450	(67,923)	20,000	14,527
Wales	7,347	18,166	(11,479)	–	14,034
Love Reading	-	43,900	(34,030)	–	9,870
	<u>78,520</u>	<u>248,204</u>	<u>(271,983)</u>	<u>9,500</u>	<u>64,241</u>

	At 1 April 2020	Income £	Expenditure £	Transfers £	At 31 March 2021 £
0 – 18 UK	60,718	211,256	(242,727)	41,926	71,173
Hertfordshire	8,988	8,586	(17,648)	74	-
Wales	20,316	3,000	(15,969)	–	7,347
North East	532	9,340	(9,872)	–	-
	<u>90,554</u>	<u>232,182</u>	<u>(286,216)</u>	<u>42,000</u>	<u>78,520</u>

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2022

22. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	859	4,336	5,195
Current assets	68,875	59,905	128,780
Net assets	<u>69,734</u>	<u>64,241</u>	<u>133,975</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	1,146	3,108	4,254
Current assets	39,614	75,412	115,026
Net assets	<u>40,760</u>	<u>78,520</u>	<u>119,280</u>

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Management Information
Year ended 31 March 2022

The following pages do not form part of the financial statements.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Detailed Statement of Financial Activities *(continued)*
Year ended 31 March 2022

	2022	2021
	£	£
	2022	2021
	£	£
Income and endowments		
Donations and legacies		
Donations	273,909	254,738
Government grant income	9,800	7,470
Membership subscriptions	399	449
	<u>284,108</u>	<u>262,657</u>
Charitable activities		
Contracted out staff	–	7,803
CS training income	2,193	3,342
Exam fees income	485	277
Miscellaneous income	242	661
	<u>2,920</u>	<u>12,083</u>
Investment income		
Bank interest receivable	387	–
	<u>387</u>	<u>–</u>
Total income	<u>287,415</u>	<u>274,740</u>
Expenditure		
Expenditure on charitable activities		
Wages and salaries	197,628	207,830
Pension costs	6,469	6,748
Repairs and maintenance	473	1,814
Insurance	2,470	2,662
Other establishment	13,216	9,912
Motor vehicle expenses	2,872	2,624
Legal and professional fees	11,329	15,851
Telephone	3,412	4,838
Other office costs	6,206	9,878
Depreciation	1,732	1,418
Interest on bank loans and overdrafts	–	6
Other interest payable and similar charges	121	69
Subscriptions and licences	4,517	3,851
Info conference fees and charges	1,025	(171)
Info freelance staff	–	852
Publications and advertising	200	500
Exceptional costs of raising donations and legacies	21,050	18,000
	<u>272,720</u>	<u>286,682</u>
Total expenditure	<u>272,720</u>	<u>286,682</u>
Net income/(expenditure)	<u>14,695</u>	<u>(11,942)</u>

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 31 March 2022

	2022 £	2021 £
Expenditure on charitable activities		
<i>Activities undertaken directly</i>		
Staff costs - wages/salaries	197,628	207,830
Staff costs - pension costs	6,469	6,748
Motor vehicle expenses	2,872	2,624
Freelance tutor fees, legal and accounts	4,701	11,307
Other office costs	2,259	6,090
Interest on bank loans and overdrafts	-	6
Info conference fees and charges	1,025	(171)
Info freelance staff	-	852
Publications and advertising	200	500
	<u>215,154</u>	<u>235,786</u>
Governance costs		
Repairs and maintenance	473	1,814
Insurance	2,470	2,662
Rent	13,216	9,912
Governance costs - accountancy fees	3,833	3,914
Governance costs - legal and other professional fees	720	630
Team and trustees' meetings	2,075	-
Telephone and broadband	3,412	4,838
Printing, postage and stationery	3,947	3,788
Governance costs - depreciation	1,732	1,418
Governance costs - other finance costs	121	69
Subscriptions and licences	4,517	3,851
	<u>36,516</u>	<u>32,896</u>
Exceptional costs of charitable activities		
Activities undertaken directly (exceptional costs of charitable activities)	21,050	18,000
	<u>272,720</u>	<u>286,682</u>
Expenditure on charitable activities		

See
what Cued
Speech UK is
saying...



**ANNUAL REPORT
2021 - 2022**

CUED SPEECH UK

**Makes spoken language visible for
deaf babies, children and adults**

The Boatshed, Steamer Quay, Totnes, Devon TQ9 5AL

info@cuedspeech.co.uk • www.cuedspeech.org.uk • 01803 712853

Registered with the Charity Commission of England and Wales No. 279523.

A Company Limited by Guarantee No. 1477997



Makes spoken language
visible for deaf babies,
children and adults

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AIM

Our Mission is to ensure that all deaf children and adults are given full access to English or their home language through Cued Speech regardless of hearing loss; with this they can develop their language and literacy skills to reach their full potential socially, emotionally and economically.

OBJECTIVE

- To inform, train and support families free of charge to Cue their spoken languages.
- To inform, train and support professionals using Cued Speech and signpost others to it.
- To gain recognition through social media, publicity, and advocacy with the people services and commissioning bodies with whom Cued Speech is most relevant and where outcomes can be most effective.

STATEMENT OF RIGHTS

A deaf child or adult has a fundamental right to:

- language and communication;
- receive a full education;
- succeed to their maximum potential regardless of disability;
- be safe.

These rights fit with the United Nations Convention on the Rights of the Child and are fundamental to the mission and aims of CSUK.

Cued Speech UK

The Boatshed, Steamer Quay
Totnes, Devon TQ9 5AL
Telephone 01803 712853
info@cuedspeech.co.uk

www.cuedspeech.org.uk

Registered with the Charity Commission
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A Company Limited by Guarantee No. 1477997.

WHAT IS CUED SPEECH?

It takes just 20 hours to learn to Cue. Cueing puts language in your hands and gives your deaf child language and literacy for life.

Cued Speech is a manual system, using eight handshapes in four positions near the mouth which represents the 44 phonemes (sounds) used in the English language. You Cue in 'real time' as you speak and talk normally to clarify lip patterns to assist lip reading. With Cued Speech, lip reading levels can increase from about 35% to 96% accuracy, enabling deaf children and adults to see speech and so perceive and understand (one comes before the other) complete spoken language.

You can help your deaf baby or child SEE every word that you say as clearly as a hearing child hears words.

Over 90% of deaf children are born to hearing families who use spoken languages in the home. If the hearing family learn to Cue, their deaf babies and children can see what they are saying and develop a fluent mental model of the home language. Over time this supports social and emotional growth and increasingly sophisticated thinking and communication which is vital for achieving full potential in all areas of life.

Cued Speech Chart British English

Rule 1
Consonants on their own: Side placement



Rule 2
Vowels on their own: Handshape 5



Rule 3
Consonant followed by a vowel: **TO GE THER**



/zh/	/th/	/h/		/t/	/w/	/TH/	/y/	/ee/	/e/	/put/	/far/	/ay/	/ear/	/air/	/oh/
/p/	/k/	/s/	/b/	/m/	/L/	/g/	/ng/	/aw/	/o/	/it/	/tur/	/oy/	/moor/		
/d/	/z/	/r/	/n/	/f/	/sh/	/j/	/ch/	/up/	/oo/	/at/	/uh/				
1.	2.	3.	4.	5.	6.	7.	8.	Mouth	Chin	Throat	Side SFRSD				

Handshapes (1-8) and **Placements** (Mouth, Chin, Throat, Side SFRSD)

Two Placements
(Always end with handshape 5)



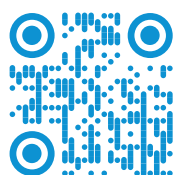
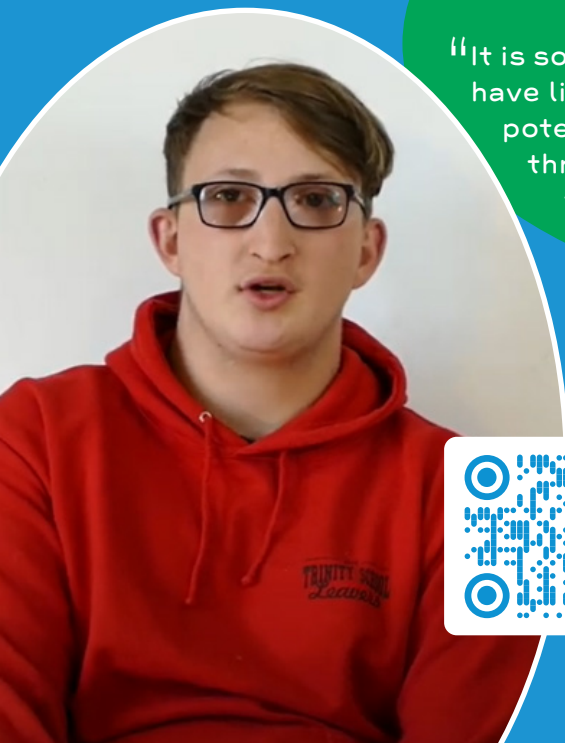
Makes spoken language visible for deaf babies, children and adults

WHY DO WE NEED CUED SPEECH?

- Cued Speech enhances the ability to lip read.
- With Cued Speech you can talk to your deaf child right from the start.
- Cueing the home language enables deaf children to be fully included in family life.
- Cued Speech use is inclusive - it helps deaf children get the best out of their hearing aids or cochlear implants and works very well bilingually with British Sign Language (BSL).
- Cued Speech provides access to a full and rich first language on which you can build other languages including British Sign Language.
- Cued Speech can be used in many languages.
- With Cued Speech deaf children can achieve age-appropriate reading levels.
- CSUK aspires to a model of deaf inclusion and equal opportunities where every deaf child and young person has the language and literacy to thrive at home, school and the work-place.
- Cued Speech can be learnt in 20 hours or less.
- Cued Speech enables two-way communication and can easily be used alongside signing.
- Cueing will give you a safety-net to keep communication flowing while waiting for hearing aids or implants and at all those times when listening is not possible.
- Cueing can be used to support the development of good listening skills.
- Cueing can help the deaf child to pronounce words clearly and correctly.

Parent Quote: "Even where a deaf child has cochlear implants, Cued speech is needed to clarify some sounds. Parents need to be empowered to give their child the very best for a successful future in which their child is not socially disadvantaged."

"It is so important for a parent of a deaf child to have hope and not to have limits. A deaf child can and should be supported to fulfil their potential. Hope for language and literacy is brought to fruition through CS. As parents (of a deaf child) we need to be able to give our children what we can, it takes away the fear and the darkness."



Watch: One deaf person's journey seeing the English language.

Use your smartphone's camera app to focus on this QR Code and follow the link when it appears.

THE CUED SPEECH UK TEAM

CSUK have a highly dedicated and enthusiastic team who are committed to supporting parents and hearing professionals, and creating life-changing opportunities for deaf babies and children.

The CSUK staff team consists of 9 part-time members of staff (5.5 FTE) and is managed by the Executive Director. Some of the team are based at our registered office in Totnes, Devon and our Cued Speech Regional (family) Advisors are based in Wales, Hertfordshire hosted by the Local Authority and peripatetically in Tyneside.

Employees come with a range of skills and knowledge. All trainers have the City and Guilds certificate in Adult Education and all employees are trained to level 3 in Safeguarding Children and have three-yearly enhanced DBS checks. The team has regular supervision from team leads on a bi-monthly basis and managers have annual appraisals from a Trustee experienced in staff management. Every employee is given a staff handbook which outlines our Charity policies and procedures.

Cued Speech UK Management and Governance Structure

We have nine Trustees who oversee the management and delivery of CSUK, bringing personal and professional experience. We have parents and grandparents who have used Cued Speech with their children, two Trustees bring business management experience, we have a deaf adult with a cochlear implant and representatives from a hearing impairment service and a retired NHS



Henrietta Ireland
Executive Director, Totnes Office



Louise Creed
Office Manager,
Totnes Office



Cate Calder
Training Lead,
Exeter-based



Kathy Kenny
Lead Cued Speech
Regional Adviser,
Devon/Cornwall



Debbie Hawke
Senior Team
Administrator,
Totnes Office



Mark Murton
Fundraising & Administrative
Assistant, Totnes Office



Sagira Jetha
Cued Speech
Regional Adviser,
Herts/Barnet



Julia Tomlinson
Cued Speech
Regional Adviser,
South Wales



Carly Simpson
Cued Speech
Regional Adviser,
North East

Cue Tutors:

Huge thanks to our expanding team of CueTutors, who are expertly supporting learners and responding to the demand for Cued Speech in the UK

Consultants:

Nick Gornall, Web Design
Harrison Pidgeon, Graphic Design
Nicki Bidgood, Human Resources
Tobin Broadbent, Illustrator

Consultant. All Trustees apply with a full CV and two references and are interviewed by the Executive Director and another Trustee; they are voted in on their first meeting by the full Board. All Trustees have Level 1 Safeguarding training and an Enhanced DBS check. The Charity holds and the Trustees work in line with their Articles of Association.



Makes spoken language visible for deaf babies, children and adults

RESEARCH AND COLLABORATIVE PROGRESS

While we have had encouraging conversations with University College London and Manchester University about future Cued Speech focused MSc projects, the impact of Covid restrictions and the use of facemasks, particularly within education, has meant that researchers have had to postpone or cancel their efforts in the last year. We hope to have better news in the next report.

Cued Speech: Evolving Evidence 1968–2018”
Stephanie J. Gardiner-Walsh, Karla Giese & Timothy P. Walsh (2020), Deafness & Education International.

“Over the past 50 years since the inception of Cued Speech, there has been a shift in the focus of the available research. The early research shows the focus of CS was originally on speech and lipreading.

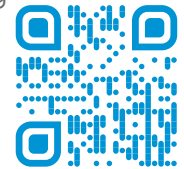
While some of the more recent research does highlight the support that CS lends to speech/lipreading, other recent research looks at using CS to fill in gaps that the CI cannot fully perceive. In the recent two decades, research has shifted to a focus on the benefits of CS and literacy, specifically spelling, comprehension, vocabulary and phonological awareness (PA). PA has been determined by the U. S. National Reading Panel to be one of several key components of developing strong literacy skills. Given that the process of developing PA of a spoken language is through the air (audition), this emerging initial research lends support to the use of CS as a visual mode to access the phonemes of spoken languages, allowing for a medium to transfer from the spoken word to print.

In short, while the use of CS as a means of access to a spoken language and the resulting research is not prevalent in the U.S., several European countries have shown promising results in using CS to support both expressive and receptive language, as well as literacy development. Research would

benefit from exploring the transferability of study results between languages. Lastly, there need to be gains worldwide in the areas of identification, services, and identity to ensure equity for CS users.”

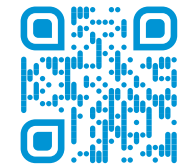
“Cued Speech: Evolving Evidence 1968–2018”

Stephanie J. Gardiner-Walsh,
Karla Giese & Timothy P.
Walsh (2020), Deafness &
Education International.



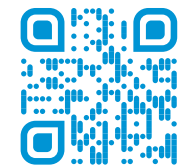
“Early Communication Development of Children with Auditory Brainstem Implants”

Laurie S Eisenberg, Dianne Hammes Ganguly, Amy S Martinez, Laurel M Fisher, Margaret E Winter, Jamie L Glaser, Debra K Schrader, Janice Loggins, Eric P Wilkinson, and Los Angeles Paediatric ABI Team, Keck School of Medicine of the University of Southern California (2018)



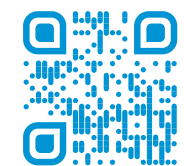
“Cued Speech and the Development of Reading in English: Examining the Evidence”

June 2017, Journal of Deaf Studies and Deaf Education, Beverly J. Trezek.



“The Neural Basis of Speech Perception through Lipreading and Manual Cues: Evidence from Deaf Native Users of Cued Speech”

Aparicio, M., Peigneux, P., Charlier, B., Balériaux, D., Kavec, M. and Leybaert, J. (2017)



LANGUAGE AND LITERACY FOR LIFE 0-18

Dr Orin Cornett created the system of Cued Speech in 1966 while working at Gallaudet University in Washington DC.

Reporting on Love Reading

Our project 'Love Reading,' currently consists of three resources specifically designed for deaf children and was adapted from an idea proposed by one of our CSUK support teachers, while she was working in the Deaf Education Centre at Eggbuckland School Plymouth. Prior to 2020, First Covid Lockdown, she had been using an early reader range developed by a Publishing Company called Dandelion books and she had been 'seeing, saying, cueing,' the stories with the deaf children that she was working with, Cueing, and sounding out the phonic progression found in each book. However, the books were not specifically designed for deaf users and it soon became apparent that there weren't any books designed with deaf readers in mind and containing a fully inclusive range of characters. 'Inclusion' is paramount in education and yet deaf children are failed right from the start in that literacy learning has not been developed to meet the needs of deaf children.

Deaf children are falling behind their hearing peers and research shows that the gap between them will now take 21 years to close (NDCS, 2020).

Every parent of a deaf child wants equal opportunities and the best outcomes in education and for life for their child. Deaf children want to be able to feel included in their family and community and to be able to access language and literacy comparable to their hearing peers.

Research into deaf children and their language and literacy outcomes finds that 90% of deaf children are born to hearing parents, 2400 deaf children a year enter mainstream schools at age 4. There are almost 49,000 children with permanent hearing loss. (CRIDE 2020)

Further evidence of the poor outcomes experienced by deaf children is provided by Harris, Terleksi and Kyle 2017a, "Deaf children's reading levels remain unchanged, despite enhanced technology."



When deaf children are not able to fully access visual or acoustic communication signals, they are faced with many lasting effects - cognitive delays, mental health challenges, and limited literacy are just a few of these. Hall 2017 suggests that, "permanent brain changes may occur when children are not able to access any language fully during their critical early years."

The Coronavirus has compounded these problems, impacting heavily on the education of deaf children who for example, receive on average an entire GCSE grade less than their hearing peers.



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In response to this, over the period 2021 – 2022, CSUK in partnership with a Software and design company called Robotica Machine Learning have developed a range of products and resources which encourage and support deaf learners to access literacy. The collaboration between Robotica and CSUK will enable all deaf children to access language and literacy in line with their hearing peers. CSUK and Robotica have developed an avatar, Cassie, who can respond to speech, either recorded or live by 'transliterating' the spoken word into Cued English, with captions, accurate lip patterns and a cueing arm. The range of avatars has been further developed to include support for other visual languages such as BSL, and other signing systems such as Makaton and Sign-Supported-English.

Our work together over the last year has moved from Kathy, a simplistic cartoon character, the minimum viable product, who could cue in response to text through two further iterations to become Cassie as she is now and who is still in development using the latest technology software. Using Cassie embedded in CSUK resources for literacy and language CSUK have devised and developed;

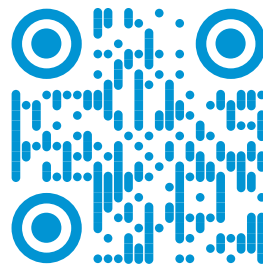
Nan in the Van

Nan in the Van,¹ is a reading range of phonic books designed to meet the requirements set by Department of Education. The series is developed specifically with deaf children in mind with a diverse range of characters including a deaf child.. The books are colourful, engaging and vividly illustrated by our own illustrator. They will be the only books developed specifically for deaf children in the UK.



Our prototype book is ready to disseminate to schools so that we can review the outcomes and improve the presentation before releasing the full series in September 2022 at the beginning of the academic year.

The first series of books are aimed at pre school and primary aged deaf children, however future series will include Easy Readers for older children.



Nan in the van prototype

Use your smartphone's camera app to focus on this QR Code and follow the link when it appears.

Cued Stories

Health Benefits of Reading to Children
By Stephanie Nicola Medically Reviewed
by Jabeen Begum, MD on November 05, 2021

Reading to children has both immediate and far-reaching benefits. Reading together not only improves language skills, literacy, and brain development. It also forges a deeper connection between you and your child.

Reading together helps to:

- build language skills. When you read books, you'll be reading words you don't typically use in everyday conversations.
- connect with your child. Sharing creates special memories and helps kids associate reading with something positive.
- develop the brain. Access to spoken language helps with brain development, even before children are able to talk.
- improve literacy. Reading to a child improves their future reading skills and fosters a love of reading.

Given the above, CSUK feel that it is of paramount importance that deaf children are offered the same opportunities as hearing children for story-time.

We have had permission from a number of authors to cue their stories. Over the last year we have made them available for deaf children and their parents as online films. They support story-time and learning to Cue and have helped a number of families with deaf children to access reading while the children were at home.

uCUE.

In the last year we have developed uCUE Bronze.

This resource is a digital support for learning to Cue and supporting literacy skills. Bronze level – See it, Cue it, Say it, is ready for dissemination and will be part of the package delivered to schools. Bronze level is free to schools and families and will be used as pilot for trialling the software. Recommendations from users will be incorporated into our next game.

iCUE

The jewel in the CSUK Crown. iCUE will give deaf people the freedom to access spoken language in the same way as hearing people through a transliterating avatar. This year we have perfected the performance of Cassie, putting detail into her Cued speech accuracy and into her appearance. iCUE is ready to go into trial with a young person moving from Primary to Secondary Education in September 2022.





Makes spoken language visible for deaf babies, children and adults

EXECUTIVE DIRECTORS REPORT

Reporting Report for Year March 2021 - 2022

Our aim is for all deaf babies, children, and adults to be given full access to English or their home language through Cued Speech (CS) regardless of hearing ability. With this they can develop their language and literacy skills to reach their full potential socially, emotionally, and economically.

Income received from our benefactors is used to support our two streams of work. Core funding is used to maintain the core services integral to the Charity's function.

CSUK have two main areas/streams of work:

- working with the Parents of Deaf Babies and Children aged 0 – 4.
- language and Literacy for Life for Deaf Children aged 0 – 18.

Within these two areas we have four projects which support the outcomes for deaf children.

Our Projects:

- 1. Supporting Families** through the delivery of family interventions by our Regional Family Advisors in Wales, Hertfordshire, Newcastle and North Yorkshire and the Southwest Peninsular. The family interventions include one-to-one support, online training and online and hard copy resources including Cued stories and games for children.
- 2. Training in Cued Speech** for the parents, professionals and other adults who support a deaf child.
- 3. Love Reading for Deaf Children** comprising 10 Cued Speech animated

online books (Nan-in-a-Van) for deaf babies/children and visual learners. Written in line with current phonic systems used in schools.

4. CSUK Digital Innovation which includes 'Cassie iCUE', an avatar that provides visual language such as Cued Speech in response to speech using voice recognition technology and uCUE, our 'See/Cue/Read' resource which supports learning to Cue and accessing literacy for adults and children.

The outcomes against which we measure the success of our activities are:

1. Deaf babies/children will demonstrate an increased understanding and use of English – at single word level (vocabulary expansion) and sentence level - and will demonstrate the ability to apply this increased understanding of English to reading and writing skills.
2. Deaf babies/children will experience increased self-esteem and confidence for life and learning
3. Deaf babies/children will demonstrate greater participation in family and school life.

How we monitor Outcomes

We monitor every session with a deaf child or family on our database. With this information we can calculate the exact nature of the intervention and its context, for example training, support or group intervention. The numbers of recorded sessions are accurate and provide us with analytical data which we use to compare and improve our delivery year-on-year.

CSUK collect quantitative data through questionnaires given to the family, and qualitative data is collected through observations by the Regional Family Advisor (RFA), the family and other professionals supporting the deaf child.

The questionnaire is used to take a 'base-line' assessment of the child in our outcome areas, at the point at which we first engage with the family. We re-assess every 6 months; the results are recorded on our Social Impact Tracking software, which is the same as the outcomes star approach.

We assess change on a score of 0 to 5 in three areas - social and family participation, language and literacy development and self-confidence.

Scores taken at six months and six-monthly thereafter, are quantified thus:

- 0 - no change,
- 1 - insignificant change,
- 2 - some change,
- 3 - adequate change,
- 4 - good levels of change
- 5 - significant change

We collect qualitative outcomes from evidence statements from the families and the professionals working with the children. RFAs use observation sheets and we use social media, videos and interviews with families. All assessments are done on an individual basis to take account of the developmental age of the child and the amount of CS each child has received in the 3 key areas above.

We will contact schools who are using Cued Speech to give us their key performance indicators for literacy and language for deaf learners.

We use our data to shape our practice and delivery, identifying the reason for little or no change in order to improve our interventions.

Significant progress will indicate that a family or other adults supporting the deaf child have consistently used CS thus creating a significant difference to the outcomes of the child.

Some progress often indicates that a parent is just beginning on the CS journey, therefore we do not have enough progressive data to put it into the "significant" category. Alternatively, their progress may have been interrupted by illness or other life events

No progress is an indication that some parents can find it too challenging to learn to Cue, or sometimes they start the learning journey but then opt for a different intervention or mode of communication such as signing. Others may give up learning because of changing circumstances in their lives.



Makes spoken language visible for deaf babies, children and adults

WHAT HAVE WE ACHIEVED

We have been able to evidence the outcomes of 318 deaf babies/children who have benefited directly from the engagement of CS practitioners.

Our work will have helped many more deaf children vicariously via indirect engagement with professionals or through available online CS resources which we have been unable to monitor and evidence. For example, we calculate that training 1 professional will potentially lead to many deaf children receiving CS interventions from that trained professional, which we are unable to monitor.

The Difference our Work has made Greater family participation

Many deaf children are isolated within their families (and all other social contexts) because with limited hearing support and without a visual language such as CS, they may struggle to articulate and express their thoughts, feelings and emotions. Through interviews and our questionnaires with the parents whom we support, CSUK are able to evidence that many deaf children find it difficult to participate in family conversations and activities. In contrast, parents who use CS with their deaf infant or children are able to include their child in many more family activities and conversations.

Of the 318 deaf babies and children with whom CSUK have worked directly over the period 2021-2022:

37.4% - 119 - demonstrated significant progress.

E's Grandfather told me, "E's confidence in new situations and around his peers has really improved. He will now play happily with and around his peers and approach adults to interact."

A Dad told us, "Kathy Cued the whole story to baby J. J watched and

engaged throughout, her eyes wide open and her little hand kept reaching out to Kathy as she Cued. Previously, keeping J's attention at story time was challenging and she would quickly lose attention."

S's mother reported, "Cueing to S is helping her to see the sounds she misses when she speaks. This greatly helps her feel included in family conversations. Using CS to clarify sounds such as ng, s, t, d, ing, she can participate with confidence in family banter, knowing that she is using the correct sounds when pronouncing words and can be understood."

48.4% - 154 - some progress

P told us, "When I first heard about Cued Speech, I thought it looked so intimidating, I would never get my head around it. However, after two sessions I feel so much more confident and can Cue some key words to my baby daughter that we use every day. The support that we have received has been incredible. I don't think that we could have done as well as we have without the amazing support and encouragement that we have been given."

Jo, the mother of Z, is a new parent. She told us, "It was our first CS session. Previously we have used our own made-up family signs and shouting to make ourselves heard by Z. Z loved watching Kathy Cue, she was so animated and interested. We will definitely continue with our CS sessions and learn to Cue."

14% - 45 - no progress.

CSUK Family Advisors have reported some examples below:

Mum told us that MH was premature and that she felt that she couldn't cope

with an additional professional visiting the home.

'She generally manages well in school, but at home her behaviour can be challenging as mum and family do not Cue or sign to her. Mum found learning anything new too difficult at this time.'

'The main cause for a family to disengage is that the child is older and now attending a nursery or school and coping well using their hearing aid/ cochlear implant.'

Increased Literacy

For babies and very young children we assess language development and the number of words the child can understand through CS. Primary-aged children are assessed on their progress in literacy both qualitatively through participation in class (or at home), and quantitatively through their identification of words at a single-word level.

In the year 2021 – 2022 we worked with a total of 318 babies or children. Of those

35.5 % - 113 - demonstrated significant progress

A Higher Learning Teaching Assistant (HLTA) from St. Margaret's in Torquay told us, "We have used CS in all of O's supported literacy lessons so that he can see how the sounds and the sentence are constructed. Using CS and THRASS (a literacy tool) O, aged 9, has bridged the gap and has age-appropriate language and literacy. Cued Speech has been the ladder which has enabled him to access the process of learning to read."

Parents of E told us, "Learning CS has been amazing! What a wonderful way of making the English language visual. It's helped us to support E with both her language and with beginning to see the relationship between sounds and letters and will impact hugely on her learning and literacy"

50% - 159 - some progress

"We have just started to learn to Cue with M, our 3-year-old daughter and it has encouraged her to look at our faces when we are talking. It's early days but we can Cue 'p' to clarify the 'p' in Peppa Pig as she had been missing the sound when she said it. Now M can say and Cue the 'P' in Peppa which she loves because it's her favourite TV programme, and she can Cue and say 'M' for Mum and 'D' for Dad. We hope that with more practice we will be able to Cue whole words for M. We know it's really going to help with her language and literacy. "

HLTA at Eggbuckland School, "When T was learning her colours we were able to Cue them to her so that she could clearly see the sounds that she was missing in 'blue', 'green' and 'pink' for example. T has also had gromets fitted in the last six months and with both Cues and gromets she has made some language progress, although she still mispronounces some longer words."

I asked Becka, 18, if she would like to tell me anything more about her experience of using CS? "Yes," she said, "it's really helped me with my dyslexia. I Cue the words that I find tricky first, and it really helps me to get the letters in the right order when I write them."

14% - 46 - no progress.

B is 14. His family have decided not to continue to learn to Cue following 6 or 7 sessions with Carly. B has multiple health problems and complex needs requiring frequent hospital visits. B wanted to learn to Cue because he saw Carly Cueing stories on YouTube. Sadly, the family and B were not able to use CS for long enough to make an impact on his language or literacy; however, he continues to watch the Cued stories on YouTube when he can, and it always brings a big smile to his face.



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WHAT HAVE WE ACHIEVED

Increased confidence for life and learning

Deaf children who have been Cued to from a young age are more likely to be able to communicate their thoughts and feelings. The inability to be able to communicate can result in deaf children feeling frustrated, intimidated and powerless which in turn can lead to low self-esteem and low self-confidence. This can sometimes be expressed through challenging behaviour and/or anxiety.

As a result of the use of CS, CSUK have evidenced deaf children's self-confidence grow in both their personal relationships and in achieving personal goals.

While we measure this outcome using questionnaires and interviews it must be noted that there can be several factors which will relate to and have an impact on one's self-confidence which is why for this particular outcome, we measure a higher frequency of data as 'some' progress.

14.1% - 45 - demonstrated significant progress

A head of year reported, "L is learning English through CS as a second language - her first is BSL. Before learning CS, she had no understanding of English. CS has opened the door to English for her. CS has considerably improved her lipreading and she can see the difference between the sounds that look the same on the lips. While L has only been at school for three years, she is already starting to reach the same literacy levels as her hearing peers. What is equally as important is that we have observed her integrating more freely and confidently with the other children in her year, because she feels so much more confident in her ability to communicate through lip-reading which

has improved through learning to Cue."

A parent told us, "D is amazing. When Kathy first started working with him, he wasn't talking in sentences, and would only say the odd word. Kathy taught us to Cue through lockdown and now he is talking fluently, he's a real chatter box." Case closed.

J - has CS at school but not at home. (Mum is being encouraged to learn CS but finds it difficult.) In school J is fully engaged in his phonics lessons using CS, and is now beginning to speak in sentences. He is closing the educational gap between himself and his hearing peers. However, one of the greatest changes in his behaviour is during playtime: he can now engage with his friends and has recently started to play football. This is such a difference to the shy little boy that first joined us at school.

64% - 204 - some progress

A Mum told us, "After 2 sessions I was Cueing to E. E is 27 but has a cognitive and developmental delay and her functional level is equivalent to age 6, in addition to this, she is partially sighted. I Cued my Strictly Come Dancing annuals to her which she loved, she was so animated and excited. It was lovely to see the change in her as she can be very anxious and insecure."

22% - 69 - no progress.

V is living in a very difficult family context as her parents are going through a divorce. Her parents are not learning to Cue and have disengaged from CSUK. However, V uses CS in school.

V is often distressed because she doesn't understand what is going on at home and her parents no longer Cue to her.

In total for the year April 1st 2021 to end March 2022 we have delivered the following activities:

- CSUK attended and presented at 11 online deaf-related events.
- delivered 2 workshops.
- delivered 4 group licenses for our online self study course.
- the CSUK Training Lead has delivered 30 Cue-Reading sessions.
- CSUK Regional Family Advisors have delivered our parent and child Cued Speech training and support package through 159 home visits and 140 Zoom virtual visits.
- CSUK Regional Family Advisors delivered 78 playgroup sessions for parents of deaf children.
- the CSUK Training Lead and the Lead Family Advisor supported 4 schools that are using CS with their children to access literacy.
- the Lead Regional Family advisor delivered 'Learn to Cue' sessions at one school for 14 students.

The CSUK core team developed and disseminated 16 Cued Speech Videos:

- 10 Learn-to-Cue videos including View It, Cue it and Mini Challenge Videos and Important Days
- 2 Songs
- 3 Stories
- 1 Educational video from a patron – Helen Willis

In addition to the videos, we updated our Cued Speech hard-copy resources to produce a Family Pack which is full of games and learning resources and these were sent out to 16 families.



Digital Data:

Facebook 2021 - 2022

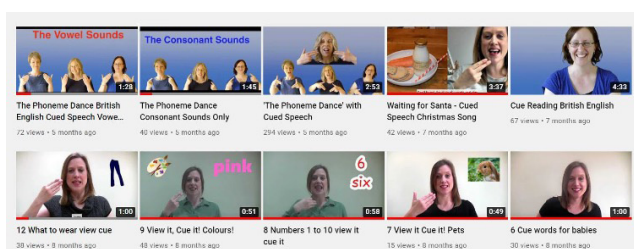
Total Reach	Total Engagements	Average Reach	Average Engagements
42421	5443	935	124

Instagram 2020 - 2021

Video and Posts	Views	Likes
43	882	124

Instagram 2021 - 2022

Video and Posts	Views	Likes
23	425	67





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WHAT HAVE WE ACHIEVED

CSUK are a small team with only 5.5 full-time equivalent employees, and yet we manage a number of projects and activities which meet the needs of our beneficiaries.

This can only be achieved through successful team management, collaboration, and efficient administration. Your funding supported our administrative team to achieve this through managing family referrals and training referrals, updating our media platforms, and reporting to our benefactors via the generation of newsletters and reports including the Annual Report and Impact Report.

Core funds supported CSUK to deliver projects and activities across the UK so that every deaf child has had the opportunity to have access to CS resources.

Work Stream

The number of referrals for this age group for the year 2021 – 2022 has been low with around 12 referrals across the UK within this age group. We did reflect as a Team that Covid will have had a significant impact on parents of newly diagnosed deaf babies - as it did on parents of hearing babies. Parents were fearful of their newborns contracting the virus and maintained high levels of isolation throughout 2021 -22. It was a time of considerable anxiety for new parents, and they were less likely to engage with additional interventions at this time. However, we did feel that we needed a more proactive response to this dilemma and took the time to devise a unique programme for parents of newly diagnosed deaf babies, called CHOICES.

The six-week group work programme will be delivered by CSUK RFAs and can be accessed by parents live or

online. The CHOICES programme will add value compared with parents' current experience, as it will provide experiential learning supported by peers with the benefit of learning through practice. This is in contrast to making decisions based on written material which is predominantly the current offer from Teachers of the Deaf (ToDs) or the National Deaf Children's Society (NDCS) to parents following a Newborn Hearing Screening Test.

The programme has been part-funded by the Sylvia Adams Charitable Trust as a legacy fund over three years but will need further funding. As of March 2022, we have already designed the referral and delivery model, content and teaching resources and have our first group due to start at the beginning of May 2022.

With partners in the NHS, schools, and other charities such as the Elizabeth Foundation, we are confident that this approach will significantly increase the number of referrals of babies aged 0 – 4.

CHOICES provided by
CUED SPEECH UK CS
Registered charity number 279523

A free six week programme for parents of deaf children aged between 0 and 4 years of age

Language and Literacy for life for deaf children aged 0 - 18

In spite of having some members of staff on flexible furlough, CSUK have maintained the average number of families engaging with CS over the last three years of funding through both responsive and proactive responses to need and delivery. For example, we have used both face-to-face interventions and zoom virtual interventions in response to need and circumstance.

The Team have used the time creatively to generate new resources and models of delivery which include:

- CSUK innovative digital resources, the avatar Cassie.
- CSUK digital See-Cue-Read resource uCUE which introduces children and adults to Cueing and phonics.
- CSUK phonics Early Reading scheme, the uniquely developed Nan-in-the-Van e-books for deaf children and visual learners.

CSUK are excited to be delivering the key-note speech at the prestigious British Cochlear Implant Group Conference 2022 and will be launching their digital innovations and the Choices programme at this event, a culmination of the hard work achieved during the last three years.

Challenges

Due to Covid, a number of our benefactors changed the focus of their funding to those groups of

individuals who had most need during 2021 – 2022. This resulted in CSUK having to pare back on spending, and we achieved this through optional flexible furlough. While this reduced the number of families that were seen face-to-face, significant savings were made on time and travel costs.

While our Regional Family Advisors worked reduced hours, they used their time effectively through meeting families on Zoom and through developing online Cued games and resources suitable for families and deaf children who were still being home-educated.

During numerous lockdowns, the CSUK core team used the time to work remotely together to devise CHOICES.

I think that the last two years have made us use time and resources more effectively and more efficiently.

While 2021 – 22 saw a reduction in the numbers of people accessing CS resources online or through Zoom sessions, the numbers are still in excess of 2019 – 2020. The number of families who are starting to engage with CS at the end of the financial year 2021 – 22 is in line with the level of engagement seen in the years prior to Covid restrictions.

CSUK are confident that in this new financial year 2022 – 2023 we will increase engagement numbers with home visits and online because of the skills that we have learnt in effective and efficient practice during Covid restrictions.



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LEGAL AND FINANCIAL

A Brief Report from an
External Consultant

Peter Burditt

Strategic Development Consultants Ltd

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**Peter Burditt: Senior Associate Member
of the Royal Society of Medicine**

**Peter Burditt: APECS Accredited Master
Coach**

I have now met your operational staff and Leadership Board of Trustees and I must say that that in comparison to a couple of other charities with which I am connected, you have attracted (and retained) some first class people both for your management team and at the trustee board level; a wonderful tribute to the Executive Director and to her leadership style

I had a very constructive conversation with the Business Manager, Louise Creed and found her to be a very impressive and committed person for the Cued Speech cause and is a wonderful ambassador for the Charity.

CSUK financial reporting seems well managed, you have some commercial trustees who bring excellent experience and knowledge. Several of the Trustees also have first-hand experience of deafness.

The projected funding gap and the limited options you have in containing and /or reducing costs concerns me a little although I know you assured me that historically funds do arrive mid-year. It has been a pleasure to meet you all and to have worked with this wonderful Charity.

Are we cost effective?

CSUK offers an excellent return on funds. The Team is highly efficient and skilled with most employees having the ability to deliver activities in more than one area of work. In the last financial year we have delivered more online sessions and our capacity has been increased through our online training. Our team are creative and aspirational, we are motivated by the desire to create equal opportunities for life and learning for deaf children and this has inspired our work with Robotica Machine Learning and the Love Reading Project.

Our Experience

The CSUK Team retain it's employees over long periods of time, staff rarely change so that each member of the Team increases in skills and has a vested interest in the success of the Charity and in making a valuable contribution to plans, creative ideas and outcomes. This means that our staff team are highly motivated and extremely competent and have the ability to cover a number of roles. This is evidenced by the broad range of projects that we are able to work on over one year. This year we have further developed our working partnership with Robotica Machine Learning and have extended the project into four areas. We have devised a new program for the parents of newly diagnosed deaf babies, CHOICES, which includes close collaboration with NHS staff and Hospital Audiology Departments, and we have continued to deliver training to families and professionals in schools.

Risk Management

50 years delivering training in Cued Speech gives the Charity integrity and evidences its resilience, continuity and quality which are positive attributes when applying to Charitable Trusts for funds. This was evidenced through the results of our applications, we were fortunate to receive successful bids to:

- Sylvia Adams Charitable Trust Legacy Fund
- Henry Smith
- Foyle foundation
- Garfield Western
- BBC Children in Need Wales
- BBC Children in Need England
- 17 standard Appeals
- 33 Donations from private funders

We are more than grateful to our funders for helping us to continue to deliver our vital work to deaf babies and children.

Unrestricted funds have been essential to the Charity over the last three years because of the changing nature of the delivery of our activities in response to Covid restrictions: we have been able to use our funds quickly and flexibly exactly where they have been needed, in most instances without having to apply or notify a change of use.

Multiyear funding has meant that we have been able to rely on the funds available throughout a very challenging period and consistently and reliably budget our accounts against core costs

CSUK are mindful that being dependent on one form of income puts the Charity in a vulnerable position and we will strive to develop an independent revenue stream from the sales of our educational resources in 2022 – 23 and further develop CSUK Trading Lmtd.

Future Plans

Over the next 3 years, CSUK aims to make a significant breakthrough into the number of referrals that are received from parents of 0 – 3-year-old deaf babies.

We aim to change the way that deaf learners are able to access literacy and language in education and social settings through the use of digital technology including the Avatar Cassie iCUE, the literacy resource uCUE and the easy readers online filmed books, Love Reading.

Cued Speech UK

Cued Speech UK was founded in 1975 - the National Centre for Cued Speech, part of KIDS, the registered charity for children with a disability. The Charity became independent in 1980 when it was also incorporated as a company limited by guarantee. In 2000 it was renamed the Cued Speech Association UK (CSAUK), which in 2017 was revised to Cued Speech UK. The Charity's activities are governed by the Memorandum and Articles of Association (reviewed in October 2001).

Members of the Association elect Trustees (who are also Directors) who hold quarterly meetings to decide policies, and to appoint and oversee staff.

Public Benefit

Cued Speech UK operates for public benefit by working to improve the communication and literacy skills of deaf and hearing-impaired children and adults. In exercising their powers and duties, including setting objectives and planning activities, the Trustees and the Charity confirm that they have complied with their duty in Section 4 of the Charities Act 2006 to have due regard to the guidance on public benefit as published by the Charity Commission.



Makes spoken language visible for deaf babies, children and adults

LEGAL AND FINANCIAL

Safeguarding

This year we have registered with the Safeguarding Network. Safeguarding Network - confidence in safeguarding

This is an online resource produced for schools. The site is updated with latest reports and articles and relevant training events.

It contains information and training in all the key areas which should be considered when working with children.

Safeguarding network have a training matrix which CSUK can use, update, monitor and record the training log of every employee and volunteer including Trustees.

It is an easy resource to use with online login for every member of staff or volunteer and it also contains useful proforma for recording incidents.

Our comprehensive safeguarding policy is reviewed annually. All our tutors, staff and volunteers working with children and vulnerable adults comply with the policy and procedures and are checked under the Disclosure and Barring Service.

Volunteers

Volunteer work is vital and worth many thousands of pounds to our Charity.

Volunteers:

- teach, examine, and support training activities.
- contribute to information and tuition materials.
- demonstrate Cued Speech at exhibitions.
- provide advice and guidance to staff.
- take part in fundraising activities
- provide expert advice and support in key project areas such as marketing, business management and film production.

STATEMENT BY THE TRUSTEES OF CUED SPEECH UK LIMITED

The summarised financial statements for the year ended 31 March 2022 presented in the following pages are a summary of the information extracted from the annual accounts and certain information relating to the Statement of Financial Activities and the Statement of Financial Position.

These summarised accounts may not contain sufficient information to allow for a full understanding of the financial affairs of the Charitable Company. For further information the full annual accounts which are subject to an Independent Examination and include a Trustees' report, should be consulted.

A copy of these may be obtained on request from the Charity's office (contact details are on the back cover). For the year ending 31 March 2022 the Charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Trustees' Responsibilities:

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

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime. These financial statements were approved by the Board of Trustees and authorised for issue on the 21st September 2022, and are signed on behalf of the Board by:



Ms Christine Hardy, Chair person

INDEPENDENT EXAMINER'S STATEMENT

I report to the Trustees on my examination of the financial statements of Cued Speech UK Limited ('the Charity') for the year ended 31 March 2022.

Responsibilities and basis of report

As the Trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements 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 the 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. 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:

1. accounting records were not kept in respect of the Charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or

3. the financial statements 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 financial statements 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.



Sean R Smith FCA on behalf of THOMAS WESTCOTT Chartered Accountants, Independent Examiner, Petitor House, Nicholson Road, Torquay, Devon, TQ2 7TD



Makes spoken language visible for deaf babies, children and adults

STATEMENT OF FINANCIAL ACTIVITIES

Year ended 31 March 2022	Unrestricted Funds £	2022 Restricted Funds £	Total Funds £	2021 Total Funds £
Income				
Donations	38,617	245,491	284,108	262,657
Charitable activities	207	2,713	2,920	12,083
Other trading activities	–	–	–	405
Investment income	387	–	387	–
Total income	39,211	248,204	287,415	274,740
Expenditure				
Expenditure on charitable activities	737	271,983	272,720	286,682
Total expenditure	737	271,983	272,720	286,682
Net income and net movement in funds	38,474	(23,779)	14,695	(11,942)
Transfer between funds	(9,500)	9,500	–	–
Net movement in funds	28,974	(14,279)	14,695	(11,942)
Reconciliation of funds				
Total funds brought forward	40,760	78,520	119,280	131,222
Total funds carried forward	69,734	64,241	133,975	119,280

INCOME

Total income received in 2021/22 was £287,415, of which £284,108 was donated by charitable trusts, companies and individuals. The remaining £3,307 included tuition fees and charges, membership subscriptions and investment income.

EXPENDITURE

Total expenditure was £272,720.

RESERVES

Income exceeded expenditure by £14,695 resulting in increase in funds from £119,280 to £133,975, of which £64,241 is restricted to specific work.

The Association's policy is to hold a designated reserve of £20,000 and in addition, operating reserves equivalent to not less than three months' expenditure. The balances held at 31 March 2022 met that requirement.

BALANCE SHEET AS AT 31 MARCH 2022

Assets	2022	2021
Fixed Assets		
Tangible Fixed Assets	5,195	4,254
Current Assets		
Stocks	743	743
Debtors	3,709	3,783
Cash at bank and in hand	132,248	117,550
Total current assets	136,700	122,076
Creditors: amounts falling due within one year	7,920	7,050
Net current assets	128,780	115,026
Total assets less current liabilities	133,975	119,280
Net assets	133,975	119,280
Funds of the charity		
Restricted income funds	64,241	78,520
Unrestricted funds	69,734	40,760
Total Funds	133,975	119,280

DONORS

The Directors are grateful for the support, interest and encouragement received during the year from trusts, companies, organisations and individuals, including members who gave more than the minimum membership fee. During the year donations were received from five anonymous donors and from the following:

CHARITABLE TRUSTS

- Arnold Clark Trust
- Awards for all England
- Awards for All Wales
- BBC Children in Need England
- BBC Children in Need WALES
- Belvedere Trust
- Benham Charitable Trust
- Bothwell Charitable Trust
- Cumber Family Trust
- DCR Allen Charitable Trust
- Devon and Exeter Deaf Charity
- Dorothy Hay-Bolton Charitable Trust
- Elizabeth & Prince Zaiger Trust
- Fulmer Charitable Trust
- Garfield Western Foundation
- George A Moore Foundation
- Global Make Some Noise
- Henry Smith Charity
- Lord and Lady Lurgan Trust
- Masonic Charitable Trust
- Michael Cornish Charitable Trust
- Michelle Molyneux Charitable Trust
- PF Charitable Fund

- Sir James Roll Charitable Trust
- Sir John Beckwith Charitable Settlement
- Sir Jules Thorn Charity Trust
- Souter Charitable Trust
- Sylvia Adams Charitable Trust
- The Clothworkers Foundation
- Toy Trust

INDIVIDUAL DONATIONS

- A C Gillespie
- Barbara Parton
- Cathy Groeger
- J Elliot
- Ken Orpin
- Mick Mooney
- Mr C Millar
- Mr Mark Evans
- Mrs C G Cottam
- Peter Bowman
- Peter Burditt
- Sheila Skillings
- Mrs Win Burton



CUED SPEECH UK

Makes spoken language visible for
deaf babies, children and adults

The Boatshed, Steamer Quay Totnes, Devon TQ9 5AL

info@cuedspeech.co.uk • www.cuedspeech.org.uk • 01803 712853

Registered with the Charity Commission of England and Wales No. 279523.

A Company Limited by Guarantee No. 1477997

COMPANY REGISTRATION NUMBER: 01477997
CHARITY REGISTRATION NUMBER: 279523

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Unaudited Financial Statements
31 March 2022



THOMAS WESTCOTT LLP

Chartered Accountants
Petitor House
Nicholson Road
Torquay
Devon
TQ2 7TD

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Financial Statements
Year ended 31 March 2022

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Cued Speech UK Limited

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2022

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2022.

Reference and administrative details

Registered charity name Cued Speech UK Limited

Charity registration number 279523

Company registration number 01477997

Principal office and registered office The Boatshed
Steamer Quay Road
Totnes
Devon
TQ9 5AL

The trustees

Mrs W Burton
Ms C Cottam (Retired 12 November 2021)
Mrs T Kirwin - McGinley
Mr K Orpin
Miss C Hardy
Mr P G Bowman
Ms S C Elumba-Hill
Mr G Allerton-Ross
Mr M J Evans
Mr P J Tuck (Retired 20 April 2021)
Ms V Henry-Macklin (Appointed 10 February 2022)

Company secretary Ms T Kirwin - McGinley and Mrs H W Burton

Independent examiner Sean R Smith FCA on behalf of
THOMAS WESTCOTT LLP Chartered Accountants
Petitor House
Nicholson Road
Torquay
Devon
TQ2 7TD

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Structure Governance and Management

Organisational Structure

The activities are governed by the Memorandum and Articles of Association. Charity members elect the Trustees who meet quarterly to oversee the work of the paid staff. At the end of the year there were 9 part-time employees, totalling 6 full time equivalents.

The Team consists of: -

- Henrietta Ireland – Executive Director
- Louise Creed – Business Manager
- Debbie Hawkes – Senior Administrator
- Cate Calder – Training Lead
- Mark Murton – Training co-ordinator
- Kathy Kenny – Lead Regional Family Advisor (South West region)
- Sagira Jetha – Regional Family Advisor Hertfordshire
- Kirsti – Regional Family Advisor South Wales (resigned from post 28th February 2022 and replaced by Julia Tomlinson April 2022)
- Carly Simpson – Regional Family Advisor North West

Investment Powers

Under the Memorandum and Articles of Association, the Charity has the power to make any investment which the Directors see fit.

Risk Management

The Trustees have assessed the major risks to which the Charity is exposed and in particular those that are affected by fluctuations in the financial position of the Charity and we are satisfied that systems are in place to mitigate the Charity's exposure to major risk.

Cued Speech Definition

Cued Speech is a visual/manual code for spoken languages that enables accurate lip reading. As a speaker says each word, they make handshapes near the face that replace the missing acoustic information for the deaf receiver.

CSUK Aim

Our aim is to ensure that all deaf children and adults are given full access to English or their home language through Cued Speech regardless of hearing loss; with this they can develop their language and literacy skills to reach their full potential socially, emotionally and economically.

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

CSUK's mission is to:

- inform, train and support families free of charge to Cue their spoken languages.
- inform, train and support professionals using Cued Speech and signpost others to it.
- to gain recognition through social media, publicity, and advocacy with the people, services and commissioning bodies with whom Cued Speech is most relevant and where outcomes can be most effective.

Through these actions we want to ensure deaf children and adults avoid the negative and life-long cognitive impairment, social isolation and academic failure caused by language deprivation.

Statement of Rights

A deaf child or adult has a fundamental right to:

- language and communication;
- receive a full education;
- succeed to their maximum potential regardless of disability;
- be safe.

These rights fit with the United Nations Convention on the Rights of the Child and are fundamental to the mission and aims of CSUK.

Statement of Aims

Over the next 3 years, CSUK will continue to increase on the number of referrals of babies 0 – 4 through the development of referral pathways from NHS Trust Audiology Departments and the delivery of a specialist six week programme for newly diagnosed deaf babies, called Choices.

Over the next 3 years we will continue to promote CSUK literacy and language resources which enable deaf learners to access literacy and language in education and social settings through the use of digital technology including the Avatar Cassie I-Cue, and other resources under the heading of "Love Reading." The intention is for CSUK to develop a trading arm, Cued Speech Trading, which will take revenue from the resources that are sold from the Love Reading range and which will then support the activities of the Charity.

Financial Review in Brief

2021 – 2022

CSUK started the financial year with low funds in the bank. Applications to Charitable Trusts had been delayed due to Covid and some funding streams such as Henry Smith, who funds our Regional Family Advisor posts, had come to the end of its term without the possibility to reapply until our final report to them was sent so that there was a hiatus in income of around 6 months.

With the approval of the Trustees, the Charity worked hard to raise income through funding applications in the first quarter and through the flexible furlough scheme for those staff that wished to be considered in the first and second quarters ending in September, this allowed time for applications to be processed while reducing expenditure. It was with great relief that a number of strategic applications were successful, Henry Smith, Foyle Foundation, Sylvia Adams Charitable Trust, and Garfield Western in addition to successful Standard Appeals. Project funding for Love Reading was also successful which meant that the Charity ended the financial year in a strong position.

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

Financial Review in Brief *(continued)*

Looking ahead to 2022/23, CSUK will need to raise more funds to cover the expansion of their team and their resources.

Our solution is to drive forward a marketing and publicity campaign in order to generate public and commercial interest in our digital literacy resources. Our aim is for this to provide a secondary income for the Charity beyond funding applications to Trusts, which currently funds around 85% of our activities. Over-reliance on one income stream increases our vulnerability and we therefore feel that it is prudent to generate and develop alternative income sources.

Activities

In total for the year April 1st 2021 to end March 2022, we have delivered the following activities:

- CSUK attended and presented at 11 online deaf-related events;
- Delivered 2 workshops;
- Delivered 4 group licenses for the CSUK 6-week Online Foundation Training;
- The CSUK Training Lead has delivered 30 Cue-Reading sessions;
- CSUK Regional Family Advisors have delivered our parent and child Cued Speech training and support package through 159 home visits and 140 Zoom virtual visits;
- CSUK Regional Family Advisors delivered 78 playgroup sessions for parents of deaf children;
- The CSUK Training Lead and the Lead Family Advisor supported 4 schools that are using CS with their children to access literacy; and
- The Lead Regional Family advisor delivered 'Learn to Cue' sessions at one school for 14 students.

The CSUK core team developed and disseminated 16 Cued Speech Videos including:

- 10 Learn-to-Cue videos including View It, Cue it and Mini Challenge Videos and Important Days;
- 2 Songs;
- 3 Stories; and
- 1 Educational video from a patron – Helen Willis.

Digital Data

Face book 2021 - 2022			
Total Reach	Total Engagements	Average Reach	Average Engagements
42421	5443	934.64	123.78

Instagram 2021 - 2022	Instagram 2020 - 2021
23 Videos and posts	43
425 Views	882
67 Likes	124

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2022

The Impact of Core Funds

CSUK are a small team with only six full-time equivalent employees and yet we manage several projects and activities which meet the needs of our beneficiaries. This can only be achieved through successful team management, collaboration and efficient administration. Core funds support our administrative team to achieve this through managing family referrals and training referrals, updating our media platforms and reporting to our benefactors via the generation of newsletters and reports including the Annual Report and Impact Report.

Core funds supported CSUK to deliver projects and activities across the UK so that every deaf child has had the opportunity to have access to CS resources.

Conclusion.

Our aspirational plans for growth will mean that we will need to increase our income by 70% in the next financial year if we are to achieve our aims and delivery. CSUK will need to be creative and focused around income generation while continuing to minimize our risks through financial planning with the Trustees. We have agreed with Trustees to only extend our capacity and delivery if we can assure that we have the funds to cover our aspirational growth.

Financial review

Income

Total income received in 2021/22 was £287,415, of which £284,108 was donated by charitable trusts, companies and individuals. The remaining £3,307 included tuition fees and charges, membership subscriptions and investment income.

Expenditure

Total expenditure was £272,720.

Reserves

Income exceeded expenditure by £14,695 resulting in increase in funds from £119,280 to £133,975, of which £64,241 is restricted to specific work.

The Association's policy is to hold a designated reserve of £20,000 and in addition, operating reserves equivalent to not less than three months' expenditure. The balances held at 31 March 2022 met that requirement.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on and signed on behalf of the board of trustees by:



Ms C Hardy
Chairperson

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Cued Speech UK Limited

Year ended 31 March 2022

I report to the trustees on my examination of the financial statements of Cued Speech UK Limited ('the charity') for the year ended 31 March 2022.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements 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 the 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.

Independent examiner's statement

Since the charity's gross income exceeded £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 (ICAEW), 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:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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 financial statements 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.



Sean R Smith FCA on behalf of
THOMAS WESTCOTT LLP
Chartered Accountants
Independent Examiner

Petitor House
Nicholson Road
Torquay
Devon
TQ2 7TD

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)

Year ended 31 March 2022

		Unrestricted funds	2022 Restricted funds	Total funds	2021 Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	5	38,617	245,491	284,108	262,657
Charitable activities	6	207	2,713	2,920	12,083
Investment income	7	387	–	387	–
Total income		<u>39,211</u>	<u>248,204</u>	<u>287,415</u>	<u>274,740</u>
Expenditure					
Expenditure on charitable activities	8,9	737	271,983	272,720	286,682
Total expenditure		<u>737</u>	<u>271,983</u>	<u>272,720</u>	<u>286,682</u>
Net income/(expenditure) and net movement in funds					
		<u>38,474</u>	<u>(23,779)</u>	<u>14,695</u>	<u>(11,942)</u>
Transfers between funds		(9,500)	9,500	–	–
Net movements in funds		28,974	(14,279)	14,695	(11,942)
Reconciliation of funds					
Total funds brought forward		40,760	78,520	119,280	131,222
Total funds carried forward		<u>69,734</u>	<u>64,241</u>	<u>133,975</u>	<u>119,280</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 9 to 19 form part of these financial statements.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Statement of Financial Position
31 March 2022

	Note	2022 £	£	2021 £
Fixed assets				
Tangible fixed assets	15		5,195	4,254
Current assets				
Stocks	16	743		743
Debtors	17	3,709		3,783
Cash at bank and in hand		132,248		117,550
		<u>136,700</u>		<u>122,076</u>
Creditors: amounts falling due within one year	18	7,920		7,050
Net current assets			<u>128,780</u>	<u>115,026</u>
Total assets less current liabilities			<u>133,975</u>	<u>119,280</u>
Net assets			<u>133,975</u>	<u>119,280</u>
Funds of the charity				
Restricted income funds:				
Other restricted income funds			64,241	78,520
Unrestricted funds			69,734	40,760
Total charity funds	21		<u>133,975</u>	<u>119,280</u>

For the year ending 31 March 2022 the charity 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 provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 20th September 2022 and are signed on behalf of the board by:



Ms C Hardy
Chairperson

The notes on pages 9 to 19 form part of these financial statements.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements
Year ended 31 March 2022

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is The Boatshed, Steamer Quay Road, Totnes, Devon, TQ9 5AL.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2022

3. Accounting policies *(continued)*

Incoming resources

Income

All income is included in the statement of financial activities when the charity is entitled to the income, any performance related conditions attached have been met or are fully within the control of the charity, the income is considered probable and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Donations and legacy income is received by way of donations, legacies, grants and gifts and is included in full in the Statement of Financial Activities when receivable. Where legacies have been notified to the charity but the criteria for income recognition have not been met, the legacy is treated as a contingent asset and disclosed if material. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the charity, being the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market.

Investment income is included when receivable.

Income from charitable trading activity is accounted for when earned.

Resources expended

Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

Costs of raising funds comprise the costs associated with attracting donations, grants and legacies and the costs of trading for fundraising purposes.

Charitable expenditure comprises those costs incurred by the charity 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.

Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis, as set out in the notes to the accounts.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2022

3. Accounting policies *(continued)*

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings - 25% reducing balance

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Stocks

Stocks are measured at the lower of cost and estimated selling price less costs to complete and sell. Cost includes all costs of purchase, costs of conversion and other costs incurred in bringing the stock to its present location and condition.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2022

3. Accounting policies *(continued)*

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the charity will comply with the conditions attaching to them and the grants will be received.

Where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2022

3. Accounting policies *(continued)*

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

Cued Speech Association UK is a company limited by guarantee and accordingly does not have a share capital.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	38,218	235,691	273,909
Grants			
Government grant income	–	9,800	9,800
Subscriptions			
Membership subscriptions	399	–	399
	<u>38,617</u>	<u>245,491</u>	<u>284,108</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations	39,911	214,827	254,738
Grants			
Government grant income	–	7,470	7,470
Subscriptions			
Membership subscriptions	449	–	449
	<u>40,360</u>	<u>222,297</u>	<u>262,657</u>

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2022

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Contracted out staff	–	–	–
CS training income	108	2,085	2,193
Exam fees income	84	401	485
Miscellaneous income	15	227	242
	<u>207</u>	<u>2,713</u>	<u>2,920</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Contracted out staff	918	6,885	7,803
CS training income	951	2,391	3,342
Exam fees income	64	213	277
Miscellaneous income	265	396	661
	<u>2,198</u>	<u>9,885</u>	<u>12,083</u>

7. Investment income

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Bank interest receivable	387	387	–	–

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Charitable activity costs	293	214,861	215,154
Support costs	444	36,072	36,516
Exceptional costs of charitable activities	–	21,050	21,050
	<u>737</u>	<u>271,983</u>	<u>272,720</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Charitable activity costs	12	235,774	235,786
Support costs	454	32,442	32,896
Exceptional costs of charitable activities	–	18,000	18,000
	<u>466</u>	<u>286,216</u>	<u>286,682</u>

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2022

9. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2022 £	Total fund 2021 £
Charitable activity costs	215,154	–	215,154	235,786
Governance costs	–	36,516	36,516	32,896
Exceptional cost of charitable activities	21,050	–	21,050	18,000
	<u>236,204</u>	<u>36,516</u>	<u>272,720</u>	<u>286,682</u>

10. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2022 £	2021 £
Depreciation of tangible fixed assets	<u>1,732</u>	<u>1,418</u>

11. Independent examination fees

	2022 £	2021 £
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>3,833</u>	<u>3,914</u>

12. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2022 £	2021 £
Wages and salaries	197,628	207,830
Employer contributions to pension plans	<u>6,469</u>	<u>6,748</u>
	<u>204,097</u>	<u>214,578</u>

The average head count of employees during the year was 9 (2021: 10). The average number of full-time equivalent employees during the year is analysed as follows:

	2022 No.	2021 No.
Number of staff	<u>9</u>	<u>9</u>

No employee received employee benefits of more than £60,000 during the year (2021: Nil).

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2022

13. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

14. Transfers between funds

During the year £9,500 was transferred from Unrestricted Funds to Restricted Funds.

15. Tangible fixed assets

	Fixtures and fittings £	Total £
Cost		
At 1 April 2021	16,848	16,848
Additions	2,673	2,673
At 31 March 2022	<u>19,521</u>	<u>19,521</u>
Depreciation		
At 1 April 2021	12,594	12,594
Charge for the year	1,732	1,732
At 31 March 2022	<u>14,326</u>	<u>14,326</u>
Carrying amount		
At 31 March 2022	<u>5,195</u>	<u>5,195</u>
At 31 March 2021	<u>4,254</u>	<u>4,254</u>

16. Stocks

	2022 £	2021 £
Raw materials and consumables	<u>743</u>	<u>743</u>

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2022

17. Debtors

	2022	2021
	£	£
Amounts owed by undertakings in which the charity has a participating interest	300	300
Prepayments and accrued income	2,531	2,445
Other debtors	878	1,038
	<u>3,709</u>	<u>3,783</u>

18. Creditors: amounts falling due within one year

	2022	2021
	£	£
Accruals and deferred income	2,650	2,592
Social security and other taxes	4,130	3,392
Other creditors	1,140	1,066
	<u>7,920</u>	<u>7,050</u>

19. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £6,469 (2021: £6,748).

20. Government grants

The amounts recognised in the financial statements for government grants are as follows:

	2022	2021
	£	£
Recognised in income from donations and legacies:		
Government grants income	<u>9,800</u>	<u>7,470</u>

During the year the charity was a recipient of economic benefits as a result of participating in the UK Government's Coronavirus Job Retention Scheme. The total funds recognised on an accrual basis from the UK Government during the year was £9,800.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

21. Analysis of charitable funds

Unrestricted funds

	At 1 April 2021	Income £	Expenditure £	Transfers £	At 31 March 2022 £
General funds	20,760	39,211	(737)	(9,500)	49,734
Designated funds	20,000	–	–	–	20,000
	<u>40,760</u>	<u>39,211</u>	<u>(737)</u>	<u>(9,500)</u>	<u>69,734</u>

	At 1 April 2020	Income £	Expenditure £	Transfers £	At 31 March 2021 £
General funds	20,668	42,558	(466)	(42,000)	20,760
Designated funds	20,000	–	–	–	20,000
	<u>40,668</u>	<u>42,558</u>	<u>(466)</u>	<u>(42,000)</u>	<u>40,760</u>

Restricted funds

	At 1 April 2021	Income £	Expenditure £	Transfers £	At 31 March 2022 £
0 - 18 UK	71,173	123,688	(158,551)	(10,500)	25,810
0 – 4 Years	-	62,450	(67,923)	20,000	14,527
Wales	7,347	18,166	(11,479)	–	14,034
Love Reading	-	43,900	(34,030)	–	9,870
	<u>78,520</u>	<u>248,204</u>	<u>(271,983)</u>	<u>9,500</u>	<u>64,241</u>

	At 1 April 2020	Income £	Expenditure £	Transfers £	At 31 March 2021 £
0 – 18 UK	60,718	211,256	(242,727)	41,926	71,173
Hertfordshire	8,988	8,586	(17,648)	74	-
Wales	20,316	3,000	(15,969)	–	7,347
North East	532	9,340	(9,872)	–	-
	<u>90,554</u>	<u>232,182</u>	<u>(286,216)</u>	<u>42,000</u>	<u>78,520</u>

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2022

22. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	859	4,336	5,195
Current assets	68,875	59,905	128,780
Net assets	<u>69,734</u>	<u>64,241</u>	<u>133,975</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	1,146	3,108	4,254
Current assets	39,614	75,412	115,026
Net assets	<u>40,760</u>	<u>78,520</u>	<u>119,280</u>

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Management Information
Year ended 31 March 2022

The following pages do not form part of the financial statements.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Detailed Statement of Financial Activities *(continued)*
Year ended 31 March 2022

	2022	2021
	£	£
	2022	2021
	£	£
Income and endowments		
Donations and legacies		
Donations	273,909	254,738
Government grant income	9,800	7,470
Membership subscriptions	399	449
	<u>284,108</u>	<u>262,657</u>
Charitable activities		
Contracted out staff	–	7,803
CS training income	2,193	3,342
Exam fees income	485	277
Miscellaneous income	242	661
	<u>2,920</u>	<u>12,083</u>
Investment income		
Bank interest receivable	387	–
	<u>387</u>	<u>–</u>
Total income	<u>287,415</u>	<u>274,740</u>
Expenditure		
Expenditure on charitable activities		
Wages and salaries	197,628	207,830
Pension costs	6,469	6,748
Repairs and maintenance	473	1,814
Insurance	2,470	2,662
Other establishment	13,216	9,912
Motor vehicle expenses	2,872	2,624
Legal and professional fees	11,329	15,851
Telephone	3,412	4,838
Other office costs	6,206	9,878
Depreciation	1,732	1,418
Interest on bank loans and overdrafts	–	6
Other interest payable and similar charges	121	69
Subscriptions and licences	4,517	3,851
Info conference fees and charges	1,025	(171)
Info freelance staff	–	852
Publications and advertising	200	500
Exceptional costs of raising donations and legacies	21,050	18,000
	<u>272,720</u>	<u>286,682</u>
Total expenditure	<u>272,720</u>	<u>286,682</u>
Net income/(expenditure)	<u>14,695</u>	<u>(11,942)</u>

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 31 March 2022

	2022 £	2021 £
Expenditure on charitable activities		
<i>Activities undertaken directly</i>		
Staff costs - wages/salaries	197,628	207,830
Staff costs - pension costs	6,469	6,748
Motor vehicle expenses	2,872	2,624
Freelance tutor fees, legal and accounts	4,701	11,307
Other office costs	2,259	6,090
Interest on bank loans and overdrafts	-	6
Info conference fees and charges	1,025	(171)
Info freelance staff	-	852
Publications and advertising	200	500
	<u>215,154</u>	<u>235,786</u>
Governance costs		
Repairs and maintenance	473	1,814
Insurance	2,470	2,662
Rent	13,216	9,912
Governance costs - accountancy fees	3,833	3,914
Governance costs - legal and other professional fees	720	630
Team and trustees' meetings	2,075	-
Telephone and broadband	3,412	4,838
Printing, postage and stationery	3,947	3,788
Governance costs - depreciation	1,732	1,418
Governance costs - other finance costs	121	69
Subscriptions and licences	4,517	3,851
	<u>36,516</u>	<u>32,896</u>
Exceptional costs of charitable activities		
Activities undertaken directly (exceptional costs of charitable activities)	21,050	18,000
	<u>272,720</u>	<u>286,682</u>
Expenditure on charitable activities		

Deaf Choices UK Limited

England & Wales - Charity number 279523

Accounts

COMPANY REGISTRATION NUMBER: 01477997
CHARITY REGISTRATION NUMBER: 279523

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Unaudited Financial Statements
31 March 2021



THOMAS WESTCOTT

Chartered Accountants
Petitor House
Nicholson Road
Torquay
Devon
TQ2 7TD

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Financial Statements
Year ended 31 March 2021

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Cued Speech UK Limited

Charitable Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Cued Speech UK Limited *(continued)*

Year ended 31 March 2021

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2021.

Reference and administrative details

Registered charity name Cued Speech UK Limited

Charity registration number 279523

Company registration number 01477997

Principal office and registered office The Boatshed
Steamer Quay Road
Totnes
Devon
TQ9 5AL

The trustees

Mrs W Burton
Ms C Cottam
Mrs T Kirwin - McGinley
Mr K Orpin
Miss C Hardy
Mr P G Bowman
Ms S C Elumba-Hill
Mr G Allerton-Ross
Mr M J Evans

Company secretary Ms T Kirwin - McGinley and Mrs H W Burton

Independent examiner Sean R Smith FCA on behalf of
THOMAS WESTCOTT Chartered Accountants
Petitor House
Nicholson Road
Torquay
Devon
TQ2 7TD

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Cued Speech UK Limited *(continued)*

Year ended 31 March 2021

Structure, governance and management

Organisational Structure

The activities are governed by the Memorandum and Articles of Association. Charity members elect the Trustees who meet quarterly to oversee the work of the paid staff. At the end of the year there were 9 part-time employees, totalling 6 full time equivalents.

The Team consists of: -

Henrietta Ireland – Executive Director

Louise Creed – Business Manager

Debbie Hawkes – Senior Administrator

Cate Calder – Training Lead

Mark Murton – Training co-ordinator

Kathy Kenny – Lead Regional Family Advisor (South West region)

Sagira Jetha – Regional Family Advisor Hertfordshire

Kirsti – Regional Family Advisor South Wales

Carly Simpson – Regional Family Advisor North West

Investment Powers

Under the Memorandum and Articles of Association, the Charity has the power to make any investment which the Directors see fit.

Risk Management

The Trustees have assessed the major risks to which the Charity is exposed and in particular those that are affected by fluctuations in the financial position of the Charity, and we are satisfied that systems are in place to mitigate the Charity's exposure to major risk.

Cued Speech Definition

Cued Speech is a visual/manual code for spoken languages that enables accurate lip reading. As a speaker says each word, they make handshapes near the face that replace the missing acoustic information for the deaf receiver.

Objectives and activities

CSUK Aim

Our aim is to ensure that all deaf children and adults are given full access to English or their home language through Cued Speech regardless of hearing loss; with this they can develop their language and literacy skills to reach their full potential socially, emotionally and economically.

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Cued Speech UK Limited (continued)

Year ended 31 March 2021

Objectives and activities (continued)

Cued Speech Mission Statement

“Deafness is a difference in sensory experience from a hearing person. Language deprivation is a neurological emergency.” (Language first)

We recognise that a deaf child has the same potential as any hearing individual to understand and use language. If the language of their home is oral, their issue is simply one of speech perception: they cannot hear what is being said. It is possible to replace the acoustic information they are missing with visual information through Cued Speech.

Cued Speech is entirely functional for speech perception (see Metzger and Fleetwood 2010 and Shull and Crain 2010).

CSUK's mission is to

- Inform, train and support families free of charge to Cue their spoken languages.
- Inform, train and support professionals using Cued Speech and signpost others to it.
- To gain recognition through social media, publicity, and advocacy with the people, services and commissioning bodies with whom Cued Speech is most relevant and where outcomes can be most effective.

Through these actions we want to ensure deaf children and adults avoid the negative and life-long cognitive impairment, social isolation and academic failure caused by language deprivation.

Statement of Rights

A deaf child or adult has a fundamental right to

- language and communication;
- receive a full education;
- succeed to their maximum potential regardless of disability;
- be safe.

These rights fit with the United Nations Convention on the Rights of the Child and are fundamental to the mission and aims of CSUK.

Statement of Aims

Over the next 3 years, CSUK aims to make a significant breakthrough into the number of referrals that are received from parents of 0 – 3-year-old deaf babies. We set ourselves a target of increasing referrals three years ago by 400% and while referrals are up by 100% - representing an increase from approximately 40 to 80 babies - we need to do more to reach our 400% goal.

Over the next 3 years we aim to change the way that deaf learners are able to access literacy and language in education and social settings through the use of digital technology including the Avatar Cassie I-Cue, the literacy resource U-Cue and the easy readers online filmed books, Love Reading.

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Cued Speech UK Limited

(continued)

Year ended 31 March 2021

Financial Review in Brief

At the beginning of the year, January 2020, we had some clear plans for delivering our work and for raising additional unrestricted funds through fundraising activities. The competition for funding from Charitable Trusts and Foundations continues to increase and therefore CSUK was aiming to raise unrestricted income from community events. These included a Concert in partnership with Military Wives Choir, and a cross country running event, and we had clear goals included on our time-line for finishing funding applications. However, with the rising public concerns and government restrictions in relation to Covid-19, our plans for delivering activities and for fundraising through both applications and community events, had to change radically.

As a result of Covid-19, Charitable Trusts changed their funding criteria and grants programmes to meet the needs that arose from the restrictions of 'Lockdown' - focusing for example on childhood deprivation, poor (child) mental health, and the impact of domestic violence on children. CSUK did not match the criteria for applications to these funding streams, which reduced our income opportunities considerably. Additionally, many Charitable Trusts saw their investments fall and therefore withdrew funding offers. The result to CSUK was that we were unable to apply for grants within our normal annual time-line and this made our income very short for the full financial year.

CSUK was able to offset some costs of salaries in the second half of the financial year by taking advantage of the government 'flexible furlough scheme' from October. This meant that while employees reduced their hours, they were still able to deliver core activities and functions. Travel and subsistence costs to the Charity were also considerably reduced because multiple lockdowns meant that there was no travel!

Income from the Sylvia Adams Charitable Trust in March, and Global Make Some Noise supported the Charity's finances into the next financial year 2021-2022.

2020 – 2021 has made CSUK more aware of dependence on income from funding applications to Charitable Trusts, and therefore we are moving more towards creating an independent income from revenue. We have set charges against our training for professionals, and we have been creating online resources which we intend to sell through a trading arm of the Charity, Cued Speech Trading Ltd. We have also made a significant partnership with a software company, Robotica Machine Learning, who are keen to develop resources which will significantly change the way that deaf people are able to access language in every context including home, school and access to work. Our aim is for these resources to generate a sustainable income for the Charity in the future.

Activities

CSUK responded flexibly to the changes that were required during multiple lockdowns and continued to deliver their activities. Our administrative and HR systems had been put onto Office 365; we were thus in a good position to continue to work from home.

We were easily able to accommodate the delivery of training and family support online and took the March lockdown as an opportunity to work with deaf children while they were at home. The year continued to be challenging due to Covid-19, but we did re-engage with home visits in September. The work in schools was more difficult to re-establish due to the restrictions on visiting. We have continued to engage with families online, through email and all digital platforms; however, during the third lockdown we have had to flexibly furlough some of our Regional Family Advisors.

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Cued Speech UK Limited *(continued)*

Year ended 31 March 2021

Activities *(continued)*

Our training resources were already available online, and we were using ZOOM. We were able to offer many more professionals and schools our online foundation training. The training is free to families, but schools pay for a license, so this provided a small amount of revenue for the Charity.

Over the past years CSUK has raised awareness through attendance at Conferences and Seminars, delivering workshops at events, writing short editorials for related magazines and raising our profile on all online media platforms. This year our delivery has had to change, and our publicity has solely moved to online platforms. CSUK has created a volume of Filmed Cued Words on different subjects. The whole team has contributed to this, but special thanks go to Cate Calder for all her film editing, to Carly Simpson for developing Cued films, stories, and drama sessions and to Tobin Broadbent for uploading as many films as possible to YouTube and the website.

Achievements and performance

Our Achievements at a Glance

CSUK has: -

- delivered a total of 741 online Cued Speech training and support sessions to families with a deaf child through Zoom and worked directly with 80 deaf children one-to-one.
- delivered Zoom and Teams sessions, home and outdoor visits by our Regional Family Advisors (RFA) to assess needs, promote positive parenting and attachment, provide information on deafness and language acquisition and training in Cued Speech
- Made available free self-study online training in Cued Speech
- Created and disseminated Cued Speech games, songs and stories, FREE to families.
- Provided opportunities for deaf pre-school children to be included in virtual play groups
- Kept deaf children engaged with learning during lockdown via Zoom and Teams
- Made a new 'Cued Speech family resource pack' posted to 28 families. The pack includes Cued Speech games, learning and engaging Cued Speech practise material and a memory stick with all 42 films of Cued stories, songs, word banks and Cued challenges
- Created parent and child support networks, including a Dads' Cueing Zoom club
- Made 28 filmed everyday Cued word banks for the under 4s and 10 more complex versions for the over 4s.
- Created and disseminated the Cued Speech alphabet rap, a Cued phonics song and many games and learning resources
- Planned a project 'Love Reading for Deaf Children': the development of filmed and Cued books for deaf and visual learners.

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Cued Speech UK Limited *(continued)*

Year ended 31 March 2021

Our Achievements at a Glance *(continued)*

There has been considerable development of our online resources, resulting in excellent online engagement:

- 332 people registered on our Moodle website.
- 167 people registered for the self-study.
- We sold 12 Group licences for professionals. (Group licences are for 10 people.)
- We increased our followers over all media platforms by 500%

Conclusion

2020 has obliged CSUK to look into radically changing its focus of raising income so that it is not solely dependent on funding applications. Taking income generation into their control through sales of training and resources to professionals will enable it to budget more effectively and efficiently for the future.

An offer of a Legacy Fund from Sylvia Adams Charitable Trust (SACT) has prompted CSUK to look at the referrals of 0 – 3 and create a strategy which will engage more parents of deaf children.

A partnership with Robotica Machine Learning (RML) has offered CSUK the opportunity to create resources which will change deaf people's access to literacy and language and which will provide an income stream for the Charity.

CSUK has set itself a target of 300% growth over the next three years.

Financial review

Income

Total income received in 2020/21 was £274,740, of which £262,657 was donated by charitable trusts, companies and individuals. The remaining £12,083 included tuition fees and charges, membership subscriptions and investment income.

Expenditure

Total expenditure was £286,682.

Reserves

Expenditure exceeded income by £11,942 resulting in decrease in funds from £131,222 to £119,280, of which £96,520 is restricted to specific work.

The Association's policy is to hold a designated reserve of £20,000 and in addition, operating reserves equivalent to not less than three months' expenditure. The balances held at 31 March 2021 met that requirement.

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Cued Speech UK Limited *(continued)*

Year ended 31 March 2021

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small company's exemption.

The trustees' annual report was approved on ...6th October 2021.....and signed on behalf of the board of trustees by:

A handwritten signature in black ink, appearing to be 'C Hardy', written over a circular scribble.

Miss C Hardy
Chairperson

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Cued Speech UK Limited

(continued)

Year ended 31 March 2021

I report to the trustees on my examination of the financial statements of Cued Speech UK Limited ('the charity') for the year ended 31 March 2021.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements 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 the 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.

Independent examiner's statement

Since the charity's gross income exceeded £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 (ICAEW), 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:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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 financial statements 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.



Sean R Smith FCA on behalf of
THOMAS WESTCOTT
Chartered Accountants
Independent Examiner
Petitor House
Nicholson Road
Torquay
Devon, TQ2 7TD

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)

Year ended 31 March 2021

		Unrestricted funds £	2021 Restricted funds £	Total funds £	2020 Total funds £
	Note				
Income and endowments					
Donations and legacies	5	40,360	222,297	262,657	236,941
Charitable activities	6	2,198	9,885	12,083	11,839
Other trading activities	7	–	–	–	405
Investment income	8	–	–	–	238
Total income		<u>42,558</u>	<u>232,182</u>	<u>274,740</u>	<u>249,423</u>
Expenditure					
Expenditure on charitable activities	9,10	466	286,216	286,682	284,136
Total expenditure		<u>466</u>	<u>286,216</u>	<u>286,682</u>	<u>284,136</u>
Net income/(expenditure) and net movement in funds					
		<u>42,092</u>	<u>(54,034)</u>	<u>(11,942)</u>	<u>(34,713)</u>
Transfers between funds		<u>(42,000)</u>	<u>42,000</u>	<u>- -</u>	<u>238</u>
Net movement in funds		92	(12,034)	(11,942)	(34,713)
Reconciliation of funds					
Total funds brought forward		40,668	90,554	131,222	165,935
Total funds carried forward		<u>40,760</u>	<u>78,520</u>	<u>119,280</u>	<u>131,222</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 11 to 20 form part of these financial statements.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

	Note	2021 £	£	2020 £
Fixed assets				
Tangible fixed assets	16		4,254	5,672
Current assets				
Stocks	17	743		743
Debtors	18	3,783		3,442
Cash at bank and in hand		117,550		127,639
		<u>122,076</u>		<u>131,824</u>
Creditors: amounts falling due within one year	19	<u>7,050</u>		<u>6,274</u>
Net current assets			<u>115,026</u>	<u>125,550</u>
Total assets less current liabilities			<u>119,280</u>	<u>131,222</u>
Net assets			<u>119,280</u>	<u>131,222</u>
Funds of the charity				
Restricted income funds:				
Other restricted income funds			78,520	90,554
Unrestricted funds			<u>40,760</u>	<u>40,668</u>
Total charity funds	22		<u>119,280</u>	<u>131,222</u>

For the year ending 31 March 2021 the charity 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 provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 6th October 2021 and are signed on behalf of the board by:



Miss C Hardy
Chairperson

The notes on pages 11 to 20 form part of these financial statements.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2021

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is The Boatshed, Steamer Quay Road, Totnes, Devon, TQ9 5AL.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2021

3. Accounting policies *(continued)*

Incoming resources

Income

All income is included in the statement of financial activities when the charity is entitled to the income, any performance related conditions attached have been met or are fully within the control of the charity, the income is considered probable, and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Donations and legacy income is received by way of donations, legacies, grants and gifts and is included in full in the Statement of Financial Activities when receivable. Where legacies have been notified to the charity but the criteria for income recognition have not been met, the legacy is treated as a contingent asset and disclosed if material. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the charity, being the amount, the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market.

Investment income is included when receivable.

Income from charitable trading activity is accounted for when earned.

Resources expended

Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

Costs of raising funds comprise the costs associated with attracting donations, grants and legacies and the costs of trading for fundraising purposes.

Charitable expenditure comprises those costs incurred by the charity 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.

Other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis, as set out in the notes to the accounts.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2021

3. Accounting policies *(continued)*

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings - 25% reducing balance

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Stocks

Stocks are measured at the lower of cost and estimated selling price less costs to complete and sell. Cost includes all costs of purchase, costs of conversion and other costs incurred in bringing the stock to its present location and condition.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2021

3. Accounting policies *(continued)*

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the charity will comply with the conditions attaching to them and the grants will be received.

Where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2021

3. Accounting policies *(continued)*

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

Cued Speech Association UK is a company limited by guarantee and accordingly does not have a share capital.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations	39,911	214,827	254,738
Grants			
Government grant income	–	7,470	7,470
Subscriptions			
Membership subscriptions	449	–	449
	<u>40,360</u>	<u>222,297</u>	<u>262,657</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Donations			
Donations	24,510	212,061	236,571
Grants			
Government grant income	–	–	–
Subscriptions			
Membership subscriptions	370	–	370
	<u>24,880</u>	<u>212,061</u>	<u>236,941</u>

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Contracted out staff	918	6,885	7,803
CS training income	951	2,391	3,342
Exam fees income	64	213	277
Miscellaneous income	265	396	661
Cue camp income	–	–	–
	<u>2,198</u>	<u>9,885</u>	<u>12,083</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Contracted out staff	–	6,455	6,455
CS training income	49	1,474	1,523
Exam fees income	–	464	464
Miscellaneous income	5	3,369	3,374
Cue camp income	–	23	23
	<u>54</u>	<u>11,785</u>	<u>11,839</u>

7. Other trading activities

	Restricted Funds £	Total Funds 2021 £	Restricted Funds £	Total Funds 2020 £
Info presentation income	–	–	405	405
	<u>–</u>	<u>–</u>	<u>405</u>	<u>405</u>

8. Investment income

	Restricted Funds £	Total Funds 2021 £	Restricted Funds £	Total Funds 2020 £
Bank interest receivable	–	–	238	238
	<u>–</u>	<u>–</u>	<u>238</u>	<u>238</u>

9. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Charitable activity costs	12	235,774	235,786
Support costs	454	32,442	32,896
Exceptional costs of charitable activities	–	18,000	18,000
	<u>466</u>	<u>286,216</u>	<u>286,682</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Charitable activity costs	1,200	239,298	240,498
Support costs	2,317	41,321	43,638
Exceptional costs of charitable activities	–	–	–
	<u>3,517</u>	<u>280,619</u>	<u>284,136</u>

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

10. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2021 £	Total fund 2020 £
Charitable activity costs	235,786	–	235,786	240,498
Support costs	–	32,896	32,896	43,638
Exceptional costs of charitable activities	<u>18,000</u>	–	18,000	–
	<u>253,786</u>	<u>32,896</u>	<u>286,682</u>	<u>284,136</u>

11. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2021 £	2020 £
Depreciation of tangible fixed assets	<u>1,418</u>	<u>1,890</u>

12. Independent examination fees

	2021 £	2020 £
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>3,914</u>	<u>2,949</u>

13. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2021 £	2020 £
Wages and salaries	207,830	192,465
Employer contributions to pension plans	6,748	6,809
Other employee benefits	–	52
	<u>214,578</u>	<u>199,326</u>

The average head count of employees during the year was 10 (2020: 10). The average number of full-time equivalent employees during the year is analysed as follows:

	2021 No.	2020 No.
Number of staff	<u>9</u>	<u>9</u>

No employee received employee benefits of more than £60,000 during the year (2020: Nil).

14. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

15. Transfers between funds

During the year £42,000 was transferred from Unrestricted Funds to Restricted Funds.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2021

16. Tangible fixed assets

	Fixtures and fittings £	Total £
Cost		
At 1 April 2020 and 31 March 2021	16,848	16,848
Depreciation		
At 1 April 2020	11,176	11,176
Charge for the year	1,418	1,418
At 31 March 2021	12,594	12,594
Carrying amount		
At 31 March 2021	4,254	4,254
At 31 March 2020	5,672	5,672

17. Stocks

	2021 £	2020 £
Raw materials and consumables	743	743

18. Debtors

	2021 £	2020 £
Amounts owed by undertakings in which the charity has a participating interest	300	–
Prepayments and accrued income	2,445	2,439
Other debtors	1,038	1,003
	3,783	3,442

19. Creditors: amounts falling due within one year

	2021 £	2020 £
Accruals and deferred income	2,592	2,151
Social security and other taxes	3,392	3,108
Other creditors	1,066	1,015
	7,050	6,274

20. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £6,748 (2020: £6,809).

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2021

21. Government grants

The amounts recognised in the financial statements for government grants are as follows:

	2021	2020
	£	£
Recognised in income from donations and legacies:		
Government grants income	<u>7,470</u>	<u>–</u>

During the year the charity was the recipient of economic benefits as a result of participating in the UK Government's Coronavirus Job Retention Scheme. The total funds recognised on an accruals basis from the UK Government during the year was £7,470.

22. Analysis of charitable funds

Unrestricted funds

	At 1 April 2020 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
General funds	20,668	42,558	(466)	(42,000)	20,760
Designated funds	20,000	–	–	–	20,000
	<u>40,668</u>	<u>42,558</u>	<u>(466)</u>	<u>(42,000)</u>	<u>40,760</u>

	At 1 April 2019 £	Income £	Expenditure £	Transfers £	At 31 March 2020 £
General funds	34,251	24,934	(3,517)	(35,000)	20,668
Designated funds	20,000	–	–	–	20,000
	<u>54,251</u>	<u>24,934</u>	<u>(3,517)</u>	<u>(35,000)</u>	<u>40,668</u>

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

22. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2020 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
0 – 18 UK	60,718	211,256	(242,727)	41,926	71,173
Hertfordshire	8,988	8,586	(17,648)	74	–
Wales	20,316	3,000	(15,969)	–	7,347
North East	532	9,340	(9,872)	–	–
	<u>90,554</u>	<u>232,182</u>	<u>(286,216)</u>	<u>42,000</u>	<u>78,520</u>

	At 1 April 2019 £	Income £	Expenditure £	Transfers £	At 31 March 2020 £
0 – 18 UK	85,043	176,875	(226,200)	35,000	60,718
Hertfordshire	11,084	23,044	(25,140)	–	8,988
Wales	15,240	19,790	(14,714)	–	20,316
North East	317	4,780	(4,565)	–	532
	<u>111,684</u>	<u>224,489</u>	<u>(280,619)</u>	<u>35,000</u>	<u>90,554</u>

23. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	1,146	3,108	4,254
Current assets	39,614	75,412	115,026
Net assets	<u>40,760</u>	<u>78,520</u>	<u>119,280</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Tangible fixed assets	1,528	4,144	5,672
Current assets	39,153	86,397	125,550
Net assets	<u>40,681</u>	<u>90,541</u>	<u>131,222</u>

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Detailed Statement of Financial Activities
Year ended 31 March 2021

The following pages do not form part of the financial statements.

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Detailed Statement of Financial Activities
Year ended 31 March 2021

	2021 £	2020 £
Income		
Donations		
Donations	254,738	236,571
Government grant income	7,470	–
Membership subscriptions	449	370
	<u>262,657</u>	<u>236,941</u>
 Charitable activities		
Contracted out staff	7,803	6,455
CS training income	3,342	1,523
Exam fees income	277	464
Miscellaneous income	661	3,374
Cue camp income	–	23
	<u>12,083</u>	<u>11,839</u>
 Other trading activities		
Info presentation income	–	405
 Investment income		
Bank interest receivable	–	238
 Total income	<u><u>274,740</u></u>	<u><u>249,423</u></u>

Cued Speech UK Limited
Charitable Company Limited by Guarantee
Detailed Statement of Financial Activities *(continued)*
Year ended 31 March 2021

	2021 £	2020 £
Expenditure		
Expenditure on charitable activities		
Wages and salaries	207,830	192,465
Pension costs	6,748	6,809
Other post-retirement benefits	–	52
Repairs and maintenance	1,814	452
Insurance	2,662	3,632
Other establishment	9,912	13,424
Motor vehicle expenses	2,624	14,659
Legal and professional fees	15,851	15,634
Telephone	4,838	4,822
Other office costs	9,878	10,136
Depreciation	1,418	1,890
Interest on bank loans and overdrafts	6	–
Other interest payable and similar charges	69	60
Subscriptions and licences	3,851	4,762
Info conference fees and charges	(171)	1,184
Info freelance staff	852	7,329
Cue camp	–	6,542
Publications and advertising	500	284
Exceptional costs of raising donations and legacies	18,000	–
	<u>286,682</u>	<u>284,136</u>
Total expenditure	<u>286,682</u>	<u>284,136</u>
Net expenditure	<u>(11,942)</u>	<u>(34,713)</u>

Cued Speech UK Limited

Charitable Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 31 March 2021

	2021 £	2020 £
Expenditure on charitable activities		
<i>Activities undertaken directly</i>		
Staff costs - wages/salaries	207,830	192,465
Staff costs - pension costs	6,748	6,809
Staff costs - other employee benefits	–	52
Motor vehicle expenses	2,624	14,659
Freelance tutor fees, legal and accounts	11,307	5,365
Other office costs	6,090	5,809
Interest on bank loans and overdrafts	6	–
Info conference fees and charges	(171)	1,184
Info freelance staff	852	7,329
Cue camp	–	6,542
Publications and advertising	500	284
	<u>235,786</u>	<u>240,498</u>
Support costs		
Repairs and maintenance	1,814	452
Insurance	2,662	3,632
Rent	9,912	13,424
Accountancy fees	3,914	2,949
Legal and other professional fees	630	4,223
Costs of trustees' meetings	–	3,097
Telephone and broadband	4,838	4,822
Printing, postage and stationery	3,788	4,327
Depreciation	1,418	1,890
Other finance costs	69	60
Subscriptions and licences	3,851	4,762
	<u>32,896</u>	<u>43,638</u>
Exceptional costs of charitable activities		
Activities undertaken directly (exceptional costs of charitable activities)	<u>18,000</u>	<u>–</u>
Expenditure on charitable activities	<u><u>286,682</u></u>	<u><u>284,136</u></u>