

See
what Cued
Speech UK is
saying...



ANNUAL REPORT
2022-2023

CUED SPEECH UK

Makes Spoken language visible for
deaf babies, children and adults

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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

Our Activities



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.

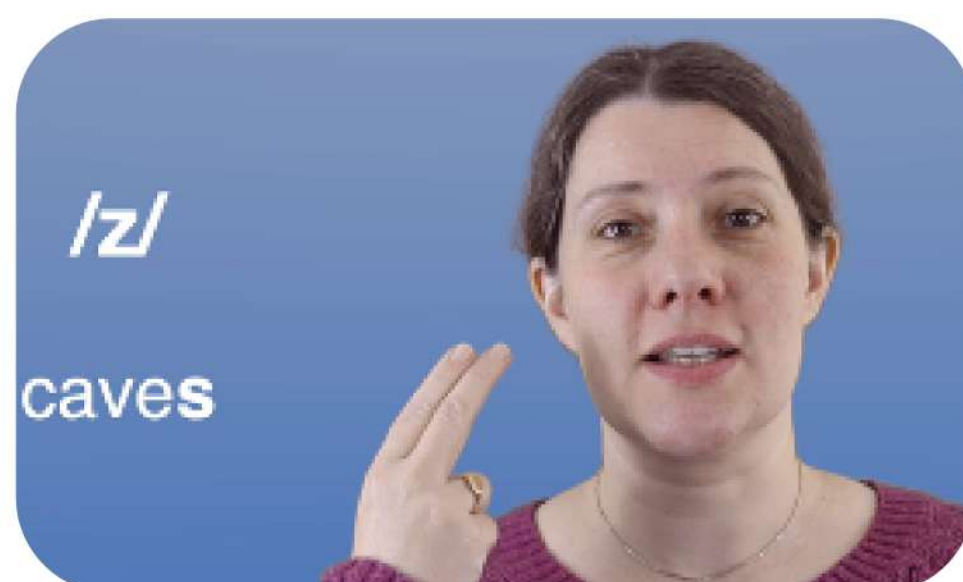
Our amazing linguist and Cue Tutor, Emma Sadeghi, came to the office in Totnes for a full day of filming.

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 Children's 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
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 = £7,200nper year	4 licenses @£300 per month (two are from the previous year, these numbers build year on year as the numbers of users increase.)	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 (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).
Total Net Profit	£10,000	£55,200	£65,200	

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 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
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 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							

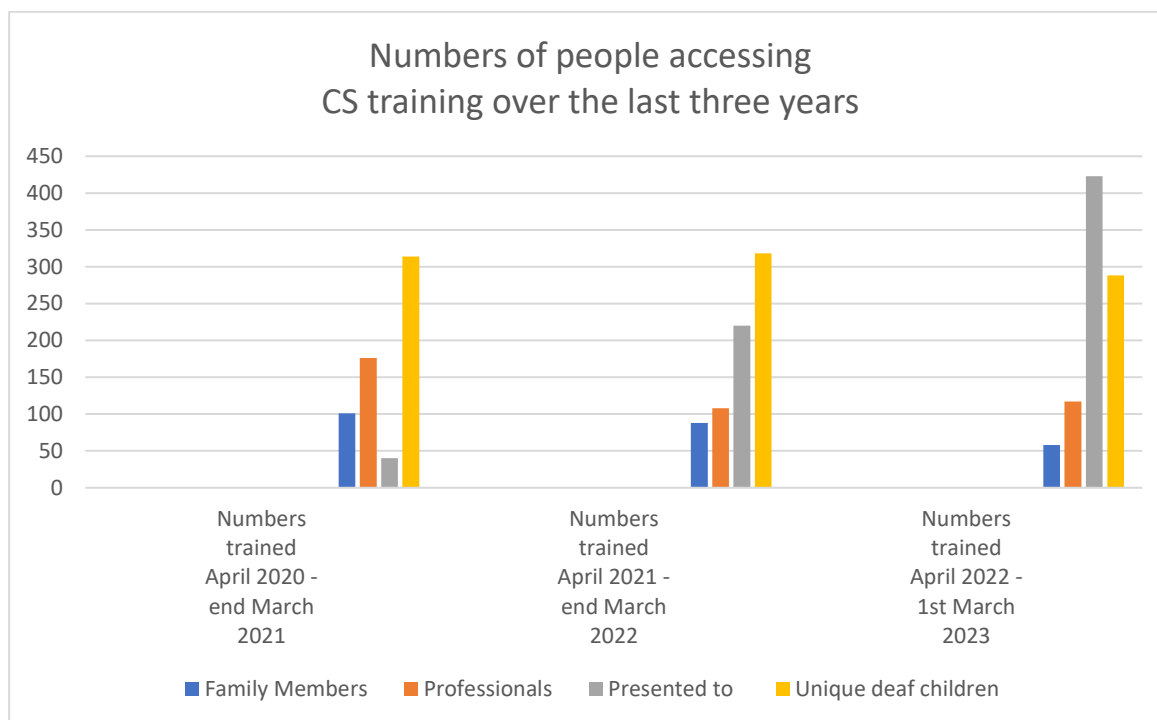
CSUK Regional Family Advisors made: -

- 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>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
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>
	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>

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	743	743

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	658	878
	<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	1,300	1,140
	<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><u>345,904</u></u>	<u><u>287,415</u></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><u>360,152</u></u>	<u><u>272,720</u></u>
Net (expenditure)/income	<u><u>(14,248)</u></u>	<u><u>14,695</u></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><u>360,152</u></u>	<u><u>272,720</u></u>