THE BRITISH DYSLEXIA ASSOCIATION

England & Wales · Charity number 289243

Details

Status	Registered
Legal form	Charitable company
Company number	01830587
Registered	1985-02-04
Register	View on the Charity Commission register

Contact

Address	Access Business Centre Willoughby Road Bracknell Berkshire RG12 8FB
Phone	03334054555
Email	finance@bdadyslexia.org.uk
Website	www.bdadyslexia.org.uk

Activities

Objects: THE PURPOSES OF THE COMPANY ("THE OBJECTS") ARE TO ADVANCE THE EDUCATION OF THE PUBLIC IN RELATION TO ALL ASPECTS OF DYSLEXIA AND RELATED CONDITIONS, AND TO CONDUCT RESEARCH FOR THE PUBLIC BENEFIT INTO THE PROBLEMS OF DYSLEXIA AND RELATED CONDITIONS AND TO DISSEMINATE THE RESULTS OF SUCH RESEARCH; AND TO ADVANCE THE EDUCATION OF DYSLEXIC PEOPLE OF ALL AGES.

Activities: The Charity's objects are to advance the education of the public in relation to all aspects of dyslexia and related conditions, and to conduct research for the public benefit into the problems of dyslexia and related conditions and to disseminate the results of such research.To provide useful information for dyslexic individuals of all ages To work towards a dyslexic friendly society.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, Disability, Economic/community Development/employment
- **Who:** Children/young People, People With Disabilities, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,182,339	£2,508,679	£362,164	52
2024-03-31	£2,061,615	£2,292,824	£688,504	50
2023-03-31	£1,949,340	£2,200,790	£919,713	47
2022-03-31	£2,229,240	£2,128,450	£1,171,163	45
2021-03-31	£1,790,638	£1,655,805	£1,070,373	29

Trustees

Name	Role	Appointed
Barry Stanton		2022-11-21
Dr Georgia Zampia Niolaki		2021-03-13
Enrico Riva		2021-10-23
Helen Elizabeth Ashley Taylor		2023-08-23
Marcia Marie Brissett-Bailey		2023-08-23
Marlon Carlos James-Edwards		2025-07-22
Michelle Catterson		2020-09-12
Shoshana Whybrow		2023-08-23
Susan Mary Howarth		2025-08-01
Timothy David Neale		2019-03-02

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THE BRITISH DYSLEXIA ASSOCIATION

England & Wales - Charity number 289243

Accounts

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Registered number: 01830587
Charity number: 289243

BRITISH DYSLEXIA ASSOCIATION

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TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

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BRITISH DYSLEXIA ASSOCIATION
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BRITISH DYSLEXIA ASSOCIATION

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES. AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2025

Trustees.

Michelle Catterson, Chair
Delia Hazell
Fauzia Jan (resigned 12 August 2024)
Timothy Neale
Dr Georgia Niolaki
Enrico Riva
Helen Ross (resigned 28 August 2024)
Nathan Davies (resigned 28 May 2024)
Arran Smith (resigned 4 February 2025)
Barry Stanton
Shoshana Whybrow
Marcia Brissett-Bailey
Helen Ashley Taylor
Susan Ball (appointed 1 August 2025)
Marlon Jamies-Edwards (appointed 22 July 2025)

Company registered number.

01830587

Charity registered number.

289243

Registered office.

1 Friar Street
Reading
RG1 1DA

Independent auditor.

James Cowper Kreston Audit
Chartered Accountants and Statutory Auditor
Reading Bridge House
George Street
Reading
Berkshire
RG1 8LS

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Bankers.

Barclays Bank p.l.c
Reading Branch
Mid Thames Group
P.O. Box 27
Reading, RG1 2HD

Aldermore Bank
Apex Plaza
Forbury Road
Reading
RG1 1AX

Solicitors

Boyes Turner LLP
Abbotts House
Reading
RG1 3BD

Executive Officers:

Chief Executive:

Chivonne Preston (until 30 September 2024),
Ellen Broomé (from 30 September 2024)

President:

The Lord Addington

Vice Presidents:

Professor Angela Fawcett
Sharon Hodgson MP
Professor Joel Talcott
Sir Jackie Stewart OBE

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BRITISH DYSLEXIA ASSOCIATION

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CHAIRMAN'S STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025

On behalf of the board of trustees at the British Dyslexia Association (BDA), I am pleased to present this year's annual accounts, which reflect a period of continued challenge across our sector and for our organisation, but also one of real commitment and resilience from our team and wider community.

This year has been a time of change both internally and in the external landscape. Following three years of operating deficits, we undertook a careful restructure of the organisation to reduce our ongoing costs and protect our ability to deliver our core charitable objectives. These were difficult decisions, and we recognise the impact on staff and stakeholders, but they were essential to secure a more sustainable future and ensure we can continue to serve the dyslexia community for the long term.

In a climate of increasing pressure on education, health and employment services, our charity has remained focused on ensuring that children, young people and adults with dyslexia and other specific learning difficulties are better understood and better supported. From raising awareness in schools to equipping employers with practical tools for inclusive practice, our work continues to make a meaningful difference.

Key developments over the year

- We brought **diagnostic assessments in-house**, enhancing quality assurance, consistency and accessibility for families and individuals seeking support.
- We **revised our constitution** to move away from a formal membership structure. As a result, and to make our support and resources more inclusive and accessible, we **removed fees for individual membership** — helping to widen access to information and services for those who need it most.
- We also **established the dyslexia network** — a new structure that brings together local dyslexia associations and other charities and community groups that work on dyslexia under a more unified, collaborative model. This reflects our commitment to partnership working and to amplify the vital contribution of LDAs and other dyslexia groups and organisations across the country.
- We reviewed and **updated how we communicate with our community**, moving away from printed publications and legacy contact systems to more accessible and inclusive digital formats. This change has helped us reach a wider audience more efficiently, improve engagement, and ensure that our information is easy to access and share.
- We hosted the tri-annual **flagship international conference**, bringing together leading researchers, practitioners and people with lived experience from across the globe to share knowledge and shape future practice.
- We reviewed and revised our **Level 5 and 7 Dyslexia and Dyscalculia courses**, to improve students' experiences and to ensure it reflects emerging evidence in research and practice.
- Thanks to the fantastic support of Theo Paphitis Retail Group and our Dyslexia Empowerment Champion Theo Paphitis, we have been able to offer **assessment bursaries for young people from low-income household**s.

This year also marked a leadership transition for the BDA. We extend our sincere thanks to Chivonne Preston for her dedication and steady leadership during her time with us. We now warmly welcome Ellen Broomé, whose experience and insight will help guide our next phase of ambitious growth.

Looking ahead, we see real opportunities for positive change for dyslexic people. With a new government in place and growing public interest in inclusive education and workplaces, we have a renewed chance to influence national priorities. The launch of Jamie Oliver's campaign — calling for better identification and support for children with dyslexia in schools — has already helped bring these issues into the spotlight. We look forward to building on this momentum.

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CHAIRMAN'S STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

On behalf of the Board, I would like to thank our staff, volunteers, partners, and supporters. Your belief in, and support for, our mission of improving the lives of dyslexic children, young people and adults, continues to drive everything we do.

M Catterson
Michelle Catterson 03 Sep 2025 12:07:35 BST (UTC +1)

.....
Michelle Catterson
Chair
Date: 03 September 2025

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BRITISH DYSLEXIA ASSOCIATION

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2025

The Trustees are pleased to present their annual report together with the consolidated financial statements of the charity and its subsidiary for the year ended 31 March 2025, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements have been prepared in accordance with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice, applicable to charities preparing their accounts in accordance with the Financial Reporting Standard, applicable in the UK and Republic of Ireland (FRS 102).

The information on page 1 and 2 forms part of the Trustees' Report.

The Trustees confirm that they have referred to the Charity Commission's guidance on public benefit when reviewing the Charity's aims and objectives and when planning future activities.

OBJECTIVES AND ACTIVITIES

The British Dyslexia Association ("the BDA", "the Charity") has its principal objects contained within the Charity's memorandum and articles of association, which are:

"to advance the education of dyslexic people of all ages in relation to all aspects of dyslexia and related conditions, and to conduct research for the public benefit into the problems of dyslexia and related conditions and to disseminate the results of such research."

Vision, Mission and Values

Vision
Our vision is for a world where people with dyslexia can flourish.

Mission
Our mission is to change society by removing barriers so that everyone with dyslexia can reach their full potential in education, in employment and in life.

- *We raise awareness*
  We inform and educate to encourage inclusion and inspire change.
- *We promote understanding*
  We base our expertise on evidence and research, setting professional standards and influencing policy.
- *We empower people*
  As the leading national dyslexia charity, we speak out on behalf of the dyslexia community to champion a dyslexia-friendly society.

Values
- *Excellence*
  We work with our community and each other to continuously improve all that we do and the services we offer.
- *Respect*
  We are an inclusive organisation where everyone has a voice which is listened to and is valued for the unique skills they bring.
- *Team work*
  We collaborate and support each other in pursuit of our vision: we are strongest and most effective when we work together.
- *Innovation*
  We embrace different thinking and encourage everyone to bring their ideas and initiatives, reflecting the diversity of the community we support.

ACHIEVEMENTS AND PERFORMANCE

Our main activities and who we support are described below.

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The BDA supports children, young people, parents and carers, and adults with dyslexia. We work to influence policy and practice to make sure all people with dyslexia can achieve their full potential and thrive – whether in school, in work or in life.

Below we set out our main activities and achievements for the year 2024-25 and how we supported children, young people and adults with dyslexia, how we worked with professionals and workplaces, how we engaged with our community, and how we worked to increase awareness and advocate for change.

All our charitable activities are undertaken to further our charitable purposes for the public benefit.

1. Supporting individuals with dyslexia

BDA National Helpline

Our national helpline continues to be a vital source of support and expert information for individuals and organisations across the UK. This year, we answered over **5,700 queries** - a 3% increase from the previous year; helping callers navigate a wide range of dyslexia-related concerns. Enquiries are in the form of telephone calls, emails and social media messages.

Common topics that people enquire about are diagnostic assessments, dyslexia support for education, exams and work, practical strategies for dyslexia including assistive technology, accessibility and life skills. With growing demand, the helpline continues to be a cornerstone of the BDA's commitment to empowering people with dyslexia and those supporting them.

Staffed primarily by volunteers, around 80% of phone calls are taken by volunteers and the remaining 20% by BDA staff. The helpline benefits from a diverse team of experts, including adults with dyslexia, relatives of dyslexic individuals, and current or retired dyslexia specialists. Their personal and professional experiences ensure a user-led service, providing knowledgeable and compassionate support.

A volunteer described their role:

"Volunteering for the helpline is brilliant. Not only do you feel you can offer real help and support to callers, but you gain so much yourself. The excellent training and support from managers and fellow volunteers, means that you're always learning, and the fact that you never know what the next phone call will bring keeps you constantly on your toes! Challenging, rewarding and satisfying!"

Helpline users highly valued the support they received, with an average satisfaction rating of 4.5 out of 5. In our survey, 90% said they got the information and support they needed, and 64% felt better equipped to move forward following their enquiry.

Caller feedback:

"Each point of my email was addressed, plus I was signposted to an organisation that could help. It's given us confidence to take the next steps."

"The helpline helped me move forward with school and an assessment for my daughter. I ended the call feeling less alone—more positive about her dyslexia and my own diagnosis."

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Word cloud representing feedback received from helpline users.

Online Support Groups

Our new online support sessions provide a safe and welcoming space for adults with dyslexia and families of dyslexic children and young people. Open to all, these free and confidential sessions offer an opportunity to connect, share experiences, and support one another. We have welcomed nearly 60 people so far, who have benefited from this peer support.

They are a vital source of community and encouragement, empowering participants through shared understanding and practical support. We will seek to expand this provision in the next year.

Participant feedback:"Hearing others explain their dyslexia helped me relate to their experiences, which in turn helped me understand myself better. It's also made me kinder to myself."

"It's reassuring to know I'm not the only dyslexic person facing similar challenges. As a group, we were able to support each other and share useful technology that can help us right now."

Diagnostic assessments

The BDA provides full diagnostic assessments for dyslexia and dyscalculia, helping individuals gain a clearer understanding of their needs and access potential funding and support. Assessments can be conducted online or in person by specialist teachers or psychologists. In 2024, we arranged 2,349 assessments.

From December 2024, the BDA transitioned its 'referral assessment service' to a fully in-house model. Now, all assessment bookings are managed directly by the BDA's assessment admin team, ensuring a more efficient and consistent experience for clients.

"[Assessor] was friendly and professional. I was anxious coming into the assessment and his approach and process reduced my stress levels and supported me throughout the assessment. It was a positive experience and helped me feel comfortable with my challenges within the context of my gifts! In the past it has felt like having Dyslexia a shameful secret abnormality. I am very grateful, and surprised that it was a positive experience even when I was naturally struggling to do some part of the assessment. Thank you to the British Dyslexia Association (BDA) Team, [named admin] and [assessor]!"

"Thank you so so much for organising this! It's such a relief to finally have answers and already efforts to put support in place for xxxx have kick started. It means the world to both xxxx and myself. Thank you so much again."

"[Assessor] is clearly an exceptional and talented assessor - throughout the long assessment he was hugely kind, empathetic, professional, observant and ran the session at an excellent pace and regularly checked in on my wellbeing. He made the session a memorable and meaningful experience, even though the assessments were tough and testing. Thank you so much. I wish I had done this much earlier in my life, but it's never too late."

Recognising the growing need for dyscalculia support, the BDA has launched a dedicated dyscalculia assessment service. This allows individuals to be formally assessed for maths difficulties/dyscalculia, further expanding the support we offer.

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2. Supporting our community

Local Dyslexia Hubs

This year, we launched our Local Dyslexia Hubs pilot project in Devon, South Wales, and Northern Ireland. These will explore the need for local support and the best ways to provide information. We recruited, trained, and inducted 22 'expert by experience' volunteers from across these regions. Their role included conducting local research, distributing a needs survey, and planning targeted activities to support the dyslexia community.

To help shape the project, an Expert Panel of seven external stakeholders provided valuable insights. We also established connections with local organisations to better understand the landscape, raise awareness of Local Dyslexia Hub services, and build partnerships.

The first major event was a dyslexia awareness presentation and networking session with Members of the Senedd in the Welsh Parliament, and we have also developed a social media presence to promote upcoming events planned for the next financial year.

Dyslexia Network

Local Dyslexia Associations (LDAs) received six editions of *LDA Enews* this year, keeping them informed about BDA updates, each other's events, and key developments. The newsletter also provided practical guidance on running a small charity, such as volunteer recruitment. LDAs also had access to a range of written resources, a dedicated listing on the BDA website, and signposting from our helpline, helping people connect with their nearest dyslexia charity.

To strengthen collaboration, we hosted five online networking meetings, bringing together representatives from 30 dyslexia charities to share insights and build connections. Additionally, LDA helpliners and trustees took part in six Helpline Information Sessions, covering topics from home education for dyslexic children to handling challenging helpline calls.

Following consultation with LDAs, we recognised that the annual membership fee posed a challenge for smaller organisations. As a result, we are removing the fee for the coming financial year.

We will also relaunch the network as the Dyslexia Network, expanding it to include more charities and community groups across the UK that share our commitment to providing dyslexia support and information.

3. Supporting professionals and workplaces

Training

Bespoke Training

In 2024-25, we delivered over **100** bespoke training sessions to over **3,000** participants. While most sessions were held online, 30% took place in person. Around half were education-focused, and the other half addressed dyslexia and dyscalculia in the workplace.

We offer bespoke training in a range of formats, from one-hour sessions to full-day workshops. Around half of our bespoke training is provided at a discounted rate for charities, public sector organisations, and local authority schools.

Feedback from participants:

'Our training was excellent. The trainer was engaging, informative and I got a real sense for how much she cared for the children she worked with and how much she understood what life in a classroom was like. Everything suggested was manageable and sustainable and applied to the class/school as a whole, rather than focusing strictly on intervention-based approaches for specific children/groups. The trainer brought an abundance of incredible resources with her, some of which we all agreed we would look in to straight away! The trainer was absolutely brilliant, and a huge part of why our training was such a success.'

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Online training

A total of **54** live online courses were scheduled for 2024-25, including four Dyslexia Discovery Weeks and six SASC-accredited sessions. Feedback suggests that schools struggle to release staff for full-day training, which is being considered as we refine our training offer for schools.

Among the courses, *The Fundamentals of Dyscalculia* was the most popular, followed by *Practical Solutions for Dyslexia*. Dyslexia Discovery Week saw a strong start, but numbers dropped for the later sessions, and we will review session formats and scheduling to better meet demand and accessibility needs.

'Great examples and ideas for supporting my pupils. Lots of opportunity to discuss and reflect'
'Explained dyslexia amazingly well and first time I have felt that someone understands what dyslexic individuals have to deal with on a daily basis, Thanks'

E-Learning

We updated our Level 2, 3 and 4 course content, with further developments and rebranding planned for later in 2025, aligning with our DFQM work.

In September 2024, we launched a new Assistive Technology module, which received an overwhelming response, with 85+ sign-ups in one morning!

Our three free e-learning courses – *Assistive Technology*, *Dyslang*, and *Helping with Phonics* – were accessed over **1,800** times in 2024/25. Additionally, over **700** paid registrations were made for courses.

We remain committed to expanding our e-learning offer, ensuring high-quality, accessible training for all.

Professional level courses

The fully revised Level 5 Dyslexia course launched in January 2024 and has seen strong demand, with high intakes for both the May and September cohorts. Early feedback has been positive, with retention rates rising from 72% in January 2024 to 89% in January 2025.

In autumn 2024, bursary funding from the Constable Educational Trust (CET) was introduced, offering 30 places with 25% funding for eligible students in state-funded schools with a high proportion of Free School Meals. Five students were awarded bursary places in January 2025, and further funding remains available for those applying for May onwards.

The Level 7 Dyslexia course has undergone significant improvements, including rewritten assignments, enhanced study skills support, and a structured tutorial framework. These changes have led to a substantial increase in retention, rising from 59% in January 2024 to 100% in January 2025. The number of student complaints has also dropped.

For the Level 5 Dyscalculia course, the May 2024 intake was lower than expected, but interest picked up later in the year, with the September and January cohorts reaching full capacity. Retention has remained stable, improving to 90% in January 2025. Based on student feedback, work is now underway to enhance course delivery on Cossemble.

The Level 7 Dyscalculia course launched in January 2024 with a small cohort of three students, all of whom remain on track to complete by July 2025. A major milestone was reached in September 2024 when the course received AMBDA Dyscalculia accreditation.

Feedback from students:

'I wanted to sincerely thank you for the help across the course and the support that allowed me to overcome the challenges.'

'My tutor took the time to understand my background and always gave constructive feedback in a very considered and respectful way. Her knowledge of dyslexia and its assessment is second to none, and her encouragement was vital to me completing the course.'

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'It was a very challenging course but has been very rewarding and I've learnt so much.'

Course development

A project team began developing the exam access arrangements Level 7 programme in September 2024. The course will be submitted for OCN accreditation in spring 2025 and will launch in September 2025.

BDA Accreditation

BDA professional accreditations are prestigious awards that recognise individuals who have achieved a high level of competency in specialist teaching and/or assessment. To be eligible, individuals must have completed a BDA-accredited course within the last three years. To ensure ongoing quality and up-to-date knowledge, accreditations must be renewed every three years.

To better support course providers, the BDA has revamped its accreditation process. Our in-house team, working alongside expert associate reviewers, oversees the process, leading to greater efficiency and improved service for course providers.

In 2024, over **2,400** professionals held a BDA accreditation, with **21** courses officially accredited by the BDA.

Expanding access to accreditation

To make AMBDA accreditation more accessible, we have introduced alternative routes for those who were unable to apply through the traditional pathway. These routes align with the standard AMBDA criteria, ensuring that all applicants demonstrate the same level of expertise and experience before being awarded accreditation.

New routes to AMBDA Dyscalculia

The BDA is committed to ensuring more assessors can evidence their ability to assess for dyscalculia. We now offer two pathways to achieve AMBDA Dyscalculia:

- Completing an accredited Dyscalculia and Maths Learning Difficulties course (initial year at Level 5 or 7, followed by a second year at Level 7).
- The APEL route, which involves submitting a portfolio of evidence.

Professional Membership

BDA Professional Membership is available in three categories:

- Professional Membership
- Professional Affiliate Membership
- Professional Student Membership

Membership is renewed annually and comes with a range of benefits, ensuring ongoing engagement with the BDA community. In 2024 we had over **1,600** professional members.

As part of the professional membership relaunch, we have expanded our offering, which now includes:

- Regular professional meetings
- Enhanced online resources
- Improved access to professional insurance
- New website features, including an updated tutor list and an online CPD log for tracking ongoing professional development

SASC Courses

The BDA has delivered seven SASC-accredited eLearning courses, approved by the SpLD Assessment Standards Committee (SASC). These courses contribute to the formal CPD required by assessors.

In response to demand, we are launching online SASC-approved training sessions from January 2025, delivered by two highly experienced practitioners in dyslexia and dyscalculia. Each will run four interactive training sessions, with plans to expand this offering in the coming year.

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Dyslexia Friendly Quality Mark

Our Dyslexia Friendly Quality Marks give educational institutions such as schools and colleges, and workplaces, a framework for improvement and recognition of good practice for individuals with dyslexia.

The DFQM for Educators had **31** schools and colleges register to embark on the Quality Mark during the year. We also signed up our first prison education department and adult (professional qualification) educators such as Church of England.

During this financial year we carried out **16** verifications and all of these educators were successful in achieving the Quality Mark. Three existing schools and colleges were re-verified to continue holding the Quality Mark status. The total number of Quality Mark holders stood at **56** at the end of the year, a 51% increase from the previous year.

The most notable impact of the Quality Mark for Educators was reported by the learners with dyslexia themselves. Young people at the schools and colleges told the BDA that and others talked about the strategies and equipment that they use to support their learning. Some learners expressed how they felt listened to and supported.

The developing DFQM for Workplaces saw nine new organisations register, joining the existing nine workplaces already part of the Quality Mark and doubling the group of workplaces working with us to demonstrate best practice for dyslexia adults in work.

These organisations are leading the way in their efforts to offer equity for employees with dyslexia and increased understanding from colleagues from awareness raising activities. The largest employer that are part of the Quality Mark is the Ministry of Defence, reaching tens of thousands of employees with its awareness raising and a commitment to be dyslexia friendly.

4. Increasing reach, raising awareness and advocating for change

A new definition of dyslexia

The Delphi Study, a collaborative research project led by Dr Julia Carroll and supported by SASC, sought to establish a clear, consensus-driven definition of dyslexia. The BDA played an active role in this process, ensuring inclusivity and rigour.

We are pleased to announce that the final version of the Dyslexia Delphi Study was published in February 2025, and the BDA has officially adopted its definition of dyslexia.

Policy and campaigns

We work independently and collaboratively to influence policy and practice development and implementation. Our regular policy work includes representing the voice of dyslexia on forums which include Ofqual, Department for Work and Pensions, His Majesty's Revenue and Customs, the Joint Council for Qualifications and through our membership of the Special Educational Consortium (SEC). Our CEO is also a member of the Department for Education's Neurodivergence Task and Finish Group and the Ministry of Justice's Reading Panel for Prisons.

The new Government has set out its ambition change key areas that impact our beneficiaries, which creates opportunities for us to engage with policy and decision makers on:

- education (especially SEND)
- workplace initiatives - including initiatives and pilot schemes aimed at supporting disabled people to get in and stay in work
- young people pledge - every young person should be "learning or earning"

This year we published substantive responses to public consultations on SEND including OFSTED's Big Listen and the Assessment and Curriculum Review. We also responded to the Education Select Committee's Call for Evidence on Solving the SEND Crisis, utilising data from our helpline enquiries and actively soliciting feedback from our networks and supporters.

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We received a range of responses from our community sharing their experiences of the SEND support available for dyslexic children in mainstream schools. The submissions shared the impact that their experiences have had on their children and clearly showed the on-the-ground issues that need to be addressed across the board.

Impact and systemic change is a central focus for our external communications moving forward. The foundations for future policy and campaign have been firmly set in place with the development of a to demand change for dyslexic learners, and a microsite to lay-out the changes that we want to see to bring about a more inclusive education for learners.

All Party Parliamentary Group (APPG) for dyslexia

We continue to act as the Secretariat for the APPG. Due to the timings of the General Election, we held only one meeting during the year which focused on intersectionality and the impact of ethnicity and culture on the lived experience of dyslexia.

The APPG has been reconstituted under a new Chair, Juliet Campbell MP, who has personal experience of dyslexia as a parent of a dyslexic child. At the Extraordinary General Meeting in November 2024, we had good attendance and engagement from MPs and peers, including a number of MPs who have personal experience of dyslexia.

The APPG and its meetings provided a critical platform for raising awareness of dyslexia in Parliament, government and key policy stakeholders, influencing policies that shape education and workplace inclusivity. A full schedule of meetings is planned for the remainder of the calendar year.

Research

We have also initiated two major pieces of research:

- mapping the landscape for dyslexia recognition and support across England.
- understanding the experience of dyslexic young people in England; how they perceive dyslexia has impacted their lives, and the changes they would like to see implemented.

Both studies will serve as the foundation for future policy recommendations and initiatives aimed at creating long-term, sustainable improvements in dyslexia support.

Digital landscape

The website saw almost **970,000** new users with **4.2 million** page views despite an ageing and inefficient platform - highlighting a continued interest and real relevance of our services to our beneficiaries.

Our social media presence steadily grew across all channels:

Facebook:	46,840 (+6.5%)
Instagram:	28,615 (+15.9%)
LinkedIn:	27,087 (+11.7%)

We continued to build our audiences with growth of **45%** on our general newsletter audience and the development of a bi-monthly training email. The introduction of automated email processes for member services and training has increased efficiency and given better journey development on the CRM.

We printed the final edition of *Contact Magazine*, our members' publication, in September 2024 and will transition to a digital newsletter in 2025. Editions will be emailed to our Dyslexia Community in spring, summer, and autumn. This shift aligns with our commitment to financial sustainability and adapting to the evolving needs of our community. By enhancing our digital communications, we aim to keep our members informed, engaged, and connected while prioritising resources where they will have the greatest impact.

Our events

In June 2024 the BDA hosted its **13th** International Conference at the University of Surrey, bringing together high-profile academics within the fields of dyslexia research and practice. The conference saw 8 keynote speakers and 98 speakers across the two-day conference with **300** delegate attendees. A microsite was developed to showcase the full breadth and depth of research, and the event reinforced our position at the forefront of dyslexia research.

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We also provided training to educators through our virtual and in-person conferences with over **400** attendees. Over the course of the year, we also ran a series of **15** free webinars providing vital information and advice to over **8,000** parents, educators, adults with dyslexia and workplaces.

Dyslexia Awareness Week 2024

Our annual awareness campaign Dyslexia Awareness Week #DAW took place between 7 and 13 October. With over **17,000** resource uploads over the course of the week, with a basic awareness webinar seeing **1,699** registrants. There is a real appetite for information and understanding across the board and we saw high engagement and steady growth across our social channels. The campaign gave an opportunity for individuals of all ages and backgrounds to share their lived-experience, and it continues to be received as an inspiring initiative.

Fundraising

The BDA has made significant strides in fundraising, corporate partnerships, and individual giving, seeing a **30%** increase on the previous year. We are delighted to have entered a three year charity partnership with TPRG (Theo Paphitis Retail Group), raising over £25,000 from year one. This will allow us to deliver 40 assessment bursaries for low income families, amongst other work. The launch of our local hubs project has seen fantastic support from Trust funding, including a generous donation from the Waterloo Foundation.

We're incredibly grateful for the many people who take on events such as the London Marathon, Great North Run and Bath Half. We've seen an increase in the number of donations from individuals; this is in part due to new avenues of fundraising such as lottery giving and a targeted Christmas appeal. A big thank you to the remarkable individuals of all ages who have embraced extraordinary challenges and events to fundraise for us, and to the generous contributions from individuals, schools, businesses, and trusts that consistently support the BDA throughout the year.

We also received some legacy and in-memory donations and are grateful to the individuals and families who support our charity at their time of loss.

The BDA uses agencies in respect of payroll giving, plus online giving and sponsorship sites such as JustGiving.

The BDA is registered with the Fundraising Regulator and complies with the standards outlined in the Fundraising Regulator's Code of Fundraising Practice.

We have received no complaints in relation to our fundraising practices during the year.

FINANCIAL REVIEW

The Consolidated Statement of Financial Activities for the year ended 31st March 2025 shows a deficit of **£326,340** (2024: deficit of £231,209).

Income

Total income has increased by 6% to **£2,182k** (2024: £2,062k). Income from Donations & Legacies has grown by 75% increasing from £83k to £146k. This is due to our new relationship with the Theo Paphitis Retail Group (TPRG), who are raising funds to provide bursary assessments for individuals from low income families. Funding has also been awarded for our new local hubs project, providing community support in South Wales, Devon and Northern Ireland.

Income from Charitable activities has increased by 4% with growth in assessments (previously recorded in the trading subsidiary) and professional accreditations. We ran a successful International Conference in June 2024, which has also contributed to the growth in income.

Training income fell during the year. Following a review of professional level courses (Level 5 and Level 7), course length was extended to allow greater flexibility for our students and prices maintained during this

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transition period. Our eLearning courses showed growth across the year.

Investment of cash during the year into short term deposits has led to an increase in investment income.

Expenditure

Total expenditure increased by 9% to **£2,509k** (2024: £2,293k), predominantly due to increases in direct expenditure as well as salary and staff costs.

The International Conference (hosted every three years) has increased direct expenditure in the year. The cost of assessors is now shown in direct expenditure (previously in Trading Subsidiary costs) following assessments moving into the charity.

Recruitment costs are higher with recruitment of our new CEO, Ellen Broomé during the year. Tight control of administrative costs has reduced the overall impact of increases in staff costs.

Salary costs have shown the largest increase, with full year impact of prior year recruitment. A redundancy programme was carried out in December, after careful review or our charitable activities and future sustainability. This restructure will reduce salary costs for 2025-26 onwards.

Balance sheet

Net current assets decreased by £318k to **£355k** (2024: £673k). This is mainly reflected in lower cash and cash investments. Deferred income has also reduced in the year, with the International Conference having taken place.

Total reserves decreased by £327k to **£362k** in the year (2024: £689k), reflecting the operational deficit.

Reserves policy and going concern

The Trustees have a responsibility to ensure the continuity of the organisation and the fulfilment of its charitable aims. It is therefore necessary to maintain an adequate level of reserves. Free reserves are the part of BDA's unrestricted funds that is available to spend on any of the Charity's purposes. This definition excludes restricted income funds, although holding such funds may influence BDA's reserves policy.

The Trustees take a risk-based approach to reserves and review the reserves policy annually. The Board has set a reserves policy which requires:

- Reserves to be maintained at a level which ensures that BDA's core activity could continue during a period of unforeseen difficulty
- A proportion of reserves to be maintained in a readily realisable form.

The calculation of the required level of free reserves considers:

- Risks associated with each stream of income and expenditure being different from that budgeted
- Planned activity level
- Organisational commitments
- The gap between the spending and receiving of income, as well as the level of deferred income on the balance sheet.
- Retaining a level of funding that will allow flexibility and agility of response to business growth and development opportunities which enable the organisation to meet its strategic objectives.

On this basis, the Trustees consider that the ideal level of free reserves as 31 March 2025 is **£429k** of which at least 50% should be held as cash.

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Reserves held at 31 March	2025	2024
Unrestricted free reserves	£185,852	£543,251
Restricted reserves	£176,312	£145,253
Total reserves	**£362,164**	**£688,504**

Unrestricted reserves at 31 March 2025 were **£186k** (2024: £543k) which is below the target level. A review of the organisational structure was carried out in the latter half of the year, resulting in a redundancy exercise and streamlining of service; enabling charitable objectives to be met whilst reducing cost.

A revised organisational plan has been completed and measures put in place to monitor performance against objectives during the year.

The Trustees have approved a small deficit budget for 2025-26 and are confident that the target level of reserves will be met by the end of the 2027-28 financial year.

Related Party Transactions

Transactions between the BDA and BDA (Initiatives) Ltd, its subsidiary undertaking, have been disclosed and are included in these consolidated accounts. Other related party transactions have been disclosed in the consolidated accounts.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Charity is a company limited by guarantee governed by its Memorandum and Articles of Association dated 5th July 1984 (last amended 30 September 2024). It gained formal charitable status from the Charity Commission in England and Wales on 4th February 1985.

BDA Initiatives Ltd

The charity has a wholly owned non-charitable subsidiary: BDA (Initiatives) Limited. It carries out non-charitable trading activities to raise funds for the Charity.

Governance

The Board of Trustees has adopted the Charity Governance Code and assess its compliance with the Code as part of its ongoing review and strengthening of governance.

The Board of Trustees is collectively responsible for the governance and strategic direction of the Charity together with its financial health, delivery of public benefit, probity of its activities and the development of the organisation's aim, objectives and goals.

The Trustees who have served during the year are listed on page 1 of this report.

The Board of Trustees meets at least four times a year. All Trustees give their time freely and no Trustee remuneration was paid in the year other than reimbursement of out of pocket expenses incurred when acting on behalf of the Charity.

Committees report to the Board and comprise the Finance Committee, which meets quarterly.

A change to our Articles of Association in the year has resulted in the disbanding of a number of committees and boards including the Accreditation Board. The Trustees are grateful for the valuable contribution and specialist skills that have been provided by volunteers involved in these groups.

Recruitment and appointment of Trustees

The Charity is committed to ensuring it has a balanced and diverse Board, with members recommended for their skills and expertise. Renewals and the appointment of any additional Trustees are informed by a Board

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skills review and consider annual discussions between the Chair and each Trustee.

The Board of Trustees is made up of not less than six and no more than fourteen people. New Trustees may be appointed by a simple majority of existing Trustees.

Trustees are appointed for a three year period and may be reappointed after this period at an AGM. No Trustee shall serve for more than nine consecutive years unless Trustees consider it would be in the best interest of the Charity for them to continue to serve.

Training and Induction

New Trustees undergo an induction process, the aim of which is to give them an understanding of their role and responsibilities as Trustees. These include their legal obligations under charity and company law, an understanding of the Code of Governance, and Trustees' responsibility for safeguarding and risk management.

Charity management

The Chief Executive Officer is responsible for the day to day management of the Charity's affairs and for implementing policies agreed by the Board of Trustees. The Chief Executive Officer is assisted by the Senior Management Team.

Post year end, Ellen Broomé took up the role of CEO. The Board extends its thanks to outgoing CEO, Chivonne Preston, for her service to the charity.

Internal controls over actual and committed expenditure are continually refined in order to improve efficiency. Processes are in place to ensure that performance is monitored, and that appropriate management information is prepared and reviewed regularly by both the Senior Management Team and the Board of Trustees.

The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- a strategic plan and annual budget approved by the Trustees;
- regular consideration by the Trustees of financial results; variances from budgets; and non-financial targets;
- performance indicators and benchmarking reviews;
- delegation of day-to-day management authority and segregation of duties; and
- identification and management of key risks.

Risk Management

Responsibility for risk management lies with Trustees. The Charity has established a risk register that aims to set out the key risks for the organisation including:

- An assessment of inherent risk
- Existing measures in place to manage each risk
- An assessment of residual risk, once mitigating measures are taken into consideration; and
- Future actions that may be taken to reduce the residual risk further.

The risk register is reviewed in full by the Board at least annually, with selected risk explored in detail at each Board meeting. The major risks for the BDA have been identified as:

- Diversifying income, in particular increasing fundraising income from both individual and organisational donors
- Developing products and services so that they remain up to date, relevant and able to meet demand
- Failure to impact diverse and minority ethnic groups in society
- Staff wellbeing and key personnel risks

Working closely with the Trustees, the CEO has focused attention in these areas to ensure that appropriate risk management procedures are in place and activities are underway to mitigate these risks.

Plans for the future

The Trustees are committed to continually improving or developing activities at the BDA to maximise impact for the public benefit. Looking ahead, the BDA are setting a number of strategic objectives to deepen our impact and extend our reach.

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We will be developing our next **five year strategy**, in collaboration with staff, trustees, stakeholders, our beneficiaries and our community.

- We will continue to drive forward our **national campaign** with Jamie Oliver, keeping dyslexia firmly on the public and political agenda. Building on this momentum, we will be launching **new research** focused on the lived experiences of young people with dyslexia, to ensure their voices shape future services and policy.
- We plan to **expand access to diagnostic assessments through a bursary scheme**, helping to remove financial barriers for families. And also offer tuition alongside our assessments and accreditation services.
- We will also **enhance our support for professionals** by developing new CPD-accredited resources, refreshing our eLearning offer, and launching a dedicated course on exam access arrangements (EAA).
- Alongside this, we are **investing in our digital infrastructure** — including a new website and customer relationship management (CRM) system — to improve the accessibility, efficiency and personalisation of our services.
- We will also seek to **expand the reach and impact of our Dyslexia Network**, our free national helpline and our local hubs.

Statement of Trustees' Responsibilities

The Trustees (who are also directors of the British Dyslexia Association for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the charitable Group for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable Group will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company and the Group's transactions and disclose with reasonable accuracy at any time the financial position of the charitable Group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable Group's auditor is unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any information needed by the charitable Group's auditor in connection with preparing its report and to establish that the charitable Group's auditor is aware of that information.

Auditors

The auditor, James Cowper Kreston, has indicated its willingness to continue in office. The Designated Trustees will propose a motion re-appointing the auditor at a meeting of the Trustees. This will be ratified at the AGM.

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

M Catterson
Michelle Catterson 03 Sep 2025 12:07:35 BST (UTC +1)

.....

Michelle Catterson
Chair
Date: 03 September 2025

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BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRITISH DYSLEXIA ASSOCIATION

Opinion.

We have audited the financial statements of British Dyslexia Association (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2025 which comprise the consolidated statement of financial activities, the consolidated balance sheet, the charity balance sheet, the consolidated statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 March 2025 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion.

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern.

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

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

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

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Other information.

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006.

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception.

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees.

As explained more fully in the trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

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Auditor's responsibilities for the audit of the financial statements.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

The specific procedures for this engagement that we designed and performed to detect material misstatements in respect of irregularities, including fraud, were as follows:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management and those charged with governance to identify any material instances of non-compliance with laws and regulations;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work to address the risk of irregularities due to management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for evidence of bias.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRITISH DYSLEXIA ASSOCIATION (CONTINUED)

Use of our report.

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Alexander Peal BSc (Hons) FCA DChA (Senior Statutory Auditor)
for and on behalf of
James Cowper Kreston Audit
Chartered Accountants and Statutory Auditor
Reading Bridge House
George Street
Reading
Berkshire
RG1 8LS

Date: 09 September 2025

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BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2025

	Note	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:					
Donations and legacies	3	**58,098**	**87,997**	**146,095**	83,403
Charitable activities:					
Assessments		**-**	**560,915**	**560,915**	-
Publications		**-**	**12,681**	**12,681**	15,914
Conferences and training		**-**	**1,145,413**	**1,145,413**	1,177,110
Membership income		**-**	**18,021**	**18,021**	28,657
Professional standards		**-**	**191,198**	**191,198**	184,590
Other trading activities:					
Fundraising		**-**	**78,973**	**78,973**	87,472
Trading activities		**-**	**4,617**	**4,617**	460,600
Other trading activities		**-**	**-**	**-**	2,861
Investments	4	**-**	**24,426**	**24,426**	21,008
Total income		**58,098**	**2,124,241**	**2,182,339**	2,061,615
Expenditure on:					
Raising funds:	7				
Voluntary income and fundraising costs		**-**	**114,092**	**114,092**	105,820
Trading subsidiary costs		**-**	**2,467**	**2,467**	332,066
Other costs of trading		**-**	**-**	**-**	9,125
Charitable activities:	7				
Training and conferences		**-**	**1,615,035**	**1,615,035**	1,520,829
Assessments		**3,568**	**483,758**	**487,326**	-
Professional standards		**-**	**159,428**	**159,428**	144,491
Community support, projects and governance costs		**23,471**	**106,860**	**130,331**	180,493
Total expenditure	7	**27,039**	**2,481,640**	**2,508,679**	2,292,824
Net (expenditure)/income		**31,059**	**(357,399)**	**(326,340)**	(231,209)
Net movement in funds.		**31,059**	**(357,399)**	**(326,340)**	(231,209)
Reconciliation of funds:					
Total funds brought forward		**145,253**	**543,251**	**688,504**	919,713
Net movement in funds		**31,059**	**(357,399)**	**(326,340)**	(231,209)
Total funds carried forward:		**176,312**	**185,852**	**362,164**	688,504

The notes on pages 27 to 44 form part of these financial statements.

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BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).
REGISTERED NUMBER: 01830587

CONSOLIDATED BALANCE SHEET
AS AT 31 MARCH 2025

	Note		2025 £		2024 £
Fixed assets					
Tangible assets	10		**7,160**		15,847
			7,160		15,847
Current assets					
Debtors	12	**96,835**		165,760	
Investments	13	**487,252**		300,000	
Cash at bank and in hand		**495,446**		1,019,042	
		1,079,533		1,484,802	
Creditors: amounts falling due within one year	14	**(724,529)**		(812,145)	
Net current assets			**355,004**		672,657
Total assets less current liabilities			**362,164**		688,504
Total net assets			**362,164**		688,504
Charity funds					
Restricted funds	16		**176,312**		145,253
Unrestricted funds	16		**185,852**		543,251
Total funds			**362,164**		688,504

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The directors have elected for the financial statements to be audited in accordance with the Companies Act 2006.

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

M Catterson
Michelle Catterson 03 Sep 2025 12:07:35 BST (UTC +1)

Michelle Catterson
Chair
Date: 03 September 2025

T Neale
Tim Neale 08 Sep 2025 11:59:48 BST (UTC +1)

Timothy Neale
Trustee
08 September 2025

The notes on pages 27 to 44 form part of these financial statements.

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BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).
REGISTERED NUMBER: 01830587

CHARITY BALANCE SHEET
AS AT 31 MARCH 2025

	Note		2025 £		2024 £
Fixed assets					
Tangible assets	10		**7,160**		15,847
Investments	11		**2**		2
			7,162		15,849
Current assets					
Debtors	12	**100,034**		337,310	
Investments	13	**487,252**		300,000	
Cash at bank and in hand		**489,069**		802,666	
		1,076,355		1,439,976	
Creditors: amounts falling due within one year	14	**(721,351)**		(767,319)	
Net current assets			**355,004**		672,657
Total assets less current liabilities			**362,166**		688,506
Total net assets			**362,166**		688,506
Charity funds					
Restricted funds	16		**176,312**		145,253
Unrestricted funds	16		**185,854**		543,253
Total funds			**362,166**		688,506

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

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

M Catterson
Michelle Catterson 03 Sep 2025 12:07:35 BST (UTC +1)
.....
Michelle Catterson
Chair
Date: 03 September 2025

T Neale
Tim Neale 08 Sep 2025 11:59:48 BST (UTC +1)
.....
Timothy Neale
Trustee
08 September 2025

The notes on pages 27 to 44 form part of these financial statements.

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BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash used in operating activities	19	**(360,016)**	(299,791)
Cash flows from investing activities			
Dividends, interests and rents from investments		**24,426**	21,008
Purchase of tangible fixed assets		**(754)**	(11,482)
Purchase of current asset investments		**(187,252)**	(300,000)
Net cash used in investing activities		**(163,580)**	**(290,474)**
Change in cash and cash equivalents in the year		**(523,596)**	**(590,265)**
Cash and cash equivalents at the beginning of the year		**1,019,042**	1,609,307
Cash and cash equivalents at the end of the year	20	**495,446**	1,019,042

The notes on pages 27 to 44 form part of these financial statements

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. Accounting policies.

1.1 Basis of preparation of financial statements.

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

The consolidated statement of financial activities (SOFA) and consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own statement of financial activities in these financial statements.

1.2 Fund accounting.

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

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

1.3 Basis of consolidation.

The consolidated financial statements present the results of British Dyslexia Association and all of its subsidiary undertakings ('subsidiaries') as if they form a single entity. Intercompany transactions and balances between group companies are therefore eliminated in full.

The income and expenditure account for the year dealt with in the accounts of the Charity was a deficit of £326,340 (2024: deficit of £231,209).

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1. Accounting policies. (continued)

1.4 Incoming resources.

Gift Aid.

The wholly owned subsidiary donates all of its taxable profits under Gift Aid to the charity. The statutory income and expenditure account for the subsidiary is disclosed in the notes to the financial statements.

Donations and grants.

Donations and grants made available for the general purposes of the Charity are credited to income on a receivable basis.

Legacy income.

Legacy income is accounted for on a received basis or, if receipt becomes reasonably certain and is measurable with sufficient reliability, on a receivable basis.

Publications.

Income from publications is recognised on a receivable basis in the period in which a publication is issued and represents income from the sale of educational and promotional literature and advertising revenue related to such publications.

Conferences and training.

Income from conferences represents income received from the delivery of conferences and training courses. Costs are incurred in the organisation of these events. Income is accounted for on a receivable basis except where income and expenditure do not occur in the same period, in which case the income is deferred to match expenditure.

Membership income.

Membership income is accounted for on a receivable basis and represents membership fees and subscription income from members. It is levied at different rates according to the level of involvement of the member and the amount of information received.

Interest receivable.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the Bank.

Donated services and facilities.

Donated services or facilities are included in incoming resources when the benefit to the charity is reasonably quantifiable and measurable. They are valued by the trustees at the amount the charity would have been willing to pay for the services of facilities on the open market.

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1. Accounting policies. (continued)

1.4 Incoming resources. (continued)

Deferred income.

Where it is clear that the donor intended the income or grant to be used over a fixed period of time on a specific project and as a result the Trustees have no discretion as to when the funds will be expended, these funds will be treated as deferred income and released to the Statement of Financial Activities to match the expenditure.

1.5 Resources expended.

Raising funds.

Fund raising and publicity expenditure represents the direct costs of generating funds and includes the salaries and other direct costs of the fundraising staff as well as an allocation of premises and overhead costs.

Charitable expenditure.

Charitable expenditure has been allocated to match the revenue earned wherever possible and includes an allocation of personnel costs and overhead costs where applicable. Charitable expenditure is accounted for on an accruals basis.

Helpline.

Helpline costs relate to the operation of B.D.A. Helpline. They include wages and salaries, training, telephone, associated premises costs and other sundry items.

Development.

Development costs include expenditure incurred in supporting Local Associations and other forms of membership, as well as the costs of the education department.

Support costs.

Support costs represent overheads, premises costs and wages and salaries of support staff without which the charity would not be able to achieve its objectives. The costs have been allocated on a proportionate basis.

Governance costs.

These costs relate to the expenditure in respect of personnel, premises and overheads which can be directly attributed to the management of the charity, as opposed to those incurred in furtherance of its objects.

Irrecoverable VAT.

Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Comparative amounts.

Allocations of salary, premises and depreciation costs are reviewed each year to ensure that these costs continue to be accurately assigned by function.

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1. Accounting policies. (continued)

1.5 Resources expended. (continued)

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

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

1.6 Termination payments.

Termination benefits are included as an expense in the Statement of Financial Activities and a liability is incurred when there is a formal plan to terminate the employment of an employee or group of employees before normal retirement date. Termination payments are measured at the best estimate of the expenditure that would be required to settle the obligation at the reporting date.

1.7 Tangible fixed assets and depreciation.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives.

Depreciation is provided on the following bases:

Short Term Leasehold Property	- 20% Straight line
Fixtures and fittings	- 20% Straight line
Computer equipment	- 33.3% Straight line

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1. Accounting policies. (continued)

1.8 Investments.

Investments in subsidiaries are valued at cost less provision for impairment.

1.9 Stocks.

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

1.10 Debtors.

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

1.11 Cash at bank and in hand.

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

1.12 Creditors.

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1.13 Financial instruments.

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

1.14 Contributions to pension funds.

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

1.15 Leases.

Rentals paid under operating leases are charged to the consolidated statement of financial activities on a straight line basis over the lease term.

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2. Judgments in applying accounting policies and key sources of estimation uncertainty.

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgments (apart from those involving estimates) have had the most significant effect on amounts recognised in the financial statements.

Critical accounting estimates and assumptions:

Bad debts.
Using information available at the balance sheet date, the Charity makes judgments based on experience regarding the level of provision required to account for potentially uncollectible debtors.

3. Income from donations and legacies.

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Donations	58,098	87,997	**146,095**	83,403
Total 2024	157	83,246	83,403	

4. Investment income.

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Bank interest	24,426	**24,426**	21,008
Total 2024	21,008	21,008	

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5. Commercial trading operations.

The Charity has wholly owned trading subsidiary, B.D.A. (Initiatives) Limited which is registered in the UK. Its purpose is to organise fundraising events and sell advertising to raise revenue for the charity. The company passes its taxable profits to the charity under its Deed of Covenant.

During the year, the assessment income and costs moved from B.D.A. (Initiatives) Limited to British Dyslexia Association.

	2025 £	2024 £
Profit and loss account.		
Turnover	**4,617**	460,600
Cost of sales	**(100)**	(327,878)
Gross profit	**4,517**	132,722
Administrative expenses	**(2,367)**	(4,188)
Operating profit	**2,150**	128,534
Interest payable and similar charges	**1,053**	2,070
Net profit	**3,203**	130,604
Gift aid donations to the British Dyslexia Association	**(3,203)**	(130,604)
Transfer to reserves	**-**	-

6. Net income/ (expenditure).

This is stated after charging:

	2025 £	2024 £
Depreciation of tangible fixed assets - owned by the charitable group	**9,441**	13,800
Auditors remuneration - audit services and preparation of accounts	**16,400**	17,680
Auditors remuneration - non-audit services	**1,100**	1,150

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7. Analysis of total expenditure.

	Direct Staff costs 2025 £	Support costs 2025 £	Other Direct costs 2025 £	Total funds 2025 £	Total funds 2024 £
Raising funds					
Voluntary income and fundraising	57,672	26,357	30,063	**114,092**	105,820
Trading subsidiary costs	-	-	2,467	**2,467**	332,066
Other trading costs	-	-	-	**-**	9,125
	57,672	26,357	32,530	**116,559**	447,011
Charitable activities					
Training and conferences	1,039,241	289,922	285,872	**1,615,035**	1,520,829
Assessments	82,777	70,284	334,265	**487,326**	-
Professional standards	82,075	35,142	42,211	**159,428**	144,491
Community support	79,978	17,571	32,782	**130,331**	128,539
Projects	-	-	-	**-**	32,191
Governance costs	-	-	-	**-**	19,763
	1,341,743	439,276	727,660	**2,508,679**	2,292,824
Total 2024	1,282,992	607,669	402,163	2,292,824	

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

8. Support costs.

	Human Resources 2025 £	Finance, IT and Admin 2025 £	CEO and Governance 2025 £	Total funds 2025 £	Total funds 2024 £
Voluntary income and fundraising	3,482	15,575	7,299	**26,356**	36,460
Training and conferences	38,304	171,324	80,294	**289,922**	410,177
Assessments	9,286	41,533	19,465	**70,284**	-
Professional standards	4,643	20,766	9,733	**35,142**	36,460
Community support	2,321	10,385	4,866	**17,572**	31,447
Projects	-	-	-	**-**	5,013
Trading subsidiary costs	-	-	-	**-**	85,074
Other trading costs	-	-	-	**-**	3,038
	58,036	259,583	121,657	**439,276**	607,669
Total 2024	56,311	455,821	95,537	607,669	

9. Trustees and employees.

	2025 £	2024 £
Wages and salaries	**1,509,710**	1,426,579
Social security costs	**143,990**	133,689
Pension costs	**75,648**	71,247
	1,729,348	1,631,515

No Trustee or any party related to them received any remuneration during the period. Out of pocket expenses totalling £692 (2024: £1,141) in respect of travelling, subsistence and telephone charges, directly associated with the running of the charity were reimbursed to 4 Trustees (2024: 5 Trustees).

The average number of persons employed by the charity during the year was 52 (2024: 51) of which 20 (2024: 20) were full time and 32 (2024: 31) were part time. The full time equivalent of the part time staff is 21 (2024: 21).

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	2025	2024
Chief executive	**1**	1
Finance and operations	**4**	4
Communications and impact	**3**	4
Fundraising	**3**	1
Community support	**4**	3
Professional practice	**37**	38
	52	51

During the year remuneration paid to key management totalled £431,763 (2024: £391,976).

10. Tangible fixed assets.

Group and Charity

	Computer equipment £
Cost or valuation	
At 1 April 2024	**69,528**
Additions	**754**
Disposals	**(3,223)**
At 31 March 2025	**67,059**
Depreciation	
At 1 April 2024	**53,681**
Charge for the year	**9,441**
On disposals	**(3,223)**
At 31 March 2025	**59,899**
Net book value	
At 31 March 2025	**7,160**
At 31 March 2024	15,847

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11. Fixed asset investments.

Charity	Investments in subsidiary companies £
Cost or valuation	
At 1 April 2024	**2**
At 31 March 2025	**2**
Net book value	
At 31 March 2025	**2**
At 31 March 2024	2

Principal subsidiaries.

The following was a subsidiary undertaking of the Charity:

Name	Class of shares	Holding	Included in consolidation
B.D.A (Initiatives) Limited	Ordinary	100%	Yes

The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Profit/(Loss) for the year £	Net assets £
B.D.A (Initiatives) Limited	**5,670**	**(2,467)**	**3,203**	**2**

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12. Debtors.

	Group 2025 £	Group 2024 £	**Charity 2025 £**	Charity 2024 £
Due within one year				
Trade debtors	**38,999**	65,630	**38,999**	56,990
Amounts owed by group undertakings	**-**	-	**3,203**	183,693
Other debtors	**23,192**	54,683	**23,188**	54,680
Prepayments and accrued income	**34,644**	45,447	**34,644**	41,947
	96,835	165,760	**100,034**	337,310

13. Current asset investments

	Group 2025 £	Group 2024 £	**Charity 2025 £**	Charity 2024 £
Term deposit	**487,252**	300,000	**487,252**	300,000

14. Creditors: Amounts falling due within one year.

	Group 2025 £	Group 2024 £	**Charity 2025 £**	Charity 2024 £
Trade creditors	**33,483**	16,683	**33,483**	13,588
Other taxation and social security	**67,321**	54,286	**67,321**	42,143
Other creditors	**1,391**	10,876	**1,391**	10,876
Accruals and deferred income	**622,334**	730,300	**619,156**	700,712
	724,529	812,145	**721,351**	767,319

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15. Deferred income.

Certain grant and other income included with "Accruals and Deferred Income" in Note 14, is recognised when the delivery of a specific performance relating to the income has been achieved. Movement on deferred income balances during the year are set out below:

	As at 1 April 2024	Received	Released	Total funds
	£	£	£	£
Training courses	527,661	683,949	(767,460)	**444,150**
Assessments	45,250	401,894	(355,393)	**91,751**
Conferences	53,201	60,199	(113,130)	**270**
OCN fees	25,025	-	(25,025)	**-**
Other	19,414	21,529	(26,293)	**14,650**
	670,551	1,167,571	(1,287,301)	**550,821**

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16. Statement of funds.

Statement of funds - current year.

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2025 £
Unrestricted funds					
General Funds	**543,251**	**2,124,241**	**(2,481,640)**	**-**	**185,852**
Restricted funds					
Children Will Shine	**16,137**	**-**	**-**	**(11,737)**	**4,400**
Constable Education Trust	**102,696**	**-**	**-**	**-**	**102,696**
Other donations	**9,257**	**-**	**-**	**9,730**	**18,987**
Malpas	**17,163**	**-**	**-**	**-**	**17,163**
Theo Paphitis Dyslexia Bursary	**-**	**30,257**	**(3,568)**	**-**	**26,689**
Local Hubs Project	**-**	**27,841**	**(23,471)**	**2,007**	**6,377**
	145,253	**58,098**	**(27,039)**	**-**	**176,312**
Total of funds	**688,504**	**2,182,339**	**(2,508,679)**	**-**	**362,164**

- Children Will Shine – to provide after school dyslexia workshops for children, led by specialist teachers.
- Constable Education Trust – to develop online resources for parents and carers to support dyslexic earners with literacy at home.
- Other – various donations to support children with dyslexia in local areas, and to facilitate the diagnosis of dyslexia.
- Malpas – to develop online resources for parents and carers to support dyslexic learners with literacy at home.
- Theo Paphitis Dyslexia Bursary – to fund dyslexia diagnostic assessments and related support services or people between the ages of 12 and 21 years.
- Local Hubs Project – a local, grassroots project aiming to build stronger dyslexic communities and access to support for young people with dyslexia.

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16. Statement of funds (continued)

Statement of funds - prior year.

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
Unrestricted funds					
General Funds	738,978	2,055,064	(2,250,791)	-	543,251
Restricted funds					
Children Will Shine	30,336	1,600	(15,799)	-	16,137
Constable Education Trust	102,696	-	-	-	102,696
Other donations	23,767	4,951	(16,643)	(2,818)	9,257
Helpline	6,773	-	(9,591)	2,818	-
Malpas	17,163	-	-	-	17,163
	180,735	6,551	(42,033)	-	145,253
Total of funds	919,713	2,061,615	(2,292,824)	-	688,504

17. Summary of funds.

Summary of funds - current year.

	Balance at 1 April 2024 £	**Income £**	**Expenditure £**	**Transfers in/out £**	**Balance at 31 March 2025 £**
General funds	**543,251**	**2,124,241**	**(2,481,640)**	**-**	**185,852**
Restricted funds	**145,253**	**58,098**	**(27,039)**	**-**	**176,312**
	688,504	**2,182,339**	**(2,508,679)**	**-**	**362,164**

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17. Summary of funds (continued)

Summary of funds - prior year.

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
General funds	738,978	2,055,064	(2,250,791)	-	543,251
Restricted funds	180,735	6,551	(42,033)	-	145,253
	919,713	2,061,615	(2,292,824)	-	688,504

18. Analysis of net assets between funds.

Analysis of net assets between funds - current period.

	Restricted funds 2025 £	**Unrestricted funds 2025 £**	**Total funds 2025 £**
Tangible fixed assets	-	7,160	**7,160**
Current assets	176,312	903,215	**1,079,527**
Creditors due within one year	-	(724,529)	**(724,529)**
Total	176,312	185,852	**362,164**

Analysis of net assets between funds - prior period.

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	15,847	15,847
Current assets	145,253	1,339,541	1,484,802
Creditors due within one year	-	(812,145)	(812,145)
Total	145,253	543,251	688,504

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

19. Reconciliation of net movement in funds to net cash flow from operating activities.

	Group 2025 £	Group 2024 £
Net expenditure for the year (as per Statement of Financial Activities)	**(326,340)**	(231,209)
Adjustments for:		
Depreciation charges	**9,441**	13,800
Interest from investments	**(24,426)**	(21,008)
Loss on the sale of fixed assets	**-**	1,500
Decrease/(increase) in debtors	**68,931**	(16,937)
Decrease in creditors	**(87,622)**	(45,937)
Net cash used in operating activities	**(360,016)**	(299,791)

20. Analysis of cash and cash equivalents.

	Group 2025 £	Group 2024 £
Cash in hand	**495,446**	1,019,042
Total cash and cash equivalents	**495,446**	1,019,042

21. Analysis of changes in net debt.

	At 1 April 2024 £	Cash flows £	At 31 March 2025 £
Cash at bank and in hand	**1,019,042**	**(523,596)**	**495,446**
	1,019,042	**(523,596)**	**495,446**

22. Pension commitments.

The charity contributes to the personal pension plans of certain of its employees, which are held in defined contribution schemes. Contributions are charged in the financial statements on an accruals basis and there were £Nil (2024: £10,876) of outstanding contributions at the balance sheet date. Pension costs charged in the year were £75,648 (2024: £71,247).

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23. Operating lease commitments.

At 31 March 2025 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2025 £	Group 2024 £	**Charity 2025 £**	Charity 2024 £
Not later than 1 year	**11,612**	16,200	**11,612**	16,200
Later than 1 year and not later than 5 years	**555**	15,467	**555**	15,467
	12,167	31,667	**12,167**	31,667

24. Related party transactions.

During the year, there were no related party transactions other than the following:

- Reimbursement of expenses incurred by certain Trustees in the furtherance of their activities as Trustees (see note 9).
- Donations from Trustees totalling £Nil (2024: £Nil).

THE BRITISH DYSLEXIA ASSOCIATION

England & Wales - Charity number 289243

Accounts

Registered number: 01830587
Charity number: 289243

BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

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BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

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

Trustees.

Michelle Catterson, Chair
Delia Hazell
Fauzia Jan (resigned 12 August 2024)
Timothy Neale
Dr Georgia Niolaki
Enrico Riva
Dr Helen Ross (resigned 28 August 2024)
Nathan Davies (resigned 28 May 2024)
Arran Smith
Barry Stanton
Shoshana Whybrow (appointed 23 August 2023)
Marcia Brissett-Bailey (appointed 23 August 2023)
Helen Ashley Taylor (appointed 23 August 2023)

Company registered number.

01830587

Charity registered number.

289243

Registered office.

1 Friar Street
Reading
RG1 1DA

Independent auditor.

James Cowper Kreston Audit
Chartered Accountants and Statutory Auditor
Reading Bridge House
George Street
Reading
Berkshire
RG1 8LS

Bankers.

Barclays Bank p.l.c
Reading Branch
Mid Thames Group
P.O. Box 27
Reading, RG1 2HD

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES. AND ADVISERS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Solicitors

Boyes Turner LLP
Abbotts House
Reading
RG1 3BD

Executive Officers:

Chief Executive:

Chivonne Preston (until 30 September 2024),
Ellen Broomé (from 30 September 2024)

President:

The Lord Addington

Vice Presidents:

Professor Angela Fawcett
Sharon Hodgson MP
Tom Hunt MP
Professor Joel Talcott
Sir Jackie Stewart OBE
Henry Smith MP

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

CHAIRMAN'S STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024

It is with pleasure that I present the British Dyslexia Association's 2023-2024 trustee report. This has been a year of consolidation and stabilisation following changes in our leadership team and against the backdrop of a challenging third sector landscape and pressures in the education sector which have been intensifying over the past few years. Nevertheless, we have launched a number of new initiatives which, together with our ongoing activities, have enabled us to support more beneficiaries and reach wider audiences than ever before.

This year we piloted and then launched in full a rolling programme of free webinars targeting a variety of audiences: parents, educators, adults with dyslexia and workplaces. Our 24 sessions have reached a staggering 19,693 beneficiaries. Feedback has been extremely positive and it is clear that there is an urgent need for the provision of accessible, good quality information and advice.

This picture is also reinforced by the constant stream of enquiries to our national Helpline and visitors to our media channels. Our Helpline volunteers have supported over 5,500 people in total in this period, an increase on prior years. We had over 1.7 million new users accessing information on our website, and our social media audiences grew by 11.9%. These rising figures indicate the urgent need for support felt across all parts of society.

I am therefore glad that we are working with more organisations seeking to achieve our Dyslexia Friendly Quality Mark and must mention the dedication of Wiltshire Council and the Wiltshire Specialist SEN Service in rolling out the Quality Mark across over 25 schools. We have also trained over 3,000 people across our training programmes which is a considerable feat, and we continue to work with organisations from all over the UK to increase awareness about dyslexia and related specific learning difficulties.

This year we were also able to introduce a limited Diagnostic Assessment Bursary Scheme for individuals from low-income households. We were overwhelmed by applications and are currently seeking funding to extend this scheme.

It was a real highlight to be able to meet several of our beneficiaries, volunteers, advocates and supporters at our Annual Awards dinner held in June. Our award winners had accomplished so much, often in the face of significant adversity. It was an inspiration to be able to hear their stories, and a delight to be able to celebrate their achievements in style.

We are especially grateful to our volunteers, members, fundraisers, donors and funders who make it possible for us to continue this work. I would also like to extend my sincere thanks to my fellow Trustees, our staff, our partners and suppliers for their unwavering efforts and commitment to our charity. On behalf of the Board, I would like to express my gratitude to our outgoing CEO, Chivonne Preston, for her hard work and steady approach, and express a warm welcome to our new CEO, Ellen Broomé, who joined us on 30th September 2024.



.....
Michelle Catterson
Chair
Date: 6/11/24

BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2024

The Trustees are pleased to present their annual report together with the consolidated financial statements of the charity and its subsidiary for the year ended 31 March 2024, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements have been prepared in accordance with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice, applicable to charities preparing their accounts in accordance with the Financial Reporting Standard, applicable in the UK and Republic of Ireland (FRS 102).

The information on page 2 and 3 forms part of the Trustees' Report.

The Trustees confirm that they have referred to the Charity Commission's guidance on public benefit when reviewing the Charity's aims and objectives and when planning future activities.

OBJECTIVES AND ACTIVITIES

The British Dyslexia Association ("the BDA", "the Charity") has its principal objects contained within the Charity's memorandum and articles of association, which are:

"to advance the education of dyslexic people of all ages in relation to all aspects of dyslexia and related conditions, and to conduct research for the public benefit into the problems of dyslexia and related conditions and to disseminate the results of such research."

Vision, Mission and Values

Vision
Our vision is for a world where people with dyslexia can flourish.

Mission
Our mission is to change society by removing barriers so that everyone with dyslexia can reach their full potential in education, in employment and in life.

- We raise awareness

We inform and educate to encourage inclusion and inspire change.

- We promote understanding

We base our expertise on evidence and research, setting professional standards and influencing policy.

- We empower people

As the leading national dyslexia charity, we speak out on behalf of the dyslexia community to champion a dyslexia-friendly society.

Values

- Excellence

We work with our community and each other to continuously improve all that we do and the services we offer.

- Respect

We are an inclusive organisation where everyone has a voice which is listened to and is valued for the unique skills they bring.

- Team work

We collaborate and support each other in pursuit of our vision: we are strongest and most effective when we work together.

- Innovation

We embrace different thinking and encourage everyone to bring their ideas and initiatives, reflecting the diversity of the community we support.

ACHIEVEMENTS AND PERFORMANCE

Our activities 2023-2024

Our strategic objectives for the three years 2023-2026 are:

1. To build a sustainable organisation with demonstrable impact.

Our impact – a summary

- We responded to **5,507** enquiries via our Helpline
- We provided **24** free information webinars which have reached **19,693** beneficiaries
- Our online information pages had over **5.6 million views**
- Over **1.7 million new users** accessed information on our website
- Our monthly e-newsletter reaches an audience of **36,648** and has an **open rate of just under 40%**
- Our social media channel audiences grew 11.9% from last year to **125,122 followers**
- We supported **37** Local Dyslexia Associations
- We worked with **103** schools and educational settings seeking our Dyslexia Friendly Quality Mark
- We facilitated **2,329** diagnostic assessments and provided 25 bursaries to individuals from low-income households
- We accredited **31** courses of study and **over 2,000** individual professionals
- We trained **2,772** delegates at **74** live training events
- **Over 320** individuals successfully completed accredited e-learning training courses
- We ensured that **15 speakers** were able to present evidence to parliamentarians in Westminster

2. Promoting the advancement and dissemination of knowledge about dyslexia and related specific learning difficulties

Helpline

We run a national Helpline which answers enquiries from members of the general public via telephone, email, our social media platforms and in the post. We aim to provide support and advice on matters relating to education, work and living in society, and we receive the majority of enquiries from parents, adults with dyslexia (both in and out of work) and employers. During this period, we responded to 5,507 enquiries (a small increase of 1% on the prior year) received across all channels:

Telephone	3,086
Email	1,808
Facebook	383
Instagram	228
Letter	2
Total	5,507

Our Helpline is staffed by a team of volunteers who are trained and supervised by our Helpline Manager. Emails and direct messages via social media are responded to throughout the working week, with monthly 'Instagram takeovers' where questions are invited on Instagram, are answered by Helpline and posted publicly. Helpline

volunteers undergo a substantial training programme and are monitored closely to ensure the advice and information provided is accurate and consistent. This year we welcomed new volunteers to the team and also extended our telephone helpline opening hours.

> "Thank you for the prompt and comprehensive reply to my request. Our hope would be for [child] to stay in mainstream education with extra reading support targeting dyslexia. I hope that this is not a pipe dream. Again, many thanks for your help."
>
> "I have had a fantastic written response to an enquiry about my son's dyslexia screening result. I am so grateful for this help and support. It's really difficult to know how to move forward and whether we should pursue things further for our son and this has helped enormously. Thank you so much."
>
> "The promptness of the response has been exceptional. The personalised response, specifically addressing our situation, was very much appreciated and the additional information and links were more than helpful! Thank you."
>
> "Just to say a massive Thank You to the lady who helped she was simply amazing"
>
> - Feedback from Helpline users

Free Information Events

During this period, we introduced a programme of regular free information webinars taking place every few weeks. Each session lasts approximately one hour and aims to provide an introduction to dyslexia, dyscalculia and related challenges, strengths and strategies for support. The target audience is a wide cross section of society: educators and professionals working with learners in primary, secondary, further and higher and alternative education, parents of all age children, adults with dyslexia and employers.

In 2023-2024 we provided 24 free webinars which reached an audience of 19,693: 6,468 watched live and 13,225 watched the recording after the event.

In addition, we had a large stall at the Dyslexia Show in Birmingham in March 2024 which was well attended with lots of visitors seeking information and advice. We also delivered a specialist talk and participated in the opening panel discussion.

> "A really valuable session, informative, thought provoking and left me wanting to learn more."
>
> "I got a lot out of the hour webinar. I have new resources and ideas to explore. Thank you."
>
> "Very informative and accessible. Good information for parents and schools."
>
> "I have never reached out for support with understanding my dyslexia. This webinar was the first step not only to support my child who I suspect has it but also myself."
>
> - Feedback from attendees at our free information webinars

Dyslexia Awareness Week

In October we held a successful Dyslexia Awareness Week (#DAW23) on the theme of 'Uniquely You'. We shared lived experience stories of over 60 celebrities and members of the public and published our first podcast, all of which received high engagement levels throughout the week. In addition, we provided resources and activity packs for schools featuring 'Finn the Fingerprint' and further downloadable resources for workplaces such as posters and fact sheets. Our #DAW23 media pack was widely used allowing individuals and organisations to share our messaging on their own channels.

"It is important to raise awareness of dyslexia because...

It was traumatic being a child with dyslexia. The label of being stupid stuck hard. I have hidden in plain view all my life hoping nobody will discover I can't read, write or do maths because of the stigma I carry from school.

Even now I cry when I talk about being dyslexia because I am that vulnerable child again. I don't want anyone else to go through life thinking less of themselves as I have."

- Extract from 'What makes you #UniquelyYou – Soraya' from Dyslexia Awareness Week

Digital outreach via all channels

Our website and digital channels are the first port of call for many seeking advice, support and guidance on dyslexia and traffic continues to grow across all of our platforms. These substantial visitor numbers demonstrate the urgent need for our services and support. During the year, we have continued to develop our presence on social media with regular, topical posts promoting traffic to our website and the other services and support we offer.

In addition, we publish a monthly e-newsletter providing regular information and updates to a more bespoke audience of beneficiaries and supporters opting in.

By the end of the year our audiences were as follows:

	Prior year2 2022-2023	Current year 2023-2024	Growth
e-Newsletter	24,473	36,648	49.7%

Social media channel	Prior year 2022-2023	Current year 2023-2024	Growth
Facebook	40,082	43,871	9.5%
Twitter	32,242	32,776	1.7%
Instagram	19,506	24,395	25.1%
LinkedIn	19,991	24,080	20.5%
Total	**111,821**	**125,222**	**11.9%**

During this period, our website had **5,626,250** page views which included **1,781,442** new users.

"The absolute worst part of having a child with dyslexia is seeing the emotional upset and worry it causes your child. "Why am I stupid", "why do I have to be like this". That awful feeling in the pit of your stomach trying to make your child feel better.

- Extract from 'My journey as a mum of a dyslexic child' featured on our website

Research

During this period, we participated directly in the Delphi Dyslexia Study, a project led by academic researchers together with the SpLD Assessment Standards Committee (SASC).

We also continued to receive information about new research underway via a dedicated page on our website. We received notification of 25 research projects and, following suitable due diligence, we shared calls for research participants via our media channels for approximately half of these.

In addition, we undertook substantial preparations for our International Conference taking place in June 2024, which showcases academic research from around the world. We established an impressive scientific committee, chaired by Professor Silvia Paracchini from the University of St Andrews, which issued a call for abstract submissions, reviewed submissions and agreed the conference programme. The first in-person international conference for six years, this event provides a crucial platform to gather together experts and specialists to learn and to identify opportunities to further advance our understanding of dyslexia and related specific learning difficulties.

3. To nurture and represent an engaged and informed community.

Membership

As a membership organisation we provide information and opportunities to attend events and training to our members. During the year we also publish a monthly general e-newsletter and provide 2 issues of Contact, our membership magazine, to members.

Following review of membership survey results, we introduced a termly e-newsletter specifically for our professional members, 'Insights' and piloted specialist teacher and assessor online support groups. We will continue to review member benefits to support the recruitment of new members and the retention of existing members.

Supporting LDAs

The BDA work alongside 37 affiliated Local Dyslexia Associations, each a separate charity, and provides training and support to their volunteers. During this period, we provided sessions on themes including: diagnostic assessments, dyslexia support in the workplace, assistive technology, dyscalculia, adult life hacks, support in higher education and home schooling.

Sadly, the number of affiliated local associations is steadily decreasing: approximately 4 close each year due to challenges recruiting volunteers and other factors. Over the past 12 months, we have been reviewing options to create alternative models to ensure that support in local communities can continue to be available. As a result, we devised a Local Hubs Pilot Project and successfully applied for funding from a charitable Trust to roll this project out in 2024. This will enable us to harness the support of community volunteers without the requirements of setting up and maintaining a local association.

We were delighted to be able to offer small grants to 6 LDAs to support with the local delivery of face-to-face teaching projects: Croydon Dyslexia Association, Dyslexia Cornwall, Hereford and Worcester Dyslexia Association, Oxfordshire Dyslexia Association, Shropshire Dyslexia Association and South Warwickshire Dyslexia Association.

Equality, Diversity and Inclusion

The charity is committed to actively creating a welcoming and supporting culture for all sections of society. We continue to use our communication channels to share stories of people from all backgrounds and are present on a variety of platforms with the aim of reaching a broad audience with stories from different lived experiences.

We raised the issue of intersectionality with the All Party Parliamentary Group in Westminster in March 2024, with five speakers providing testimony on their own experiences. This session was well attended, and feedback

indicated this was a powerful session which resonated with many.

During the year we improved our data collection activities and issued a number of questionnaires to aim to build a clearer picture of the needs of our stakeholders and to identify gaps in our audiences, work which will continue in the next period.

Fundraising

The BDA takes a diversified approach to fundraising, generating voluntary income from individual donors, fundraisers, companies, and from trusts and foundations. We are incredibly grateful to everyone who supports our work but in particular to our fundraisers who not only raise urgently needed funds for us but also raise awareness by sharing their stories and reasons for fundraising for us.

Some individuals made personal donations and others raised funds for us via challenge events such as the Great North Run and the London Marathon. A big thank you to the remarkable individuals of all ages who have embraced extraordinary challenges and events to fundraise for us, and to the generous contributions from individuals, schools, businesses, and trusts that consistently support the BDA throughout the year.

We also received some legacy and in-memory donations and are grateful to the individuals and families who support our charity at their time of loss.

The BDA uses agencies in respect of payroll giving, plus online giving and sponsorship sites such as JustGiving.

The BDA is registered with the Fundraising Regulator and complies with the standards outlined in the Fundraising Regulator's Code of Fundraising Practice.

We have received no complaints in relation to our fundraising practices during the year.

"I donated to the British Dyslexia Association because I would love other children to know there is light at the end of the tunnel. It may feel like you're a failure and nothing you do is good enough, but that isn't down to you, we just have strengths in other areas."

"[My brother] was diagnosed with Dyslexia when he was 7 years old. He has significantly struggled throughout his schooling both academically and mentally due to stigma and misunderstanding. The support that the BDA provided him and our parents through resources, workshops and advice ensure [he] overcame these difficulties and allowed him to navigate his way through life becoming the happy and successful man he is today. We would love to give something back to the charity which gave our family so much."

- Feedback from donors and fundraisers

4. To advocate for dyslexia-friendly change across society.

We aim to influence government and other institutions to promote a dyslexia friendly society that enables dyslexia people of all ages to reach their full potential.

Dyslexia Friendly Quality Mark (DFQM)

We continued to work with schools and organisations to develop dyslexia-friendly practice. The DFQM provides a framework enabling organisations to improve their understanding of dyslexia and develop the support they offer within their settings.

There has been twice as much interest in the DFQM from educational establishments this year compared to prior year, and we are working with an expanding variety of educational settings. This year, 37 schools currently hold DFQM status and a further 66 schools are working towards achieving it. We continue to work closely with Wiltshire Council and the Wiltshire Specialist SEN Service who are supporting two cohorts of schools with their

DFQM and are delighted that 11 schools have successfully achieved DFQ status with a further 15 on track to achieve this in 2025. We are also working with other local councils to support DFQM in their areas.

In addition, during this period we launched the Dyslexia Friendly Quality Mark for the Workplace and are delighted that by year end we already have 9 organisations listed: 5 with the Bronze award, 2 with the Silver award and 2 with the Gold award.

> "Having the Dyslexia Friendly Quality Mark is our commitment to empowering every learner and creating a supportive environment where all pupils can thrive."
>
> "I have dyslexia and I have struggled with reading and writing in the past, but in my school, they are great with support, and I have a laptop to help me with this now. I feel more confident in my writing in class."
>
> "The strategies and interventions put in place for our pupils with Dyslexia not only support them to make accelerated progress but help develop the literacy skills of all pupils."
>
> - Feedback from staff and pupils at West Kirby School and College, West Kirby Wirral

Policy advocacy

The BDA works collaboratively to advocate on behalf of our beneficiaries. As a member of the Special Educational Consortium (SEC), a group of just under 40 organisations in the SEND sector, we work with government departments and parliamentarians to inform policy development and comment on implementation and issues arising.

As secretariat for the APPG on Dyslexia and other SpLDs the BDA supported meetings this year where a total of 15 speakers presented on the following themes:

- Perspectives on Early Screening (May 2023)
- Reforming Assessment in Secondary education: how can we provide a fair and relevant evaluation of the knowledge and skills of all learners? (September 2023)
- Intersections of Dyslexia: ethnicity and Cultural Perspectives (March 2024)

In addition, during this year the BDA provided briefings to parliamentarians on:

- The SEND and Alternative Provision Improvement Plan
- Use of Assistive Technology to Support SEN

Finally, we submitted detailed responses to the following consultation:

- Department for Education ITT core content framework and early career framework: call for evidence

Annual Awards

We were delighted to recognise and celebrate the achievements of individuals and organisations at our Annual Awards 2023 ceremony held at the prestigious Draper's Hall in London. This event gave the opportunity to highlight the inspiring stories of young people, volunteers, professionals and members of the wider community and draw attention to the ongoing campaign for a dyslexia-friendly society.

5. To provide and model expert services.

Assessments

Our assessment services, covering England and Wales, ensure that individuals of all ages are signposted to the very best diagnostic and workplace assessments appropriate to their needs. We provide access to assessors who meet the highest standards of professional practice, holding active appropriate professional qualifications

as well as AMBDA accreditations and Assessment Practising Certificates where required. During the period we provided information and advice about assessments and facilitated 2,329 assessments, a 14.5% increase on prior year.

Assessment Bursaries

We were pleased to be able to offer 25 bursaries to support diagnostic assessments for individuals from low-income households.

Feedback from recipients indicated that undergoing the assessment process enabled them to have a better understanding of themselves (78%) and to be more positive about their abilities and on strategies to help them with their challenges (56%). However, only a minority responded that they felt 'more hopeful about my situation' (44%).

> "I feel now with the right support I will have more confidence to go back to college to further myself to get the job I want"
>
> – Assessment bursary recipient
>
> "(The bursary) has given us an opportunity we could not have afforded otherwise. It has given us the confirmation we needed... and we believe the school will now have to make provision for (our child)"
>
> – Parent of assessment bursary recipient.

Accreditation

We continued to accredit courses for specialist teachers to study and for their competence to be recognised through our awards of AMBDA, ATS, APS and ALSA. Individuals successfully completing these courses of study are eligible to apply for individual accreditation by the BDA. As part of the maintenance of professional standards, we encourage professionals to undertake regular continuing professional development to stay up to date with best practice in the field. We currently accredit 2,018 individuals, an increase of over 26% on prior year.

This work is overseen by the Accreditation Board, an independent sub-committee of the Board of Trustees. During the year, Gavin Reid stepped down as Chair and Charles Hulme was welcomed as the new Chair in October 2023. We are very grateful to all members of the board for the time and expertise they have contributed this year. At the end of the year, 31 courses were accredited: 19 Level 7 Dyslexia, 1 Level 7 Dyscalculia, 3 Level 6 ALSA, 5 Level 5 Dyslexia, 1 Level 5 Dyscalculia and 2 Level 4 ASLA.

Professional Training

We provide a broad range of training to a wide audience and during this period delivered 78 bespoke training sessions to approximately 2,772 delegates. These sessions included:

- Information webinars to organisations such as schools and employers
- Half and whole day training modules, delivered both online and in person, available to the general public or on a bespoke basis to organisations of all types

In addition, we provided training courses leading to qualifications at Level 2, Level 3, Level 4, Level 5 and Level 7, available via our e-learning platforms. This is usually undertaken by professional educators and those supporting individuals in schools, further or higher education and in employment. A total of 327 individuals successfully completed accredited courses during this period and we were delighted that some of them were able to join us at our Graduation day held at Bruern Abbey Senior School in September.

We were also very pleased to host two conferences which have reached, in total, an audience of 483 people:

- A Dyscalculia Virtual Conference 'The importance of using visual materials in maths learning' in May 2023
- Dyslexia and Dyscalculia Virtual Conference: Creating a positive learning environment in February 2024

Recordings were available after each event to facilitate greater participation.

FINANCIAL REVIEW

The Consolidated Statement of Financial Activities for the year ended 31st March 2024 shows a deficit of **£231,209** (2023: deficit of £251,450).

Income

Total income has increased by 6% to **£2,062k** (2023: £1,949k). Income from Charitable activities has increased by 3% with growth in training and accreditations.

Donations and legacies have increased by 44% mainly due to legacies received in the year. Income from fundraising events has grown by 29%.

Investment of cash during the year into short term deposits has led to an increase in investment income, and income from commercial trading operations has also shown small growth in the year.

Expenditure

Total expenditure increased by 4% to **£2,293k** (2023: £2,201k), predominantly due to increases in wages and salaries costs. This was partly due to recruitment in the year in both the management and training teams, and partly due to inflationary uplifts.

Tight control of administrative costs has reduced the impact of increases in staff costs.

Balance sheet

Net current assets decreased by £227k to **£673k** (2023: £900k). This is mainly reflected in a lower cash at bank balance.

Total reserves decreased by £231k to **£689k** in the year (2023: £920k), reflecting the operational deficit.

Reserves policy and going concern

The Trustees believe that in terms of good governance and to ensure the continuity of the organisation and the fulfilment of its charitable aims, it is necessary to maintain an adequate level of reserves. Free reserves are the part of the BDA's unrestricted funds that is available to spend on any of the Charity's purposes. This definition excludes restricted income funds, although holding such funds may influence the BDA's reserves policy.

The Trustees take a risk-based approach to reserves and review the reserves policy annually. The Board has set a reserves policy which requires:

- Reserves to be maintained at a level which ensures that the BDA's core activity could continue during a period of unforeseen difficulty
- A proportion of reserves to be maintained in a readily realisable form.

The calculation of the required level of free reserves takes into account:

- Risks associated with each stream of income and expenditure being different from that budgeted
- Planned activity level
- Organisational commitments
- The gap between the spending and receiving of income

Retaining a level of funding that will allow flexibility and agility of response to business growth and development opportunities which enable the organisation to meet its strategic objectives.

On this basis, the Trustees consider that the ideal level of free reserves as 31 March 2024 is £617,000 of which at least 50% should be held as cash.

Unrestricted reserves at 31 March 2024 were £543k (2023: £739k). The Trustees have allowed reserves to fall below the target level after consideration of investment in senior employees made during the year, and future expected income growth and diversification. The Trustees have approved a break even budget for 2024-25 and forecast that target reserves will be met by the end of 2026.

Related Party Transactions

Transactions between the BDA and B.D.A (Initiatives) Ltd, its subsidiary undertaking, have been disclosed and are included in these consolidated accounts. Other related party transactions have been disclosed in the consolidated accounts.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Charity is a company limited by guarantee governed by its Memorandum and Articles of Association dated 5th July 1984 (last amended 15 November 2008). It gained formal charitable status from the Charity Commission in England and Wales on 4th February 1985.

The Board of Trustees has adopted the Charity Governance Code and assess its compliance with the Code as part of its ongoing review and strengthening of governance.

The Board of Trustees is collectively responsible for the governance and strategic direction of the Charity together with its financial health, delivery of public benefit, probity of its activities and the development of the organisation's aim, objectives and goals.

Trustee selection

The Charity is committed to ensuring it has a balanced and diverse Board, with members recommended for their skills and expertise. Renewals and the appointment of any additional Trustees are informed by a Board Skills Review and take into account annual discussions between the Chair and each Trustee.

The Board of Trustees is made up of not less than ten and not more than fourteen people comprising:

- a Chairman nominated by the Board by reason of possessing skills considered necessary and appointed in general meeting;
- four individuals drawn from the members of the Local Associations;
- three individuals drawn from the Individual Members;
- two individuals drawn from the members of the Organisational Members;
- up to four individuals co-opted by the Board by reason of possessing skills considered necessary including a Treasurer and a legally qualified person.

New Trustees undertake an induction programme when they join. This includes meeting with the Chair, the CEO and the Company Secretary to review the charity's position and activities, undertaking safeguarding training as well as completing the ICAEW's online training modules, which provide an overview of charity trustees' legal and financial responsibilities and their strategic and operational considerations. As well as board and committee meetings, Trustees are invited to attend charity events and get to know the wider staff team.

Trustees are appointed for a three year period, usually for a maximum of two terms. The Board of Trustees meets four times a year. All Trustees give their time freely and received no remuneration during the year aside from reimbursement of legitimate expenses.

The Board delegates the exercise of certain powers in connection with the management and administration of the charity as set out below. This is controlled by requiring regular reporting back to the Board, so that all

decisions made under delegated powers can be ratified by the full Board in due course. All minutes are tabled at Board meetings.

Pay policy for senior staff - The charity has a pay review policy which is applicable to all staff. Pay reviews are usually conducted annually, taking into consideration value for money, affordability and the recruitment and retention of high-quality staff. The remuneration of the CEO is set by the Board, and the remuneration of all other staff is set by the CEO and then reviewed by the Board as part of the annual budget procedures.

Finance Committee

The Finance Committee meet once a quarter, and comprises the Honorary Treasurer, an additional trustee, Chair and Chief Executive. The Head of Finance and Operations also attends.

Accreditation Board

The Accreditation Board upholds the highest standards for professionals working in education. It develops, defines and publishes the criteria for professional courses of study and for individual awards as an independent sub-committee to whom all accreditation matters have been delegated by the BDA Board.

Members of the Accreditation Board are volunteers who are leaders and experts from the sector and the Chair is an academic of senior standing with a record of research and publishing in the field.

The Accreditation Board meets at least twice each year.

Advisory Groups

There are a number of Advisory Groups who provide the Trustees with expert information as well as assisting the Charity with its work. This includes raising awareness; supporting the BDA Helpline with advice; offering guidance on academic issues; as well as contributing to consultations and related matters. Groups include: New Technologies, Music, Dyscalculia and Cultural Perspectives.

The Trustees are grateful for the valuable contribution and specialist skills provided by volunteers involved in these groups.

Charity management

The Chief Executive Officer is responsible for the day to day management of the Charity's affairs and for implementing policies agreed by the Board of Trustees. The Chief Executive Officer is assisted by the Senior Management Team. During the year, the new roles Head of Accredited Training and Head of Professional Standards were created. Post year end, Ellen Broomé took up the role of CEO. The Board extends its thanks to outgoing CEO, Chivonne Preston, for her service to the charity.

Group Structure

The charity has a wholly owned non-charitable subsidiary: B.D.A (Initiatives) Limited. It carries out non-charitable trading activities to raise funds for the Charity.

Corporate Governance

Internal controls over actual and committed expenditure are continually refined in order to improve efficiency. Processes are in place to ensure that performance is monitored, and that appropriate management information is prepared and reviewed regularly by both the Senior Management Team and the Board of Trustees.

The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- a strategic plan and annual budget approved by the Trustees;
- regular consideration by the Trustees of financial results; variances from budgets; non-financial targets;

- performance indicators and benchmarking reviews;
- delegation of day-to-day management authority and segregation of duties; and
- identification and management of key risks.

Risk Management

Responsibility for risk management lies with Trustees. The Charity has established a risk register that aims to set out the key risks for the organization including:

- An assessment of inherent risk
- Existing measures in place to manage each risk
- An assessment of residual risk, once mitigating measures are taken into consideration; and
- Future actions that may be taken to reduce the residual risk further.

The risk register is reviewed in full by the Board at least annually, with selected risk explored in detail at each Board meeting. The major risks for the BDA have been identified as:

- Diversifying income, in particular increasing fundraising income from both individual and organisational donors
- Developing products and services so that they remain up to date, relevant and able to meet demand Failure to impact diverse and minority ethnic groups in society
- Staff wellbeing and key person risks

Working closely with the Trustees, the CEO has focused attention in these areas to ensure that appropriate risk management procedures are in place and activities are underway to mitigate these risks.

Plans for the future

The Trustees are committed to continually improving and developing activities at the BDA to maximise impact for the public benefit. With the arrival of a new CEO, the Board expects a period of transition. The past year has seen significant review of activities and various developments and improvements will take time to be fully established.

In 2024-25 there will be an ongoing focus on delivering high quality services and fundraising. In particular, the delivery of diagnostic assessments and sourcing bursary funding to make these available to individuals from low income households.

We will gather feedback from stakeholders in order to review the effectiveness of our activities. We also hope to undertake a campaign to increase our membership numbers.

With a significant change in the political landscape, we will review the new opportunities to campaign for dyslexia-friendly policy change.

There will be an ongoing focus on income generation and development in order to provide resources to undertake more charitable work.

Statement of Trustees' responsibilities.

The Trustees (who are also directors of the British Dyslexia Association for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable Group will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company and the Group's transactions and disclose with reasonable accuracy at any time the financial position of the charitable Group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor.

Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable Group's auditor is unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any information needed by the charitable Group's auditor in connection with preparing its report and to establish that the charitable Group's auditor is aware of that information.

Auditors.

The auditor, James Cowper Kreston Audit, has indicated its willingness to continue in office. The Designated Trustees will propose a motion re-appointing the auditor at a meeting of the Trustees. This will be ratified at the AGM.

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

.....

Michelle Catterson
Chair
Date: 6/11/24

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRITISH DYSLEXIA ASSOCIATION

Opinion.

We have audited the financial statements of British Dyslexia Association (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2024 which comprise the consolidated statement of financial activities, the consolidated balance sheet, the charity balance sheet, the consolidated statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 March 2024 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion.

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern.

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

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

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRITISH DYSLEXIA ASSOCIATION (CONTINUED)

Other information.

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006.

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception.

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees.

As explained more fully in the trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRITISH DYSLEXIA ASSOCIATION (CONTINUED)

Auditor's responsibilities for the audit of the financial statements.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

The specific procedures for this engagement that we designed and performed to detect material misstatements in respect of irregularities, including fraud, were as follows:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management and those charged with governance to identify any material instances of non-compliance with laws and regulations;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work to address the risk of irregularities due to management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for evidence of bias.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRITISH DYSLEXIA ASSOCIATION (CONTINUED)

Use of our report.

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Alexander Peal BSc (Hons) FCA DChA (Senior Statutory Auditor)
for and on behalf of
James Cowper Kreston Audit
Chartered Accountants and Statutory Auditor
Reading Bridge House
George Street
Reading
Berkshire
RG1 8LS

Date: 15 November 2024

BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2024

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	3	**157**	**83,246**	**83,403**	57,985
Charitable activities:					
Publications		**-**	**15,914**	**15,914**	18,254
Conferences and training		**1,600**	**1,175,510**	**1,177,110**	1,194,877
Membership income		**-**	**213,247**	**213,247**	146,325
Other trading activities:					
Fundraising		**3,294**	**84,178**	**87,472**	67,644
Trading activities		**-**	**460,600**	**460,600**	461,781
Other trading activities		**1,500**	**1,361**	**2,861**	15
Investments	4	**-**	**21,008**	**21,008**	2,459
Total income		**6,551**	**2,055,064**	**2,061,615**	1,949,340
Expenditure on:					
Raising funds:	7				
Voluntary income and fundraising costs		**-**	**105,820**	**105,820**	125,076
Trading subsidiary costs		**-**	**332,066**	**332,066**	298,954
Other costs of trading		**-**	**9,125**	**9,125**	16,735
Charitable activities:	7				
Membership, policy and information		**9,592**	**263,438**	**273,030**	376,023
Projects (education and quality mark)		**32,191**	**-**	**32,191**	56,633
Conferences and training		**250**	**1,520,579**	**1,520,829**	1,303,478
Governance costs		**-**	**19,763**	**19,763**	23,891
Total expenditure	7	**42,033**	**2,250,791**	**2,292,824**	2,200,790
Net (expenditure)/income		**(35,482)**	**(195,727)**	**(231,209)**	(251,450)
Net movement in funds.		**(35,482)**	**(195,727)**	**(231,209)**	(251,450)
Reconciliation of funds:					
Total funds brought forward		**180,735**	**738,978**	**919,713**	1,171,163
Net movement in funds		**(35,482)**	**(195,727)**	**(231,209)**	(251,450)
Total funds carried forward:		**145,253**	**543,251**	**688,504**	919,713

The notes on pages 26 to 43 form part of these financial statements.

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).
REGISTERED NUMBER: 01830587

CONSOLIDATED BALANCE SHEET
AS AT 31 MARCH 2024

	Note		2024 £		2023 £
Fixed assets					
Tangible assets	10		**15,847**		19,665
			15,847		19,665
Current assets					
Debtors	12	**165,760**		148,823	
Investments	13	**300,000**		-	
Cash at bank and in hand		**1,019,042**		1,609,307	
		1,484,802		1,758,130	
Creditors: amounts falling due within one year	14	**(812,145)**		(858,082)	
Net current assets			**672,657**		900,048
Total assets less current liabilities			**688,504**		919,713
Total net assets			**688,504**		919,713
Charity funds					
Restricted funds	16		**145,253**		180,735
Unrestricted funds	16		**543,251**		738,978
Total funds			**688,504**		919,713

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The directors have elected for the financial statements to be audited in accordance with the Companies Act 2006.

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

.....
Michelle Catterson
Chair
Date: 6/11/24

.....
Timothy Neale
Trustee

The notes on pages 26 to 43 form part of these financial statements.

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).
REGISTERED NUMBER: 01830587

CHARITY BALANCE SHEET
AS AT 31 MARCH 2024

	Note		2024 £		2023 £
Fixed assets					
Tangible assets	10		**15,847**		19,665
Investments	11		**2**		2
			15,849		19,667
Current assets					
Debtors	12	**337,310**		310,246	
Investments	13	**300,000**		-	
Cash at bank and in hand		**802,666**		1,351,060	
		1,439,976		1,661,306	
Creditors: amounts falling due within one year	14	**(767,319)**		(761,258)	
Net current assets			**672,657**		900,048
Total assets less current liabilities			**688,506**		919,715
Total net assets			**688,506**		919,715
Charity funds					
Restricted funds	16		**145,253**		180,735
Unrestricted funds	16		**543,251**		738,980
Total funds			**688,504**		919,715

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

CHARITY BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2024

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

.....
Michelle Catterson
Chair
Date: 6/11/24

.....
Timothy Neale
Trustee

The notes on pages 26 to 43 form part of these financial statements.

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash used in operating activities	19	**(299,791)**	(134,292)
Cash flows from investing activities			
Dividends, interests and rents from investments		**21,008**	2,459
Purchase of tangible fixed assets		**(11,482)**	(10,044)
Purchase of current asset investments		**(300,000)**	-
Net cash used in investing activities		**(290,474)**	**(7,585)**
Change in cash and cash equivalents in the year		**(590,265)**	**(141,877)**
Cash and cash equivalents at the beginning of the year		**1,609,307**	1,751,184
Cash and cash equivalents at the end of the year	20	**1,019,042**	1,609,307

The notes on pages 26 to 43 form part of these financial statements

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

1. Accounting policies.

1.1 Basis of preparation of financial statements.

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

The consolidated statement of financial activities (SOFA) and consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own statement of financial activities in these financial statements.

1.2 Fund accounting.

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

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

1.3 Basis of consolidation.

The income and expenditure account for the year dealt with in the accounts of the Charity was a deficit of £231,209 (2023: deficit of £251,450).

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

1. **Accounting policies. (continued)**

1.4 Incoming resources.

Gift Aid.

The wholly owned subsidiary donates all of its taxable profits under Gift Aid to the charity. The statutory income and expenditure account for the subsidiary is disclosed in the notes to the financial statements.

Donations and grants.

Donations and grants made available for the general purposes of the Charity are credited to income on a receivable basis.

Legacy income.

Legacy income is accounted for on a received basis or, if receipt becomes reasonably certain and is measurable with sufficient reliability, on a receivable basis.

Publications.

Income from publications is recognised on a receivable basis in the period in which a publication is issued and represents income from the sale of educational and promotional literature and advertising revenue related to such publications.

Conferences and training.

Income from conferences represents income received from the delivery of conferences and training courses. Costs are incurred in the organisation of these events. Income is accounted for on a receivable basis except where income and expenditure do not occur in the same period, in which case the income is deferred to match expenditure.

Membership income.

Membership income is accounted for on a receivable basis and represents membership fees and subscription income from members. It is levied at different rates according to the level of involvement of the member and the amount of information received.

Interest receivable.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the Bank.

Donated services and facilities.

Donated services or facilities are included in incoming resources when the benefit to the charity is reasonably quantifiable and measurable. They are valued by the trustees at the amount the charity would have been willing to pay for the services of facilities on the open market.

1. **Accounting policies. (continued)**

1.4 Incoming resources. (continued)

Deferred income.

Where it is clear that the donor intended the income or grant to be used over a fixed period of time on a specific project and as a result the Trustees have no discretion as to when the funds will be expended, these funds will be treated as deferred income and released to the Statement of Financial Activities to match the expenditure.

1.5 Resources expended.

Raising funds.

Fund raising and publicity expenditure represents the direct costs of generating funds and includes the salaries and other direct costs of the fundraising staff as well as an allocation of premises and overhead costs.

Charitable expenditure.

Charitable expenditure has been allocated to match the revenue earned wherever possible and includes an allocation of personnel costs and overhead costs where applicable. Charitable expenditure is accounted for on an accruals basis.

Helpline.

Helpline costs relate to the operation of B.D.A. Helpline. They include wages and salaries, training, telephone, associated premises costs and other sundry items.

Development.

Development costs include expenditure incurred in supporting Local Associations and other forms of membership, as well as the costs of the education department.

Support costs.

Support costs represent overheads, premises costs and wages and salaries of support staff without which the charity would not be able to achieve its objectives. The costs have been allocated on a proportionate basis.

Governance costs.

These costs relate to the expenditure in respect of personnel, premises and overheads which can be directly attributed to the management of the charity, as opposed to those incurred in furtherance of its objects.

Irrecoverable VAT.

Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Comparative amounts.

Allocations of salary, premises and depreciation costs are reviewed each year to ensure that these costs continue to be accurately assigned by function.

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

1. Accounting policies. (continued)

1.5 Resources expended. (continued)

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

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

1.6 Termination payments.

Termination benefits are included as an expense in the Statement of Financial Activities and a liability is incurred when there is a formal plan to terminate the employment of an employee or group of employees before normal retirement date. Termination payments are measured at the best estimate of the expenditure that would be required to settle the obligation at the reporting date.

1.7 Tangible fixed assets and depreciation.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives.

Depreciation is provided on the following bases:

Short Term Leasehold Property	- 20% Straight line
Fixtures and fittings	- 20% Straight line
Computer equipment	- 33.3% Straight line

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

1. Accounting policies. (continued)

1.8 Investments.

Investments in subsidiaries are valued at cost less provision for impairment.

1.9 Stocks.

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

1.10 Debtors.

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

1.11 Cash at bank and in hand.

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

1.12 Creditors.

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1.13 Financial instruments.

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

1.14 Contributions to pension funds.

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

1.15 Leases.

Rentals paid under operating leases are charged to the consolidated statement of financial activities on a straight line basis over the lease term.

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

2. Judgments in applying accounting policies and key sources of estimation uncertainty.

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgments (apart from those involving estimates) have had the most significant effect on amounts recognised in the financial statements.

Critical accounting estimates and assumptions:

Bad debts.
Using information available at the balance sheet date, the Charity makes judgments based on experience regarding the level of provision required to account for potentially uncollectible debtors.

3. Income from donations and legacies.

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Donations	157	83,246	**83,403**	57,985
Total 2023	-	57,985	57,985	

4. Investment income.

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Bank interest	21,008	**21,008**	2,459
Total 2023	2,459	2,459	

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

5. Commercial trading operations.

The Charity has wholly owned trading subsidiary, B.D.A. (Initiatives) Limited which is registered in the UK. Its purpose is to organise fundraising events and sell advertising to raise revenue for the charity. The company passes its taxable profits to the charity under Gift Aid.

	2024 £	2023 £
Profit and loss account.		
Turnover	**460,600**	461,781
Cost of sales	**(327,878)**	(293,165)
Gross profit	**132,722**	168,616
Administrative expenses	**(4,188)**	(5,790)
Operating profit	**128,534**	162,826
Interest payable and similar charges	**2,070**	268
Net profit	**130,604**	163,094
Gift aid donations to the British Dyslexia Association	**(130,604)**	(163,094)
Transfer to reserves	**-**	-

6. Net income/ (expenditure).

This is stated after charging:

	2024 £	2023 £
Depreciation of tangible fixed assets - owned by the charitable group	**13,800**	13,064
Auditors remuneration - audit services and preparation of accounts	**14,310**	13,760
Auditors remuneration - non-audit services	**1,150**	550

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

7. Analysis of total expenditure.

	Direct Staff costs 2024 £	Support costs 2024 £	Other Direct costs 2024 £	Total funds 2024 £	Total funds 2023 £
Raising funds					
Voluntary income and fundraising	47,384	36,460	21,976	**105,820**	125,076
Commercial trading operations	77,056	85,074	169,936	**332,066**	298,954
Other trading costs	2,039	3,038	4,048	**9,125**	16,735
	126,479	124,572	195,960	**447,011**	440,765
Charitable activities					
Membership, policy and information projects	166,489	67,907	38,634	**273,030**	376,023
Projects (education, quality mark)	5,005	5,013	22,173	**32,191**	56,633
Conferences and training	985,019	410,177	125,633	**1,520,829**	1,303,478
Governance costs	-	-	19,763	**19,763**	23,891
	1,282,992	607,669	402,163	**2,292,824**	2,200,790
Total 2023	1,068,300	689,199	443,291	2,200,790	

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

8. Support costs.

	Marketing & communications 2024 £	Finance 2024 £	Management & overhead 2024 £	Total funds 2024 £	Total funds 2023 £
Voluntary income and fundraising	11,450	10,597	14,413	**36,460**	41,352
Commercial trading operations	26,717	24,725	33,632	**85,074**	82,704
Other trading costs	954	883	1,201	**3,038**	6,891
Membership, policy and information	21,326	19,736	26,845	**67,907**	127,502
Projects (education, quality mark)	1,574	1,457	1,982	**5,013**	10,337
Conferences and training	128,814	119,211	162,152	**410,177**	420,413
	190,835	176,609	240,225	**607,669**	689,199
Total 2023	171,232	197,134	320,833	689,199	

9. Trustees and employees.

	2024 £	2023 £
Wages and salaries	**1,426,579**	1,266,349
Social security costs	**133,689**	122,063
Pension costs	**71,247**	63,740
	1,631,515	1,452,152

No Trustee or any party related to them received any remuneration during the period. Out of pocket expenses totalling £1,141 (2023: £2,505) in respect of travelling, subsistence and telephone charges, directly associated with the running of the charity were reimbursed to 5 Trustees (2023: 6 Trustees).

The average number of persons employed by the charity during the year was 51 (2023: 47) of which 20 (2023: 20) were full time and 31 (2023: 27) were part time. The full time equivalent of the part time staff is 21 (2023: 17).

	2024	2023
Chief executive	1	1
Conference and events	2	2
Finance and operations	4	5
Fundraising	1	1
Marketing & communications	4	4
Professional practice	39	34
	51	47

During the year remuneration paid to key management totalled £391,976 (2023: £366,881).

10. Tangible fixed assets.

Group and Charity

	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation			
At 1 April 2023	384	85,597	85,981
Additions	-	11,482	11,482
Disposals	(384)	(27,551)	(27,935)
At 31 March 2024	-	69,528	69,528
Depreciation			
At 1 April 2023	384	65,932	66,316
Charge for the year	-	13,800	13,800
On disposals	(384)	(26,051)	(26,435)
At 31 March 2024	-	53,681	53,681
Net book value			
At 31 March 2024	-	15,847	15,847
At 31 March 2023	-	19,665	19,665

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

11. Fixed asset investments.

Charity	Investments in subsidiary companies £
Cost or valuation	
At 1 April 2023	2
At 31 March 2024	2
Net book value	
At 31 March 2024	2
At 31 March 2023	2

Principal subsidiaries.

The following was a subsidiary undertaking of the Charity:

Name	Class of shares	Holding	Included in consolidation
B.D.A (Initiatives) Limited	Ordinary	100%	Yes

The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Profit/(Loss) for the year £	Net assets £
B.D.A (Initiatives) Limited	**462,670**	**(332,066)**	**130,604**	**2**

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

12. Debtors.

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Due within one year				
Trade debtors	**65,630**	86,332	**56,990**	58,573
Amounts owed by group undertakings	**-**	-	**183,693**	193,480
Other debtors	**54,683**	9,810	**54,680**	9,810
Prepayments and accrued income	**45,447**	52,681	**41,947**	48,383
	165,760	148,823	**337,310**	310,246

13. Current asset investments

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Term deposit	**300,000**	-	**300,000**	-

14. Creditors: Amounts falling due within one year.

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Trade creditors	**16,683**	48,430	**13,588**	42,730
Other taxation and social security	**54,286**	41,018	**42,143**	28,864
Other creditors	**10,876**	11,589	**10,876**	11,591
Accruals and deferred income	**730,300**	757,045	**700,712**	678,073
	812,145	858,082	**767,319**	761,258

15. Deferred income.

Certain grant and other income included with "Accruals and Deferred Income" in Note 14, is recognised when the delivery of a specific performance relating to the income has been achieved. Movement on deferred income balances during the year are set out below:

	As at 1 April 2023	Received	Released	Total funds
	£	£	£	£
Training courses	571,258	784,853	(828,450)	**527,661**
Assessments	47,046	290,008	(291,804)	**45,250**
Conferences	13,047	72,213	(32,059)	**53,201**
OCN fees	53,186	11,720	(39,881)	**25,025**
Other	26,665	28,969	(36,220)	**19,414**
	711,202	1,187,763	(1,228,414)	**670,551**

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

16. Statement of funds.

Statement of funds - current year.

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
Unrestricted funds					
General Funds	738,978	2,055,064	(2,250,791)	-	543,251
Restricted funds					
Children Will Shine	30,336	1,600	(15,799)	-	16,137
Constable Education Trust	102,696	-	-	-	102,696
Other donations	23,767	4,951	(16,643)	(2,818)	9,257
Helpline	6,773	-	(9,591)	2,818	-
Malpas	17,163	-	-	-	17,163
	180,735	6,551	(42,033)	-	145,253
Total of funds	919,713	2,061,615	(2,292,824)	-	688,504

- Children Will Shine – to provide after school dyslexia workshops for children, led by specialist teachers.
- Constable Education Trust – to develop online resources for parents and carers to support dyslexic earners with literacy at home.
- Helpline – to support our national helpline, providing free advice to members of the general public.
- Other – various donations to support children with dyslexia in local areas, and to facilitate the diagnosis of dyslexia.
- Malpas – to develop online resources for parents and carers to support dyslexic learners with literacy at home.

16. Statement of funds (continued)

Statement of funds - prior year.

	Balance at 1 April 2022 £	Income £	Expenditure £	Balance at 31 March 2023 £
Unrestricted funds				
General Funds	962,887	1,948,600	(2,172,509)	738,978
Restricted funds				
Children Will Shine	34,516	740	(4,920)	30,336
Constable Education Trust	125,327	-	(22,631)	102,696
Other donations	24,497	-	(730)	23,767
Helpline	6,773	-	-	6,773
Malpas	17,163	-	-	17,163
	208,276	740	(28,281)	180,735
Total of funds	1,171,163	1,949,340	(2,200,790)	919,713

17. Summary of funds.

Summary of funds - current year.

	Balance at 1 April 2023 £	**Income £**	**Expenditure £**	**Transfers in/out £**	**Balance at 31 March 2024 £**
General funds	**738,978**	**2,055,064**	**(2,250,791)**	**-**	**543,251**
Restricted funds	**180,735**	**6,551**	**(42,033)**	**-**	**145,253**
	919,713	**2,061,615**	**(2,292,824)**	**-**	**688,504**

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

17. Summary of funds (continued)

Summary of funds - prior year.

	Balance at 1 April 2022 £	Income £	Expenditure £	Balance at 31 March 2023 £
General funds	962,887	1,948,600	(2,172,509)	738,978
Restricted funds	208,276	740	(28,281)	180,735
	1,171,163	1,949,340	(2,200,790)	919,713

18. Analysis of net assets between funds.

Analysis of net assets between funds - current period.

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	15,847	**15,847**
Current assets	145,253	1,339,549	**1,484,802**
Creditors due within one year	-	(812,145)	**(812,145)**
	-	-	-
Total	145,253	543,251	**688,504**

Analysis of net assets between funds - prior period.

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	-	19,665	19,665
Current assets	180,735	1,577,395	1,758,130
Creditors due within one year	-	(858,082)	(858,082)
Total	180,735	738,978	919,713

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

19. Reconciliation of net movement in funds to net cash flow from operating activities.

	Group 2024 £	Group 2023 £
Net expenditure for the period (as per Statement of Financial Activities)	**(231,209)**	(251,450)
Adjustments for:		
Depreciation charges	**13,800**	13,064
Interest from investments	**(21,008)**	(2,459)
Loss on the sale of fixed assets	**1,500**	1,101
Increase in debtors	**(16,937)**	(5,533)
Increase/(decrease) in creditors	**(45,937)**	110,985
Net cash used in operating activities	**(299,791)**	(134,292)

20. Analysis of cash and cash equivalents.

	Group 2024 £	Group 2023 £
Cash in hand	**1,019,042**	1,609,307
Total cash and cash equivalents	**1,019,042**	1,609,307

21. Analysis of changes in net debt.

	At 1 April 2023 £	Cash flows £	At 31 March 2024 £
Cash at bank and in hand	**1,609,307**	**(590,265)**	**1,019,042**
	1,609,307	**(590,265)**	**1,019,042**

22. Pension commitments.

The charity contributes to the personal pension plans of certain of its employees, which are held in defined contribution schemes. Contributions are charged in the financial statements on an accruals basis and there were £10,876 (2023: £9,516) of outstanding contributions at the balance sheet date. Pension costs charged in the year were £71,247 (2023: £63,740).

23. Operating lease commitments.

At 31 March 2024 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2024 £	Group 2023 £	**Charity 2024 £**	Charity 2023 £
Not later than 1 year	**16,200**	24,916	**16,200**	24,916
Later than 1 year and not later than 5 years	**15,467**	-	**15,467**	-
	31,667	24,916	**31,667**	24,916

24. Related party transactions.

During the year, there were no related party transactions other than the following:

- Reimbursement of expenses incurred by certain Trustees in the furtherance of their activities as Trustees (see note 9).
- Donations from Trustees totalling £Nil.

THE BRITISH DYSLEXIA ASSOCIATION

England & Wales - Charity number 289243

Accounts

Registered number: 01830587
Charity number: 289243

BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

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BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES. AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2023

Trustees.

Michelle Catterson, Chair
Suzanne Edmond (resigned 8 March 2023)
Colin Gallick (resigned 29 July 2022)
Delia Hazell
Fauzia Jan
Timothy Neale
Dr Georgia Niolaki
Enrico Riva
Dr Helen Ross
Mark Sherin (resigned 21 November 2022)
Arran Smith
Barry Stanton (appointed 21 November 2022)
Shoshana Whybrow (appointed 23 August 2023)
Marcia Brissett-Bailey (appointed 23 August 2023)
Helen Ashley Taylor (appointed 23 August 2023)
Nathan Davies (appointed 21 November 2022)

Company registered number.

01830587

Charity registered number.

289243

Registered office.

1 Friar Street
Reading
RG11 1DA

Independent auditor.

James Cowper Kreston Audit
Chartered Accountants and Statutory Auditor
Reading Bridge House
George Street
Reading
Berkshire
RG1 8LS

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES. AND ADVISERS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Bankers.

Barclays Bank p.l.c
Reading Branch
Mid Thames Group
P.O. Box 27
Reading, RG1 2HD

Solicitors

Herrington Carmichael
Brennan House
Farnborough Aerospace Centre Business Park
Farnborough
Hampshire
GU14 6XR

Executive Officers:

Chief Executive:

Gillian Ashley (until 16 August 2022),
Chivonne Preston (from 6 October 2022)

President:

The Lord Addington

Vice Presidents:

Professor Angela Fawcett
Sharon Hodgson MP
Tom Hunt MP
Professor Joel Talcott
Sir Jackie Stewart OBE
Henry Smith MP

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

CHAIRMAN'S STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023

A warm welcome to our annual report – a chance to recognise the achievements of the past year, celebrate our successes and reflect on the challenges that still lie ahead.

During this twelve month period, we continued the process of re-establishing ourselves following the difficulties of pandemic years. It is testament to the hard work and dedication of our amazing trustees, staff and volunteers that we have been able to provide services and support throughout and I am enormously grateful to all the individuals involved in our work for their commitment and fortitude. We have been delighted to welcome many new team members this year and I am looking forward to continuing going from strength to strength in the period ahead.

This year, we marked the 50th anniversary of the British Dyslexia Association. Whilst we have achieved a great deal since our foundation, there is a considerable amount still to do to create a dyslexia-friendly society. Our national Helpline is busier than ever. We have seen a notable increase in enquiries, 6% growth from last year, and our Helpliners have supported over 5,400 people in total in this period. Our Helpline reminds us on a daily basis why we must keep fighting for the rights of dyslexic people and inspires us to keep going so that we can support individuals and families in our communities.

Visits to our website and audience figures across our channels have also increased. We had over 5 million web page visits during this period and now have over 110,000 followers across our social media platforms. This level of engagement is astounding and demonstrates the continuing urgent and growing need for our services and support. This growth has been enhanced by work we undertook during this celebratory year to launch our new-look branding and revised vision, mission and values, created in collaboration with our stakeholders. We expect the growth in audience numbers to continue as we provide information and resources clearly in demand by members of the general public.

Ongoing and widening gaps in provision were also highlighted by the findings of the Dyslexia Commission which reported this year. We instigated this work to raise awareness about dyslexia and other learning difficulties and to supply government with independent recommendations on how they can better support those who have dyslexia, regardless of age and occupation. This complimented the ongoing work we undertake to advocate on behalf of our stakeholders to policymakers and politicians in Westminster. This year the All Party Parliamentary Group for Dyslexia and Other Specific Learning Difficulties has focused on supporting adults with dyslexia, including adults in the justice system, and considered the importance of early intervention and screening. We have continued to work in partnership with others, such as the Special Educational Consortium, to lobby for change.

The strength of our charity has always come from its foundation in the community and the fact that we represent individuals, families, teachers and other professionals who all understand the great need for dyslexia-friendly social change. I know our new CEO, Chivonne Preston, who we welcomed in October 2022, will put this community at the heart of our activities in the year ahead. We will review the support and benefits we provide to our members, extend opportunities to engage with beneficiaries and ensure that their voices are central in our advocacy and campaigns.

We are especially grateful to our volunteers, members, fundraisers, donors and funders who make it possible for us to continue this work.

Thank you for being part of our journey over the past 50 years.

Michelle Catterson
Chair
Date: 8 November 2023

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2023

The Trustees are pleased to present their annual report together with the consolidated financial statements of the charity and its subsidiary for the year ended 31 March 2023, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements have been prepared in accordance with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice, applicable to charities preparing their accounts in accordance with the Financial Reporting Standard, applicable in the UK and Republic of Ireland (FRS 102).

The information on page 2 and 3 forms part of the Trustees' Report.

The Trustees confirm that they have referred to the Charity Commission's guidance on public benefit when reviewing the Charity's aims and objectives and when planning future activities.

OBJECTIVES AND ACTIVITIES

The British Dyslexia Association ("the BDA", "the Charity") has its principal objects contained within the Charity's memorandum and articles of association, which are:

"to advance the education of dyslexic people of all ages in relation to all aspects of dyslexia and related conditions, and to conduct research for the public benefit into the problems of dyslexia and related conditions and to disseminate the results of such research."

Vision, Mission and Values
During the year the charity created a new vision, mission and values for the organization, in close collaboration with stakeholders:

Vision
Our vision is for a world where people with dyslexia can flourish.

Mission
Our mission is to change society by removing barriers so that everyone with dyslexia can reach their full potential in education, in employment and in life.

- We raise awareness

We inform and educate to encourage inclusion and inspire change.

- We promote understanding

We base our expertise on evidence and research, setting professional standards and influencing policy.

- We empower people

As the leading national dyslexia charity, we speak out on behalf of the dyslexia community to champion a dyslexia-friendly society.

Values
- Excellence

We work with our community and each other to continuously improve all that we do and the services we offer.

- Respect

We are an inclusive organisation where everyone has a voice which is listened to and is valued for the unique skills they bring.

- Team work

We collaborate and support each other in pursuit of our vision: we are strongest and most effective when we work together.

- Innovation

We embrace different thinking and encourage everyone to bring their ideas and initiatives, reflecting the diversity of the community we support.

ACHIEVEMENTS AND PERFORMANCE

This year 2022-2023 we marked our 50th anniversary. Despite significant advancement and progress made since our foundation in 1982, there is still so much work to do to remove the barriers preventing people of all ages with dyslexia reaching their full potential in education, in employment and in life.

The need

- **"My experience at school is something that I actively try to forget. Unfortunately, my struggles throughout affected my confidence, and the teaching style did not enable me to learn effectively."**
- **"I was placed in the naughty kid's corner and that progressed until I was moved to a special education class to sit on a bean bag for 5 hours a day... I remember being in London I was going for an amazing interview, and I had to write a menu by hand... I made some silly excuse to go to the toilet and I ran out of that building so fast. Thinking to myself why do I exist? I must be stupid! I think it was the lowest part of my life. At the train station, I seriously thought about jumping in front of the train."**
- **"What makes things worse is it is hard to explain to people why I have the issues that I do and not make it sound as if I am making excuses instead of explaining why I am having a problem doing something and that I may need more time or that I may need support."**
- **"I... decided to take my own life after an inconclusive conversation I had with the learning support team. They didn't know how to help me because, at that point, I was so frustrated by the issues dyslexia was causing me that I thought there was no way to be helped."**

#MyDyslexiaStory contributors

We have, nonetheless, achieved a great deal over the past five decades. We have promoted and disseminated critical research into dyslexia and its impacts, set professional standards for educators, shared best practice for pedagogy and provided practical support to individuals and families. We have lobbied for dyslexia-friendly change across society, in particular with policymakers and within public institutions, and we continue to unite, coordinate and lead the movement for the inclusion and empowerment of our beneficiaries.

To celebrate our 50th anniversary we hosted an event in the House of Lords which was well attended by policymakers who pledged to 'speak up about dyslexia'. We also marked this notable milestone at our Annual Awards dinner in June 2022 where we recognised the achievements of winners across a number of categories: Children's Award, Entrepreneur Award, Organisation Award, Cadogan Award for Resilience, Adult Award and Teacher/Teaching Assistant Award.

Donovan's story

During the pandemic lockdown, Donovan was schooled from home. This is when his Mum first noticed he was really nervous about writing and that his handwriting skills were below the expected level for his age. She desperately searched for help and found a local dyslexia programme that could offer Donovan support delivered by a specialist teacher.

Donovan really engaged and worked hard to apply the methods and tips he received. With practice and determination he was reading and writing fluently within seven months. He now wants to inspire others to learn more about dyslexia. When asked whether he had any advice for other children his own age he said:

"I already help other dyslexic children at my own school. I tell them to always keep trying, and never give up. I even want to work at a dyslexic school when I grow up!"

Donovan was the winner of the British Dyslexia Association's Children's Award 2022, nominated by his tutor who was so impressed with his commitment and progress.

Our activities 2022-2023

1. Raising awareness

During the year the BDA undertook a number of activities to raise awareness about dyslexia and other specific learning difficulties to the general public and to particular groups of stakeholders.

Our impact in numbers

- Our online information pages had over 5 million views
- Over 1.5 million new users accessed information on our website
- Our social media channel audiences grew to 111,821 followers
- 4,500 beneficiaries accessed the free information webinar run during Dyslexia Awareness Week

- **Digital Outreach**

Our website and digital channels are the first port of call for those seeking advice, support and guidance on dyslexia and traffic continues to grow across all of our platforms. These substantial visitor numbers demonstrate the urgent need for our services and support. During the year, we have continued to develop our presence on social media with regular, topical posts promoting traffic to our website and the other services and support we offer. We also began tracking the number of visitors (including new users) to our web pages and figures below indicate conservative estimates based on available quarterly information following updates to web analytics services.

In addition, we introduced a monthly e-newsletter from November 2022 in order to provide regular information and updates to a more bespoke audience of beneficiaries and supporters opting in.
By the end of the year our audiences were as follows:

e-Newsletter	24,473
Facebook	40,082
Twitter	32,242
Instagram	19,506
LinkedIn	19,991
Web page views	5,061,640
New users	1,584,208

- **Dyslexia Awareness Week**

In October we held a successful Dyslexia Awareness Week on the theme of 'Breaking Through Barriers' with high engagement levels throughout the week. We shared lived experience stories of celebrities and members of the public and provided two free webinars which were attended live by over 1,300 delegates and which have since been viewed over 3,200 times on our YouTube channel.

- **Brand refresh**

In September we launched our refreshed brand, with a new look and feel to modernize our visual identity. This included a new logo and icon, a new colour scheme and a new font for our website. We now have sets of primary and secondary colour palettes to enhance our communications and will continue to develop our use of these to maximise our impact and attract new audiences.

"I am loving the new look of the website, much more inviting and easier to navigate😊"

Elizabeth, BDA Member

- **In-person events**

We had stalls at both the TES SEND Show in London and the Dyslexia Show in Birmingham, both of which were well attended with lots of visitors seeking information and advice. At the Dyslexia Show we also delivered a specialist talk and participated in the opening panel discussion.

Following the in-person restrictions of the pandemic, we were delighted to host an in-person family information day in Bracknell in September 2022. We welcomed over 100 parents, children and teachers who participated in 5 free workshops.

- **Local Dyslexia Associations**

The BDA work alongside approximately 40 affiliated Local Dyslexia Associations, each a separate charity, and provides training and support to their volunteers. During this period we provided sessions on themes including: safeguarding, optometry, and applying for grants and other funding opportunities.

- **Fundraisers**

We are incredibly grateful to everyone who supports our work but in particular to our fundraisers who not only raise urgently needed funds for us but also raise awareness by sharing their stories and reasons for fundraising for us.

For many, their personal experience with dyslexia spurs them to support the BDA. This year, every one of our runners in the London Marathon had a personal motivation for running for the BDA, and they did an exceptional job, raising an impressive £32,000.

James' story

"I have dyslexia, which was crippling growing up and made school, especially English class (I still have nightmares today) extremely challenging. I still struggle, and even writing this has taken multiple attempts and time. Thankfully technology has come on leaps and bounds which is a game-changer when it comes to spelling. But, to this day, there are times when I can't hide behind technology and my dyslexia holds me back, especially in a work environment. Thankfully I've learned to be braver in sharing with friends and colleagues my dyslexia but I know for many others who struggle, they would rather hide in fear of embarrassment than share their dyslexia."

James cycled the impressive 400 miles from London to Amsterdam, raising an amazing total of £1,940 for our charity. He was keen to share his own experiences with dyslexia to help overcome the stigma that some people encounter in society.

A big thank you to the remarkable individuals of all ages who have embraced extraordinary challenges and events to fundraise for us, and to the generous contributions from individuals, schools, businesses, and trusts that consistently support the BDA throughout the year.

- **Dyslexia Friendly Quality Mark**

We continued to work with schools and organisations to develop dyslexia-friendly practice. There was a noticeable dip in communications from some schools, often as a result of ongoing challenges related to the pandemic and the pressures being felt in schools. This was not the case in Wiltshire where, during this period, 12 primary and secondary schools worked towards achieving the standards necessary to be awarded the quality mark. This is part of a two year initiative by Wiltshire Council supported by Wiltshire Specialist SEN Service which will see more schools pursuing the quality mark in 2023-2024.

"At Royal Wootton Bassett Academy, we strive towards inclusivity and equity, and we recognise that still, even with these aims in mind, that barriers still exist for many of our learners and colleagues. The journey that we have been on to gain the Dyslexia Friendly Schools Award has not been about the award itself, but through individual experience we have sought to become more equipped with specialist knowledge and skills to bridge the gaps that exist, and to help us overcome some of those barriers.

It has been an insightful journey and has taught us to see the learning experience through dyslexic eyes, and this in turn has opened up new thinking and approaches for all students and colleagues."

Anita Ellis, Headteacher, Royal Wootton Bassett Academy

2. **Promoting understanding**

During the year the BDA undertook a number of activities to promote further understanding about dyslexia and other specific learning difficulties.

Our impact in numbers
- We trained over 1,900 delegates at our live training events
- Over 400 individuals successfully completed accredited e-learning training courses
- We accredited 30 courses of study

- **Training**

We provide a broad range of training to a wide audience across society to promote understanding of dyslexia and other specific learning difficulties. This includes:
- Information webinars to organisations such as schools and employers
- Half and whole day training modules, delivered both online and in person, available to the general public or on a bespoke basis to organisations of all types
- Accredited training leading to qualifications at Level 2, Level 3, Level 4, Level 5 and Level 7 which is available via our e-learning platforms Moodle and Co-assemble. This is usually undertaken by professional educators and those supporting individuals in schools, further or higher education and in employment.

Alison and Ros' story

"In April 2022, after a surprisingly challenging, but incredibly informative course, we both gained accreditation alongside a significant amount of knowledge! Supporting each other working in the same setting was invaluable but online tutorials and links to others taking the course via email and Whatsapp also helped navigate this demanding course. Despite having nearly 30 years teaching experience each, we were finally able to have a clear insight into the difficulties experiences by learners of all ages with dyslexia. Hopefully more Ealing teachers will be inspired to continue their own learning and undertake the Level 5 course as well"."

Alison and Ros completed the Accredited Level 5 Certificate in Dyslexia; Literacy, Support and Intervention with the BDA and now provide training courses to promote understanding about dyslexia among other teachers funded by their local authority in the London Borough of Ealing.

- **Accreditation**

We continued to accredit courses for specialist teachers to study and for their competence to be recognised through our awards of AMBDA, ATS, APS and ALSA. Individuals successfully completing these courses of study are eligible to apply for individual accreditation by the BDA. As part of the maintenance of professional standards, we encourage professionals to undertake regular continuing professional development to stay up to date with best practice in the field.

This work is overseen by the Accreditation Board, an independent sub-committee of the Board of Trustees. We are very grateful to Chair Gavin Reid and volunteer members for the time and expertise they have contributed this year. At the end of the year, 30 courses were accredited: 19 Level 7 Dyslexia, 2 Level 7 Dyscalculia, 7 Level

5 Dyslexia, 1 Level 5 Dyscalculia and 1 Level 4 Dyslexia.

- **Research**

During the year we saw the conclusion of the Dyslexia@Work project funded by Erasmus. The BDA worked alongside the European Dyslexia Association and Associazione Italiana Dislessia of Italy, Dyslexia Association of Ireland, Fédération Française Des DYS of France, Malta Dyslexia Association and Università Dell'Insubria of Italy to identify good dyslexia awareness practice amongst recruiters and employers to enable other organisations to emulate this good practice. Resources developed during the project are now freely available in three languages. The BDA will continue this work with ongoing development of our Quality Mark for the workplace.

Aware that there are a number of research projects in development in our field, during this year we launched new areas of our website to enable researchers to alert us to their research so that we can share it more easily subject to appropriate due diligence. We shared calls for research participants from agencies such as HMRC and the Driver & Vehicle Standards Agency and will continue to support reputable research requests in the period ahead.

- **Conferences**

We were very pleased to host our first face-to-face conference since the pandemic in November 2022. It was very positive to be able to welcome delegates, in person, to Swindon to hear eminent dyscalculia and literacy speakers on the theme of, "Focus on your learner: Strengths and Challenges". We also held a virtual dyslexia conference in March 2023, "Core Skills and Creativity: Engaging dyslexic learners with literacy", and were able to make recordings available afterwards to facilitate greater participation.

Delegates from our November 2022 conference:

- Great day with excellent sharing of knowledge from those doing the research
- This was an excellent conference; the keynote speakers in particular gave fascinating talks based on their academic research. The speakers were experts in their subjects and this input is hugely welcomed.
- Varied and interesting content and presenters - thank you.
- The speakers were more than exceptional. The event was nicely and well organised from the beginning to the end. However, the best part of the event was the people that came, everyone was so helpful, and positivity could be felt everywhere.

Delegates from our March 2023 conference:

- The speakers and their work are truly amazing.
- This was such good value for money. The fact I could buy the recording and do it in chunks rather than all in one day meant that as a mum of three and a teacher I was able to get the most from it in the time that suited me.
- An excellent master class in all thing's literacy, teaching, and learning.
- An informative array of topics presented in a warm and engaging manner - reasonably priced and easy to access. Will book again!
- Thank you to all the contributors and organisers for an inspiring, exciting and informative day.
- Thank you everyone for a really interesting day, have learned so much and have so many things to take away to use!

- **Membership**

As a membership organisation we provide information and opportunities to attend events and training to our members. We introduced e-newsletters to members, published 3 issues of Contact, our membership magazine, as well as a 50th anniversary edition of our Handbook, containing a number of insightful essays and research articles, which was available for a small fee.

3. Empowering

During the year the BDA undertook a number of activities to empower individuals directly as well as working more broadly society to remove barriers facing our beneficiaries in society.

Our impact in numbers

- We responded to 5,453 enquiries via our Helpline
- We provided access to over 2,000 assessments
- We enabled 40 experts to provide verbal testimony to parliamentarians and policy makers during the course of the year

- **Helpline**

We run a national Helpline which answers enquiries from members of the general public via telephone, email, our social media platforms and in the post. During this period, we responded to 5,453 enquiries received across all channels as follows:

Telephone	**3,136**
Email	**1,872**
Facebook	**281**
Instagram	**159**
Letter	**5**
Total	**5,453**

Our Helpline is staffed by a team of 14 volunteers who are trained and supervised by our Helpline Manager. The live telephone helpline is open for 10 hours per week which we aim to increase in the coming year. Emails and direct messages via social media are responded to throughout the working week, with monthly 'Instagram takeovers' where questions are invited on Instagram, are answered by Helpline and posted publicly. Helpline volunteers undergo a substantial training programme and are monitored closely to ensure the advice and information provided is accurate and consistent.

The information and advice we provide also benefits from input from specialist volunteers serving on advisory board committees. During this period we were grateful to receive expert advice from the Music Committee, the New Technologies Committee and the Dyscalculia Committee.

Helpline story

A mum called the helpline for information and guidance about her son accessing support for his dyslexia at university. He's on a course to become a PT teacher and has failed the last two modules and been told he will not be able to progress into the third year of his degree without resitting the entire second year.

The helpline volunteer identified that the student had not been receiving any formal support and had been grabbing occasional additional time with the tutor after lessons. The helpliner provided information and advice about how to use the diagnostic report to identify the help required, how to apply for Disabled Students Allowance to obtain 1:1 tutoring and specialist software and how to work with the university learning support team to get suitable adjustments and examination access arrangements in place.

The mother wrote to the helpline after the call, "Many thanks for all your time and excellent specialist advice that you gave me this morning. It will be a great help."

- **Assessment services**

Our assessment services, covering England and Wales, ensure that individuals of all ages are signposted to the very best diagnostic and workplace assessments appropriate to their needs. We provide access to assessors who meet the highest standards of professional practice, holding active appropriate professional qualifications as well as AMBDA accreditations and Assessment Practising Certificates where required. During the period we provided information and advice about assessments, facilitating 2,042 assessments directly via the BDA.

Assessment stories:

- "It is a huge relief that I know why I struggle with learning and the assessment not only provided evidence of this but also very useful advice to help me cope with this. My teachers and schools failed me and had I known I was dyslexic as a child, that extra bit of time would have helped me immensely. Regardless, knowing that I am dyslexic will help me work with it."
- "I contacted the BDA as I didn't know where else to turn. I had never considered that my son was dyslexic, but enough flags were flying to let us know that he had difficulties particularly with his writing. His spelling was excellent (a misconception that stopped both myself and teachers from seeing his difficulties). The BDA were really efficient and helpful, by responding and explaining how we could get our son assessed. Our assessor was brilliant, responding with information about the test and to more specific worries we had, before we attended. The assessor gave us really thorough feedback both on the day of the test and in writing a few days later, which we could then take to his school. My son is dyslexic and it was like a lightbulb had been switched on, and so many things became clear for both our son and us. We thought the service from start to finish from both the BDA and the assessor was excellent, professional and massively reassuring and I would recommend the BDA as a first port of call for anybody who needs information about, or assessment for Dyslexia."
- "I was very impressed with our assessor. She was responsive and very helpful in the lead up to our assessment and helped to put my mind at ease as to how to explain the process to my son and make sure he did not feel anxious about it. On the day she was wonderful, she conducted the assessment in such a calm way that my son didn't even realise how long he had been focusing on the activities. Following the assessment she delivered the report within the specified time and I was very satisfied with the outcomes of the assessment and the detailed recommendations that she made."

- **Policy advocacy**

The BDA works collaboratively to advocate on behalf of our beneficiaries. As a member of the Special Educational Consortium (SEC), a group of 40 organisations in the SEND sector, we work with government departments and parliamentarians to inform policy development and comment on implementation and issues arising. Furthermore, during this year, the BDA joined a coalition of around 125 other organisations led by the Royal College of Speech and Language Therapists to call for greater investment in the specialist workforce as

part of the #SENDintheSpecialists campaign.

As secretariat for the APPG on Dyslexia and other SpLDs the BDA supported its Chair, Sharon Hodgson MP in running meetings this year on the following themes:

- Schools' White Paper and SEND Green Paper – what changes can we expect (June 2022)
- Adults, including the Justice System (December 2022)
- The importance of Early Intervention and Screening and how it can empower our teachers and the children they teach (February 2023)

In total, 12 speakers shared sector expertise and lived-experience to the APPGs.

In addition, during this year the BDA partnered the policy institute Curia to bring together government and civil society bodies and industry to consider ways to implement positive change for individuals with dyslexia. The 'Dyslexia Commission' held ten inquiry sessions over four days in 2022, hearing from 28 witnesses, and the resultant report with recommendations was published on 31 March 2023.

FINANCIAL REVIEW

The Consolidated Statement of Financial Activities for the year ended 31st March 2023 shows a deficit of £251,450 (2022: surplus of £100,790).

Income

In 2021-2022 the BDA received two particularly generous legacy donations which bolstered income last financial year. This year, total income has decreased by 12.5% to £1,949k (2022: £2,229k), mainly due to income from donations and legacies being 80% (£232k) lower than last year. Fundraising income, however, saw a small increase with the London Marathon taking place again in October as a result of Covid restrictions in prior years. We were also able to run our 50th anniversary annual awards dinner in person during the year which raised some additional funds.

This year, the BDA has seen continued growth in income from training, across both accredited e-learning courses and bespoke live training.

Income from commercial trading operations was lower in 2023, due to a change in the income model.

Expenditure

Total expenditure increased by 3.4% during the year to £2,201k (2022: £2,128k), predominantly due to increases in wages and salaries costs. During this period the management team was restructured, new marketing and communications posts were created, a cost-of-living payment was made to employees in December 2022 and the outcome of a salary review took effect from January 2023.

Costs from commercial trading operations are lower due to a change in the income model.

Balance sheet

Net current assets decreased by £247k to £900k (2022: £1,147k).
Total reserves decreased by £251k to £920k in the year (2022: £1,171), reflecting the operational deficit.

Reserves policy and going concern

The Trustees believe that in terms of good governance and to ensure the continuity of the organisation and the fulfilment of its charitable aims, it is necessary to maintain an adequate level of reserves. Free reserves are the part of BDA's unrestricted funds that is available to spend on any of the Charity's purposes. This definition excludes restricted income funds, although holding such funds may influence BDA's reserves policy.

The Trustees take a risk-based approach to reserves and review the reserves policy annually. The Board has set a reserves policy which requires:

- Reserves to be maintained at a level which ensures that BDA's core activity could continue during a period of unforeseen difficulty
- A proportion of reserves to be maintained in a readily realisable form.

The calculation of the required level of free reserves takes into account:
- Risks associated with each stream of income and expenditure being different from that budgeted
- Planned activity level
- Organisational commitments
- The gap between the spending and receiving of income
- Retaining a level of funding that will allow flexibility and agility of response to business growth and development opportunities which enable the organisation to meet its strategic objectives.

On this basis, the Trustees consider that the ideal level of free reserves at 31 March 2023 is £700,000 of which at least 20% should be held as cash.

This target was achieved as our unrestricted reserves ended the year are £738,978.

Related party Transactions

Transactions between the BDA and BDA (Initiatives) Ltd, its subsidiary undertaking, have been disclosed and are included in these consolidated accounts. Other related party transactions have been disclosed in the consolidated accounts.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Charity is a company limited by guarantee governed by its Memorandum and Articles of Association dated 5th July 1984 (last amended 15 November 2008). It gained formal charitable status from the Charity Commission in England and Wales on 4th February 1985.

The Board of Trustees has adopted the Charity Governance Code and assesses its compliance with the Code as part of its ongoing review and strengthening of governance.

The Board of Trustees is collectively responsible for the governance and strategic direction of the Charity together with its financial health, delivery of public benefit, probity of its activities and the development of the organisation's aim, objectives and goals.

Trustee selection

The Charity is committed to ensuring it has a balanced and diverse Board, with members recommended for their skills and expertise. Renewals and the appointment of any additional Trustees are informed by a Board Skills Review and take into account annual discussions between the Chair and each Trustee.

The Board of Trustees is made up of not less than ten and not more than fourteen people comprising:
- a Chairman nominated by the Board by reason of possessing skills considered necessary and appointed in general meeting;
- four individuals drawn from the members of the Local Associations;
- three individuals drawn from the Individual Members;
- two individuals drawn from the members of the Organisational Members;
- up to four individuals co-opted by the Board by reason of possessing skills considered necessary including a Treasurer and a legally qualified person.

Trustees are appointed for a three year period, usually for a maximum of two terms. The Board of Trustees meets four times a year. All Trustees give their time freely received no remuneration was during the year, aside from reimbursement of legitimate expenses.

The Board delegates the exercise of certain powers in connection with the management and administration of the charity as set out below. This is controlled by requiring regular reporting back to the Board, so that all

decisions made under delegated powers can be ratified by the full Board in due course. All minutes are tabled at Board meetings.

Finance Committee

The Finance Committee meets once a quarter, and comprises the Honorary Treasurer, Chair and Chief Executive. The Head of Finance and Operations also attends.

Accreditation Board

The Accreditation Board upholds the highest standards for professionals working in education. It develops, defines and publishes the criteria for professional courses of study and for individual awards as an independent sub-committee to whom all accreditation matters have been delegated by the BDA Board.

Members of the Accreditation Board are volunteers who are leaders and experts from the sector and the Chair is an academic of senior standing with a record of research and publishing in the field.

The Accreditation Board meets at least twice each year.

Local Association Board

The Local Association Board (LAB), made up of representatives of Local Associations, aimed to meet regularly during the year but struggled to do so. Post year-end, the Board dissolved this sub-committee and will instead seek alternate routes to gather the voices and views of local dyslexia associations.

Advisory Groups

There are a number of Advisory Groups who provide the Trustees with expert information as well as assisting the Charity with its work. This includes raising awareness; supporting the BDA Helpline with advice; offering guidance on academic issues; as well as contributing to consultations and related matters. Groups include: New Technologies, Music, Dyscalculia and Cultural Perspectives.

The Trustees are grateful for the valuable contribution and specialist skills provided by volunteers involved in these groups.

Charity management

The Chief Executive is responsible for the day to day management of the Charity's affairs and for implementing policies agreed by the Board of Trustees. The Chief Executive is assisted by the Senior Management Team. New CEO, Chivonne Preston, took up her post at the beginning of October 2022 and new senior posts Head of Fundraising and Head of Finance and Operations were also created during the year.

Group Structure

The charity has a wholly owned non-charitable subsidiary: BDA (Initiatives) Limited. It carries out non-charitable trading activities to raise funds for the Charity.

Corporate Governance

Internal controls over actual and committed expenditure are continually refined in order to improve efficiency. Processes are in place to ensure that performance is monitored, and that appropriate management information is prepared and reviewed regularly by both the Senior Management Team and the Board of Trustees.
The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- a strategic plan and annual budget approved by the Trustees;
- regular consideration by the Trustees of financial results; variances from budgets; non-financial targets;
- performance indicators and benchmarking reviews;
- delegation of day-to-day management authority and segregation of duties; and

- identification and management of key risks.

Risk Management

Responsibility for risk management lies with Trustees. The Charity has established a risk register that aims to set out the key risks for the organization including:

- An assessment of inherent risk
- Existing measures in place to manage each risk
- An assessment of residual risk, once mitigating measures are taken into consideration; and
- Future actions that may be taken to reduce the residual risk further.

The risk register is reviewed in full by the Board at least annually, with selected risks explored in detail at each Board meeting. The major risks for the BDA have been identified as:

- Developing the strategic planning, assessment and review process
- Diversifying income, in particular increasing fundraising income from both individual and organizational donors
- Developing products and services so that they are up to date, relevant and able to meet demand
- Measuring and communicating our impact
- Staff wellbeing and key person risks

Working closely with the Trustees, the CEO has focused attention in these areas to ensure that appropriate risk management procedures are in place.

Plans for the future

The Trustees are committed to continually improving and developing activities at the BDA to maximise impact for the public benefit. With the arrival of the new CEO, as well as several new members of the Senior Management Team during the year, the Board recognise a period of transition is underway as this new team gets established.

2023-24 therefore looks set to be a year of review and consolidation. In particular, the BDA will examine the services and support it provides to members and ensure that membership benefits are appropriate and valued by members. BDA training will continue to be updated and developed, and services such as accreditation and assessment will be reviewed for efficiency and effectiveness.

In addition, in the year ahead the BDA will review obstacles to participation and seek to improve the reach of our services and activities. This will include the launch of bursaries to widen access to assessments and training, as well as potential collaborations with other organisations in order to broaden outreach.

There will be an ongoing focus on income generation and development in order to provide resources to undertake more charitable work.

Statement of Trustees' responsibilities.

The Trustees (who are also directors of The British Dyslexia Association for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable Group will continue in operation.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company and the Group's transactions and disclose with reasonable accuracy at any time the financial position of the charitable Group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor.

Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable Group's auditor is unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any information needed by the charitable Group's auditor in connection with preparing its report and to establish that the charitable Group's auditor is aware of that information.

Auditors.

The auditor, James Cowper Kreston Audit, has indicated its willingness to continue in office. The Designated Trustees will propose a motion re-appointing the auditor at a meeting of the Trustees. This will be ratified at the AGM.

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

Michelle Ca

.....
Michelle Catterson
Chair
Date: 8 November 2023

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRITISH DYSLEXIA ASSOCIATION

Opinion.

We have audited the financial statements of British Dyslexia Association (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2023 which comprise the consolidated statement of financial activities, the consolidated balance sheet, the charity balance sheet, the consolidated statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 March 2023 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion.

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern.

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

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

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRITISH DYSLEXIA ASSOCIATION (CONTINUED)

Other information.

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006.

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception.

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees.

As explained more fully in the trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

The specific procedures for this engagement that we designed and performed to detect material misstatements in respect of irregularities, including fraud, were as follows:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management and those charged with governance to identify any material instances of non-compliance with laws and regulations;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work to address the risk of irregularities due to management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for evidence of bias.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRITISH DYSLEXIA ASSOCIATION (CONTINUED)

Use of our report.

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Alexander Peal BSc (Hons) FCA DChA (Senior Statutory Auditor)
for and on behalf of
James Cowper Kreston Audit
Chartered Accountants and Statutory Auditor
Reading Bridge House
George Street
Reading
Berkshire
RG1 8LS

Date: 20 November 2023

BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2023

	Note	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	3	-	57,985	57,985	290,731
Charitable activities:					
Resources from government and public authorities		-	-	-	22,995
Publications		-	18,254	18,254	24,517
Conferences and training		740	1,194,137	1,194,877	906,338
Membership income		-	146,325	146,325	134,932
Other trading activities:					
Fundraising		-	67,644	67,644	49,195
Trading activities		-	461,781	461,781	798,840
Other trading activities		-	15	15	-
Investments	4	-	2,459	2,459	192
Other income		-	-	-	1,500
Total income		740	1,948,600	1,949,340	2,229,240
Expenditure on:					
Raising funds:					
Voluntary income and fundraising costs		-	125,076	125,076	85,230
Trading subsidiary costs		-	298,954	298,954	368,198
Other costs of trading		-	16,735	16,735	46,958
Charitable activities:					
Membership, policy and information		-	376,023	376,023	400,552
Projects (education and quality mark)		28,281	28,352	56,633	153,382
Conferences and training		-	1,303,478	1,303,478	1,065,180
Governance costs		-	23,891	23,891	8,950
Total expenditure		28,281	2,172,509	2,200,790	2,128,450
Net (expenditure)/income		(27,541)	(223,909)	(251,450)	100,790
Net movement in funds.		(27,541)	(223,909)	(251,450)	100,790
Reconciliation of funds:					
Total funds brought forward		208,276	962,887	1,171,163	1,070,373
Net movement in funds		(27,541)	(223,909)	(251,450)	100,790
Total funds carried forward:		180,735	738,978	919,713	1,171,163

The notes on pages 25 to 42 form part of these financial statements.

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).
REGISTERED NUMBER: 01830587

CONSOLIDATED BALANCE SHEET
AS AT 31 MARCH 2023

	Note	2023 £		2022 £	
Fixed assets					
Tangible assets	10	**19,665**		23,786	
		19,665		23,786	
Current assets					
Debtors	12	**148,823**		143,290	
Cash at bank and in hand		**1,609,307**		1,751,184	
		1,758,130		1,894,474	
Creditors: amounts falling due within one year	13	**(858,082)**		(747,097)	
Net current assets			**900,048**		1,147,377
Total assets less current liabilities			**919,713**		1,171,163
Total net assets			**919,713**		1,171,163
Charity funds					
Restricted funds	15		**180,735**		208,276
Unrestricted funds	15		**738,978**		962,887
Total funds			**919,713**		1,171,163

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The directors have elected for the financial statements to be audited in accordance with the Companies Act 2006.

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

.....
Michelle Catterson
Chair
Date: 8 November 2023

.....
Timothy Neale
Trustee

The notes on pages 25 to 42 form part of these financial statements.

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).
REGISTERED NUMBER: 01830587

CHARITY BALANCE SHEET
AS AT 31 MARCH 2023

	Note		2023 £		2022 £
Fixed assets					
Tangible assets	10		**19,665**		23,786
Investments	11		**2**		2
			19,667		23,788
Current assets					
Debtors	12	**310,246**		509,036	
Cash at bank and in hand		**1,351,060**		1,258,852	
		1,661,306		1,767,888	
Creditors: amounts falling due within one year	13	**(761,258)**		(620,511)	
Net current assets			**900,048**		1,147,377
Total assets less current liabilities			**919,715**		1,171,165
Total net assets			**919,715**		1,171,165
Charity funds					
Restricted funds	15		**180,735**		208,276
Unrestricted funds	15		**738,980**		962,889
Total funds			**919,715**		1,171,165

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

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

Michelle Catterson
Chair
Date: 8 November 2023

Timothy Neale
Trustee

The notes on pages 25 to 42 form part of these financial statements.

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash used in operating activities	18	**(134,292)**	96,374
Cash flows from investing activities			
Dividends, interests and rents from investments		**2,459**	192
Purchase of tangible fixed assets		**(10,044)**	(15,582)
Net cash used in investing activities		**(7,585)**	**(15,390)**
Change in cash and cash equivalents in the year		**(141,877)**	**80,984**
Cash and cash equivalents at the beginning of the year		**1,751,184**	1,670,200
Cash and cash equivalents at the end of the year	19	**1,609,307**	1,751,184

The notes on pages 25 to 42 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting policies.

1.1 Basis of preparation of financial statements.

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

The consolidated statement of financial activities (SOFA) and consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own statement of financial activities in these financial statements.

1.2 Fund accounting.

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

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

1.3 Basis of consolidation.

The financial statements consolidate the accounts of British Dyslexia Association and all of its subsidiary undertakings ('subsidiaries').

The Charity has taken advantage of the exemption contained within section Section 408 of the Companies Act 2006 not to present its own Income and Expenditure Account.

The income and expenditure account for the year dealt with in the accounts of the Charity was a deficit of £251,450 (2022: surplus of £100,790).

1. **Accounting policies. (continued)**

1.4 Incoming resources.

Gift Aid.

The wholly owned subsidiary donates all of its taxable profits under Gift Aid to the charity. The statutory income and expenditure account for the subsidiary is disclosed in the notes to the financial statements.

Donations and grants.

Donations and grants made available for the general purposes of the Charity are credited to income on a receivable basis.

Legacy income.

Legacy income is accounted for on a received basis or, if receipt becomes reasonably certain and is measurable with sufficient reliability, on a receivable basis.

Publications.

Income from publications is recognised on a receivable basis in the period in which a publication is issued and represents income from the sale of educational and promotional literature and advertising revenue related to such publications.

Conferences and training.

Income from conferences represents income received from the delivery of conferences and training courses. Costs are incurred in the organisation of these events. Income is accounted for on a receivable basis except where income and expenditure do not occur in the same period, in which case the income is deferred to match expenditure.

Membership income.

Membership income is accounted for on a receivable basis and represents membership fees and subscription income from members. It is levied at different rates according to the level of involvement of the member and the amount of information received.

Interest receivable.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the Bank.

Donated services and facilities.

Donated services or facilities are included in incoming resources when the benefit to the charity is reasonably quantifiable and measurable. They are valued by the trustees at the amount the charity would have been willing to pay for the services of facilities on the open market.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting policies. (continued)

1.4 Incoming resources. (continued)

Deferred income.

Where it is clear that the donor intended the income or grant to be used over a fixed period of time on a specific project and as a result the Trustees have no discretion as to when the funds will be expended, these funds will be treated as deferred income and released to the Statement of Financial Activities to match the expenditure.

1.5 Resources expended.

Raising funds.

Fund raising and publicity expenditure represents the direct costs of generating funds and includes the salaries and other direct costs of the fundraising staff as well as an allocation of premises and overhead costs.

Charitable expenditure.

Charitable expenditure has been allocated to match the revenue earned wherever possible and includes an allocation of personnel costs and overhead costs where applicable. Charitable expenditure is accounted for on an accruals basis.

Helpline.

Helpline costs relate to the operation of B.D.A. Helpline. They include wages and salaries, training, telephone, associated premises costs and other sundry items.

Development.

Development costs include expenditure incurred in supporting Local Associations and other forms of membership, as well as the costs of the education department.

Support costs.

Support costs represent overheads, premises costs and wages and salaries of support staff without which the charity would not be able to achieve its objectives. The costs have been allocated on a proportionate basis.

Governance costs.

These costs relate to the expenditure in respect of personnel, premises and overheads which can be directly attributed to the management of the charity, as opposed to those incurred in furtherance of its objects.

Irrecoverable VAT.

Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Comparative amounts.

Allocations of salary, premises and depreciation costs are reviewed each year to ensure that these costs continue to be accurately assigned by function.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting policies. (continued)

1.5 Resources expended. (continued)

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

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

1.6 Termination payments.

Termination benefits are included as an expense in the Statement of Financial Activities and a liability is incurred when there is a formal plan to terminate the employment of an employee or group of employees before normal retirement date. Termination payments are measured at the best estimate of the expenditure that would be required to settle the obligation at the reporting date.

1.7 Tangible fixed assets and depreciation.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives.

Depreciation is provided on the following bases:

Short Term Leasehold Property	- 20% Straight line
Fixtures and fittings	- 20% Straight line
Computer equipment	- 33.3% Straight line

1. **Accounting policies. (continued)**

1.8 Investments.

Investments in subsidiaries are valued at cost less provision for impairment.

1.9 Stocks.

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

1.10 Debtors.

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

1.11 Cash at bank and in hand.

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

1.12 Creditors.

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1.13 Financial instruments.

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

1.14 Contributions to pension funds.

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

1.15 Leases.

Rentals paid under operating leases are charged to the consolidated statement of financial activities on a straight line basis over the lease term.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

2. Judgments in applying accounting policies and key sources of estimation uncertainty.

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgments (apart from those involving estimates) have had the most significant effect on amounts recognised in the financial statements.

Critical accounting estimates and assumptions:

Bad debts.
Using information available at the balance sheet date, the Charity makes judgments based on experience regarding the level of provision required to account for potentially uncollectible debtors.

3. Income from donations and legacies.

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Donations	57,985	**57,985**	290,731
Total 2022	290,731	290,731	

4. Investment income.

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Bank interest	2,459	**2,459**	192
Total 2022	192	192	

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

5. Commercial trading operations.

The Charity has wholly owned trading subsidiary, B.D.A. (Initiatives) Limited which is registered in the UK. Its purpose is to organise fundraising events and sell advertising to raise revenue for the charity. The company passes its taxable profits to the charity under Gift Aid.

	2023 £	2022 £
Profit and loss account.		
Turnover	**461,781**	798,820
Cost of sales	**(293,165)**	(536,923)
Gross profit	**168,616**	261,897
Other operating income	**-**	1,500
Administrative expenses	**(5,790)**	(2,256)
Operating profit	**162,826**	261,141
Interest payable and similar charges	**268**	20
Net profit	**163,094**	261,161
Gift aid donations to the British Dyslexia Association	**(163,094)**	(261,161)
Transfer to reserves	**-**	-

6. Net income/ (expenditure).

This is stated after charging:

	2023 £	2022 £
Depreciation of tangible fixed assets - owned by the charitable group	**13,064**	11,124
Auditors remuneration - audit services	**13,760**	9,280

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

7. Analysis of total expenditure.

	Direct Staff costs 2023 £	Support costs 2023 £	Other Direct costs 2023 £	Total funds 2023 £	Total funds 2022 £
Raising funds					
Voluntary income and fundraising	40,628	41,352	43,096	**125,076**	85,230
Commercial trading operations	50,973	82,704	165,277	**298,954**	368,198
Other trading costs	8,638	6,891	1,206	**16,735**	46,958
	100,239	130,947	209,579	**440,765**	500,386
Charitable activities					
Membership, policy and information projects	135,687	127,502	112,834	**376,023**	400,552
Projects (education, quality mark)	40,619	10,337	5,677	**56,633**	153,382
Conferences and training	791,755	420,413	91,310	**1,303,478**	1,065,180
Governance costs	-	-	23,891	**23,891**	8,950
	1,068,300	689,199	443,291	**2,200,790**	2,128,450
Total 2022	1,130,030	413,536	584,884	2,128,450	

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

8. Support costs.

	Marketing & communications 2023 £	Finance 2023 £	Management & overhead 2023 £	Total funds 2023 £	Total funds 2022 £
Voluntary income and fundraising	10,274	11,828	19,250	**41,352**	20,332
Commercial trading operations	20,548	23,656	38,500	**82,704**	-
Other trading costs	1,712	1,971	3,208	**6,891**	11,202
Membership, policy and information	31,678	36,470	59,354	**127,502**	95,554
Projects (education, quality mark)	2,568	2,957	4,812	**10,337**	32,344
Conferences and training	104,452	120,252	195,709	**420,413**	254,104
	171,232	197,134	320,833	**689,199**	413,536
Total 2022	-	181,251	232,285	413,536	

9. Trustees and employees.

	2023 £	2022 £
Wages and salaries	**1,266,349**	1,132,277
Social security costs	**122,063**	99,565
Pension costs	**63,740**	59,821
	1,452,152	1,291,663

No Trustee or any party related to them received any remuneration during the period. Out of pocket expenses totalling £2,505 (2022: £542) in respect of travelling, subsistence and telephone charges, directly associated with the running of the charity were reimbursed to 6 Trustees (2022: 4 Trustees).

0 employee received remuneration in between of £70,000 - £80,000 (2022:1 between £70,000 - £80,000). Pension paid on behalf of this employee totalled £Nil (2022: 3,000).

The average number of persons employed by the charity during the year was 47 (2022: 45 restated) of which 20 (2022: 19) were full time and 27 (2022: 26) were part time. The full time equivalent of the part time staff is 17 (2022: 11).

Two employees were made redundant during the year (2022: Nil)

	2023	2022
Chief executive	1	2
Conference and events	2	2
Finance and operations	5	5
Fundraising	1	1
Marketing & communications	4	1
Professional practice	34	34
	47	45

During the year remuneration paid to key management totalled £366,881 (2022: £270,508).

10. Tangible fixed assets.

Group and Charity

	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation			
At 1 April 2022	384	78,547	78,931
Additions	-	10,044	10,044
Disposals	-	(2,994)	(2,994)
At 31 March 2023	384	85,597	85,981
Depreciation			
At 1 April 2022	333	54,812	55,145
Charge for the year	51	13,013	13,064
On disposals	-	(1,893)	(1,893)
At 31 March 2023	384	65,932	66,316
Net book value			
At 31 March 2023	-	19,665	19,665
At 31 March 2022	51	23,735	23,786

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

11. Fixed asset investments.

Charity	Investments in subsidiary companies £
Cost or valuation	
At 1 April 2022	2
At 31 March 2023	2
Net book value	
At 31 March 2023	2
At 31 March 2022	2

Principal subsidiaries.

The following was a subsidiary undertaking of the Charity:

Name	Class of shares	Holding	Included in consolidation
B.D.A (Initiatives) Limited	Ordinary	100%	Yes

The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Profit/(Loss) for the year £	Net assets £
B.D.A (Initiatives) Limited	**462,049**	**(298,955)**	**163,094**	**2**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

12. Debtors.

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Due within one year				
Trade debtors	**86,332**	85,422	**58,573**	42,462
Amounts owed by group undertakings	**-**	-	**193,480**	412,322
Other debtors	**9,810**	-	**9,810**	-
Prepayments and accrued income	**52,681**	57,868	**48,383**	54,252
	148,823	143,290	**310,246**	509,036

13. Creditors: Amounts falling due within one year.

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Trade creditors	**48,430**	16,302	**42,730**	16,302
Other taxation and social security	**41,018**	46,527	**28,864**	29,497
Other creditors	**11,589**	11,407	**11,591**	11,407
Accruals and deferred income	**757,045**	672,861	**678,073**	563,305
	858,082	747,097	**761,258**	620,511

14. Deferred income.

Certain grant and other income included with "Accruals and Deferred Income" in Note 13, is recognised when the delivery of a specific performance relating to the income has been achieved. Movement on deferred income balances during the year are set out below:

	As at 1 April 2022	Received	Released	Total funds
	£	£	£	£
Training courses	493,759	864,432	(786,933)	**571,258**
Assessments	49,705	253,854	(256,513)	**47,046**
Conferences	913	36,883	(24,749)	**13,047**
OCN fees	55,549	41,119	(43,482)	**53,186**
Other	24,235	52,236	(49,806)	**26,665**
	624,161	1,248,524	(1,161,483)	**711,202**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

15. Statement of funds.

Statement of funds - current year.

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2023 £
Unrestricted funds					
General Funds	962,887	1,948,600	(2,172,509)	-	738,978
Restricted funds					
Children Will Shine	34,516	740	(4,920)	-	30,336
Constable Education Trust	125,327	-	(22,631)	-	102,696
Other donations	24,497	-	(730)	-	23,767
Helpline	6,773	-	-	-	6,773
Malpas	17,163	-	-	-	17,163
	208,276	740	(28,281)	-	180,735
Total of funds	1,171,163	1,949,340	(2,200,790)	-	919,713

- Children Will Shine – to provide after school dyslexia workshops for children, led by specialist teachers.
- Constable Education Trust – to develop online resources for parents and carers to support dyslexic learners with literacy at home.
  Helpline – to support our national helpline, providing free advice to members of the general public.
- Other – various donations to support children with dyslexia in local areas, and to facilitate the diagnosis of dyslexia.
- Malpas – to develop online resources for parents and carers to support dyslexic learners with literacy at home.

15. Statement of funds (continued)

Statement of funds - prior year.

	Balance at 1 April 2021 £	Income £	As restated Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
Unrestricted funds					
General Funds	836,796	2,228,510	(2,102,419)	-	962,887
Restricted funds					
Children Will Shine	37,250	730	(3,464)	-	34,516
Constable Education Trust	143,354	-	(18,027)	-	125,327
Other donations	22,738	-	(4,115)	5,874	24,497
Helpline	13,072	-	(425)	(5,874)	6,773
Malpas	17,163	-	-	-	17,163
	233,577	730	(26,031)	-	208,276
Total of funds	1,070,373	2,229,240	(2,128,450)	-	1,171,163

16. Summary of funds.

Summary of funds - current year.

	Balance at 1 April 2022 £	**Income £**	**Expenditure £**	**Balance at 31 March 2023 £**
General funds	**962,887**	**1,948,600**	**(2,172,509)**	**738,978**
Restricted funds	**208,276**	**740**	**(28,281)**	**180,735**
	1,171,163	**1,949,340**	**(2,200,790)**	**919,713**

16. Summary of funds (continued)

Summary of funds - prior year.

	Balance at 1 April 2021 £	Income £	As restated Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
General funds	836,796	2,228,510	(2,102,419)	-	962,887
Restricted funds	233,577	730	(26,031)	-	208,276
	1,070,373	2,229,240	(2,128,450)	-	1,171,163

17. Analysis of net assets between funds.

Analysis of net assets between funds - current period.

	Restricted funds 2023 £	**Unrestricted funds 2023 £**	**Total funds 2023 £**
Tangible fixed assets	-	19,665	**19,665**
Current assets	180,735	1,577,395	**1,758,130**
Creditors due within one year	-	(858,082)	**(858,082)**
Total	180,735	738,978	**919,713**

Analysis of net assets between funds - prior period.

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	-	23,786	23,786
Current assets	208,276	1,686,198	1,894,474
Creditors due within one year	-	(747,097)	(747,097)
Total	208,276	962,887	1,171,163

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

18. Reconciliation of net movement in funds to net cash flow from operating activities.

	Group 2023 £	Group 2022 £
Net income/expenditure for the year (as per Statement of Financial Activities)	**(251,450)**	100,790
Adjustments for:		
Depreciation charges	**13,064**	11,124
Interest from investments	**(2,459)**	(192)
Loss on the sale of fixed assets	**1,101**	-
Decrease/(increase) in debtors	**(5,533)**	17,097
Increase/(decrease) in creditors	**110,985**	(32,445)
Net cash provided by/(used in) operating activities	**(134,292)**	96,374

19. Analysis of cash and cash equivalents.

	Group 2023 £	Group 2022 £
Cash in hand	**1,609,307**	1,751,184
Total cash and cash equivalents	**1,609,307**	1,751,184

20. Analysis of changes in net debt.

	At 1 April 2022 £	Cash flows £	At 31 March 2023 £
Cash at bank and in hand	**1,751,184**	**(141,877)**	**1,609,307**
	1,751,184	**(141,877)**	**1,609,307**

21. Pension commitments.

The charity contributes to the personal pension plans of certain of its employees, which are held in defined contribution schemes. Contributions are charged in the financial statements on an accruals basis and there were £9,516 (2022: £9,334) of outstanding contributions at the balance sheet date. Pension costs charged in the year were £63,740 (2022: £60,969).

22. Operating lease commitments.

At 31 March 2023 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2023 £	Group 2022 £	**Charity 2023 £**	Charity 2022 £
Not later than 1 year	**24,916**	29,041	**24,916**	29,041
Later than 1 year and not later than 5 years	**-**	28,730	**-**	28,730
	24,916	57,771	**24,916**	57,771

23. Related party transactions.

During the year, there were no related party transactions other than the following:

- Reimbursement of expenses incurred by certain Trustees in the furtherance of their activities as Trustees (see note 9).
- Donations from Trustees totalling £1,668.

THE BRITISH DYSLEXIA ASSOCIATION

England & Wales - Charity number 289243

Accounts

VirtualSignature Transaction Ref. PNQZ-DQTS-WW4F 09 Dec 2022 09:18:47 GMT (UTC +0) D 1/1 P 1/43

Registered number: 01830587
Charity number: 289243

BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

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BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

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BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES. AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2022

Trustees.

Michelle Catterson, Vice Chair (appointed 29 July 2022)
Suzanne Edmond
Colin Gallick, Chair (resigned 29 July 2022)
Delia Hazell
Fauzia Jan (appointed 23 October 2021)
Timothy Neale
Dr Georgia Niolaki
Enrico Riva (appointed 23 October 2021)
Dr Helen Ross
Mark Sherin
Arran Smith
Liane Cox (resigned 23 October 2021)
Dr Carolyn Dutton (resigned 11 September 2021)
Patrick Elliot (resigned 23 October 2021)
Patrick Keaveney (resigned 5 June 2021)

Company registered number.

01830587

Charity registered number.

289243

Registered office.

1 Friar Street
Reading
RG11 1DA

Independent auditor.

James Cowper Kreston
Chartered Accountants and Statutory Auditor
Reading Bridge House
George Street
Reading
Berkshire
RG1 8LS

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Bankers.

Barclays Bank p.l.c
Reading Branch
Mid Thames Group
P.O. Box 27
Reading, RG1 2HD.

National Westminster Bank p.l.c
Henley-on-Thames Branch
18 Market Place
Henley-on-Thames
OXON, RG9 2AP.

Lloyds TSB Bank p.l.c
1 Market Place
Reading, RG1 2EQ.

Solicitors

Wansbroughs Solicitors Devizes
Northgate House
Devizes
Wiltshire
SN10 1JX.

Executive Officers:

Chief Executive:

Nick Posford (from 1 September 2020, until July 2021),
Gillian Ashley (from July 2021, until 16 August 2022),
Chivonne Preston (from 6 October 2022)

President:

The Lord Addington

Vice Presidents:

Diana Baring,
Tim Caiger,
Professor Angela Fawcett,
Lady Jane Lloyd,
Professor Kevin Morley,
Ian Smith,
Sir Jackie Stewart OBE,
Anne Watts CBE,
Professor Joel Talcott,
Sharon Hodgson MP,
Henry Smith MP

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BRITISH DYSLEXIA ASSOCIATION

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CHAIRMAN'S STATEMENT
FOR THE YEAR ENDED 31 MARCH 2022

The Chair presents her statement for the period under review.

I have been acting as Vice-Chair of The British Dyslexia Association (BDA) up until 29th July 2022, when I was nominated as the Chair Designate by the Board, such appointment to be confirmed in the next general meeting.

The BDA continues to go from strength to strength, as we recover from the difficulties caused by COVID, and in spite of the many challenges we faced during the twelve months of this report. Our income increased by almost 24% on the previous year, with Training in particular increasing by more than 20%. The BDA has been the voice of dyslexic people since 1972, and as we approach our 50th year we expect this growth to continue as we work towards a dyslexia friendly society.

Key achievements by the BDA during the period include:

Campaign and engage Government for long lasting and sustainable change for the benefit of dyslexic people.

The BDA works collaboratively to bring about change by challenging policy development to ensure a better life for dyslexic people. The overarching aims of our work are to ensure that the rights of dyslexic adults and children are acknowledged and respected through the application of The Equality Act 2010 in both education and workplace settings. Working as part of the Special Educational Consortium (SEC), of which the BDA is a member, we work with the Department for Education, Parliament, and other decision-makers when there are proposals for changes in policy, legislation, regulations, and guidance that may impact on those with Special Educational Needs and Disabilities (SEND). Through the work of the consortium, we can have a louder voice in educational matters which impact on those with dyslexia and other Specific Learning Difficulties (SpLD)

Our work during the last financial year has included responding to the following Government consultations that will impact upon dyslexic children and young people in education, to ensure that the dyslexic voice is heard:

- highlighted the requirement for SEND training to be a compulsory element of Initial Teacher Training
- identified that Higher Education Reform proposals to make GCSE Maths and English passes a mandatory requirement to access Student Funding discriminates against those with dyslexia and dyscalculia.
- identified that the SEND Review green paper lacks the evidence to demonstrate that the Government proposals will help address the underlying causes of problems with the current system or improve the outcomes for children with dyslexia. This led us to conclude that, if implemented, the proposals will make it more difficult for families of dyslexic children to get the special educational provision and support they are entitled to. It was proposed instead that the focus be on ensuring that the existing statutory framework is put into practice, underpinned by an accountability framework that ensures compliance or imposes financial consequences for those who fail to comply.

Parliamentary work has focused on supporting our President, Lord Addington, to table amendments to the Skills and Post 16 Education Bill as it made its passage through the House of Lords. The amendments focused on highlighting the need for local skills plans to understand - and provide for - those with disabilities including dyslexia. The Act received Royal Assent on 28th April and underpins the Government’s transformation of post-16 education and skills as set out in the Skills for Jobs White Paper.

The All-Party Parliamentary Group for Dyslexia (APPG) and other SpLDs is made up from MPs and Peers who want to keep up to date with issues affecting children, young people, and adults with specific learning difficulties, including dyslexia. The group keeps government appraised of the situation in schools and education in general. The group, which must meet at least twice during its reporting year, looks at what statutory and non-statutory bodies are achieving in this field. The group is chaired by Sharon Hodgson MP. The BDA has been the Secretariat for the APPG since 2017.

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Meetings this year have focused on:

- Impact of Covid on the dyslexic community (June 21)
- Phonics and Learning to Read (Sept 21)
- Dyscalculia (Mar 22)

Dyslexia@Work is an Erasmus Project - Co-funded by the Erasmus+ Programme of the European Union. The BDA is proud to be working alongside the European Dyslexia Association and Associazione Italiana Dislessia of Italy, Dyslexia Association of Ireland, Fédération Française Des DYS of France, Malta Dyslexia Association and Università Dell'Insubria of Italy on this project to increase work prospects for dyslexic people.

There are two main goals of this project:

- to identify good dyslexia awareness practice amongst recruiters and employers to enable other organisations to emulate this good practice.
- to use the results from the project to form a good dyslexia friendly employment model.

The BDA team conducted virtual interviews with UK based organisations within different sectors and of varying sizes, from small businesses with less than 10 employees through to large corporations, employing 500+. Information from each of the countries involved has been collated and analysed with the results presented at a conference in the Spring of 2022. The project will end with in October 2022 with a final conference in Brussels and the development of a dyslexia friendly employment model.

Provide impartial and objective advice and support to dyslexic people and those with whom they come into contact.

Our assessment services, covering England and Wales, ensure that individuals of all ages are referred to the very best diagnostic and workplace assessments appropriate to their needs.

Enable the effective, accessible, and appropriate teaching provision for all dyslexic children, young people, and adults.

The National Tutoring Programme is a DfE programme for subsidised tuition to enable children to catch up on lost learning during Covid. The BDA was in partnership (with The Dyslexia Guild, PATOSS and Helen Arkell Dyslexia Centre) to support children, families, and schools, and this concluded in July 2021. The funding provided 15 hours tuition for children in Key Stages 1 – 4. The partnership recruited 175 tutors and benefited 863 children with face-to-face tuition and a further 271 children online. 620 schools expressed an interest in receiving support through this part of the national programme. All our tutors were trained specialist teachers, providing metacognitive strategies designed to develop independent writing, reading, spelling and maths skills.

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Set the standards for and accredit dyslexia knowledge and professional expertise.

We continued to accredit courses for specialist teachers to study and for their competence to be recognised through our awards of AMBDA and ATS. The BDA also issues Assessment Practising Certificates and Teaching Practising Certificates for professionals within the field. We are working with many organisations to meet our standards for dyslexia friendly policies and practice, including our Quality Mark award for schools.

The Quality Mark philosophy is that changing practice to accommodate dyslexic individuals results in good practice for everyone. Our Dyslexia Friendly Quality Mark provides a framework of support and understanding to ensure that everyone within a school or organisation understands the needs of the dyslexic individual and that appropriate resources and strategies for support are available. This in turn is likely to lead to greater levels of achievement for everyone. This award is only issued to schools or organisations that can demonstrate that they provide high quality education and/or practice for dyslexic individuals.

BDA courses at both L5 and L7 have been approved by the University of Chester. This means that our candidates are able to progress from our L7 Dyslexia course to complete an MA in Dyslexia Research and Practice with the University of Chester. Our candidates completing our L5 Dyscalculia course can progress to Chester to complete their L7 and MA in Dyscalculia Research and Practice.

Increase awareness of the BDA in order to engage the Dyslexic community, as well as wider society.

The BDA held a successful Dyslexia Awareness Week in 2021, which saw an uptake in cross-channel followers of 1061, with high engagement levels throughout the course of the week.

During the year the Marketing & Communications Team started the process of rebranding the BDA, in-conjunction with the development of an organisational strategy led by the Chief Executive. A new vision, mission and purpose for the organisation was created, which will give a robust direction for strategic plans across the organisation.

Disseminate and share best practice regionally, nationally, and internationally. Promote research.

We ran several successful events during the period:

- Virtual Conferences – Due to the pandemic, we ran both our Dyscalculia Conference (October 2021) and our Literacy Conference (March 2022) virtually. Both conferences were well received especially through a time when most schools were short staffed and lacked funding.
- Funded webinars – we ran a series of funded webinars (funded in 2020-21 by the JJ Charitable Trust) between Oct 2020 – Sept 2021. There were 13 in total designed to support parents with dyslexic children at home (during the pandemic). Over the 13 sessions, more than 10,000 parents and teachers registered (3,814 during April – Sept). Webinars ranged in subject matter from “Empowering Potential” to “Understanding and Inspiring”.
- International Conference – Our International Conferences take place every 3 years. This was held virtually for the very first time, in May 2021, and was entitled “Advancing dyslexia and dyscalculia”. Over 400 people attended, and over 140 speakers contributed or conducted sessions. The very sophisticated platform used allowed us to have chat rooms, exhibitors, poster halls and auditoriums. We recorded the keynote sessions which then gave those who were not able to attend a chance to watch the presentations.
- Celebrity Festive Special – As we were unable to hold a Gala Dinner during 2021, in December we ran a free festive webinar with several of our Ambassadors. The public were given the opportunity to ask the Ambassadors about their journey with dyslexia.

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CHAIRMAN'S STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

Summary.

The year has been one of significant change. We continue to develop our processes and working practices, as we strive to improve our services and make our operation more efficient. In addition, there has been a number of staff changes during the year, including the Chief Executive. Finally, we moved our Head Office to a new premises in Bracknell on the last day of the period.

We remain positive about the future for the BDA. Our financial position remains strong, thanks to our careful stewardship of funds within our care. New members of staff, including new roles within the Senior Management Team, have brought fresh ideas and enthusiasm for our planned developments. Our staff and volunteers continue to achieve a huge amount for the benefit of dyslexic people, and I am grateful to all of them; our supporters; and all who have donated to help us achieve our aim of a dyslexia friendly society.

M Catterson
Michelle Catterson 07 Dec 2022 12:49:53 GMT (UTC +0)
.....
Michelle Catterson
Chair
Date: 07 December 2022

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BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2022

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the audited financial statements of The British Dyslexia Association (the Charity and the Group) for the year ended 31 March 2022. The Trustees confirm that the Annual Report and financial statements of the Charity and the Group comply with the current statutory requirements, the requirements of the Charity and the Group's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Since the Charity and the Group qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 has been omitted.

Structure, governance and management.

The Charity was incorporated on 5 July 1984 and is governed by its Memorandum and Articles of Association which were last amended by a special resolution dated 15 November 2009 in which support groups were amalgamated into Local Dyslexia Associations. The Board of Trustees is made up of not less than ten and not more than fourteen people comprising:

- a Chairman nominated by the Board by reason of possessing skills considered necessary and appointed in general meeting;
- four individuals drawn from the members of the Local Associations;
- three individuals drawn from the Individual Members;
- two individuals drawn from the members of the Organisational Members;
- up to four individuals co-opted by the Board by reason of possessing skills considered necessary including a Treasurer and a legally qualified person.

The Board of Trustees are responsible for the overall governance of the Charity and have the right to exercise all the powers of the charity subject to the provisions of the Companies Act 2006, the Memorandum and Articles and directions given by special resolution.

Trustees are required to meet four times a year. They review strategy and operational performance and agree operating plans and budgets. The BDA Senior Management Team attend meetings when required.

New Trustees receive an induction which includes face-to-face training and a pack which contains extensive information to help them understand what is required of them and to facilitate effective performance.

The Board delegates the exercise of certain powers in connection with the management and administration of the charity as set out below. This is controlled by requiring regular reporting back to the Board, so that all decisions made under delegated powers can be ratified by the full Board in due course. All minutes are tabled at Board meetings.

Finance Committee.

The Finance Committee meet once a quarter, and comprises the Honorary Treasurer, Chair and Chief Executive. In addition, since February 2022 the Head of Finance has been in attendance.

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Local Association Board.

The Local Association Board (LAB) established under a Byelaw made by the Board continues to be the regular link between the network of Local Dyslexia Associations across England, Wales and Northern Ireland and the Trustee body.

LAB representatives – or their alternates – represent the Local Associations. They meet regularly to discuss ideas and concerns covering all ages and all aspects of dyslexia in Education, Employment, and the Community. The LAB nominates four candidates for Trusteeship when they arise. Several of its members are dyslexic themselves which helps them to understand the issues and their impact.

Organisational Members Committee.

The Supporting Corporate Members Committee provided for in the former constitution ceased to exist formally when that constitution was replaced. The Board passed a Byelaw in October 2007 to constitute an Organisational Members Committee as a forum for those members.

Accreditation Board.

In educational terms, the Accreditation Board underpins the highest-level work of the BDA. Accreditation, through this Board, is recognised as the accolade in teacher training internationally and is held in high regard by UK government bodies. The constitution of the Accreditation Board is described in a byelaw passed in September 2018.

Currently, the BDA Accreditation Board fulfils a number of different roles and functions:

- It awards individual qualifications to those who successfully complete accredited courses;
- It accredits courses based on detailed assessment of course content and on inspection visits;
- It actively works with academic institutions in order to develop courses;
- It issues assessment and teaching practising certificates;
- It sets standards and criteria.

Advisory Groups.

There are a number of Advisory Groups who provide the Trustees with expert information as well as assisting the Charity with its work. This includes raising awareness; supporting the BDA Helpline with advice; offering guidance on academic issues; as well as contributing to consultations and related matters. Committee members give talks with demonstrations, write articles, and take part in events and exhibitions. Examples of these groups include “New Technologies”, “Music”, “Maths learning difficulties and dyscalculia” and “Cultural Perspectives”. The Trustees are grateful for the valuable contribution and specialist skills provided by those involved in these groups.

Management.

The Chief Executive is responsible for the day to day management of the Charity’s affairs and for implementing policies agreed by the Board of Trustees. The Chief Executive is assisted by the Senior Management Team.

Group Structure.

The charity has a wholly owned non-charitable subsidiary: BDA (Initiatives) Limited. It carries out non-charitable trading activities to raise funds for the Charity.

Corporate Governance.

Internal controls over actual and committed expenditure are continually refined in order to improve efficiency. Processes are in place to ensure that performance is monitored, and that appropriate management information is prepared and reviewed regularly by both the Senior Management Team and the Board of Trustees.

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The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- a strategic plan and annual budget approved by the Trustees;
- regular consideration by the Trustees of financial results; variances from budgets; non-financial targets;
- performance indicators and benchmarking reviews;
- delegation of day-to-day management authority and segregation of duties; and
- identification and management of key risks.

Risk Management.

The Trustees have developed a risk management process to assess and manage the business risks. This is regularly reviewed and updated. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors to the Headquarters in Bracknell.

Remuneration of key management.

Salary bands are operated throughout the BDA, including key management personnel, based on a number of factors, including levels of responsibility. These bands are monitored by the Trustees.

Objects, Strategic Objectives and Principal Activities of the Charity.

The current constitution, which was adopted at an Extraordinary General Meeting of the Charity in May 2005, allows for a membership organisation in which there are three classes of member:

- Local Associations;
- Individual members; and
- Organisational Members (any organisation which wishes to support the Charity).

The constitution allows the Board to make administrative arrangements under the constitution by means of Bye Laws which have to be published as the Board thinks fit, and which can be amended or annulled by a majority vote in a general meeting. So far, the Board has made a Byelaw in relation to:

- Local Associations (whose effect was to reproduce the previous arrangements relating to them); and a subsequent amendment to that byelaw in December 2006 allowing the trustee representation from the local associations to be nominated by the Local Association Board;
- Organisational Members committee whose purpose is to provide for debate concerning matters relating to Organisational Members, to improve communication between the British Dyslexia Association and Organisational Members. It also allows for the committee to nominate trustees from the Organisational Members section of the membership.
- In 2011 the BDA extended Individual Membership to include categories of Professional Membership. In 2011 the BDA also launched a Shared Membership Scheme in partnership with Local Associations, as an added benefit to Local Associations and their members.
- In 2018 the BDA formalised the functions and structure of the Accreditation Board through a byelaw.

The Charity's Objects are:

"to advance the education of dyslexic people of all ages in relation to all aspects of dyslexia and related conditions, and to conduct research for the public benefit into the problems of dyslexia and related conditions and to disseminate the results of such research."

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Strategic Objectives.

The BDA aims to bring about a Dyslexia Friendly Society.

Within this overall aim, the BDA Management Board has set key goals:

- To build awareness of dyslexia in all sectors of society, emphasizing strengths as well as the challenges of dyslexia and related neuro-diverse conditions, at all ages.
- Early and rapid identification of dyslexic difficulties for all in society.
- Availability of effective, accessible, and appropriate teaching provision for all dyslexic children, young people, and adults. To develop a BDA distance learning system using technology to teach reading, spelling and writing.
- Availability of appropriate, accessible assessments for all dyslexic children, young people and adults.
- Reasonable adjustments for dyslexic individuals within all sectors of society (including education, employment, training and the criminal justice system).
- Information available and accessible for dyslexic individuals across the age ranges and sectors, and for those who support them, about effective strategies to both help overcome dyslexia related difficulties, and to maximise their strengths.

These goals are translated into specific objectives for the purposes of day-to-day planning.

Activities to complete the BDA goals.

The BDA undertakes a range of activities to meet the BDA goals, including:

- runs the national Helpline for those seeking advice concerning dyslexia and related conditions; provides an assessments service;
- accredits training that specialist teachers undertake, and has formal systems for recognising their individual competence;
- has a registered Quality Mark to recognise organisations who are contributing to establishing a dyslexia friendly society;
- runs many events and creates publications to disseminate research findings and best practice;
- has several thematic committees run by volunteers to achieve its aims in different sectors.
- Collaborates with Local Dyslexia Associations to achieve its aims in a variety of locations

The BDA is fortunate to work alongside more than 40 affiliated Local Dyslexia Associations (each is a separate charity) and their support and assistance working together to meet the aims of the BDA is greatly appreciated and valued.

The criteria/measures used to assess success in the reporting period.

Success is monitored and measured through a number of ways, including regular reporting - both with outcome data and against financial budgets - to the Chief Executive and Trustee Board. Financial reporting mechanisms include internal processes and the oversight by the Finance Committee which includes a Trustee with financial expertise.

Public Benefit Statement.

The Trustees ensure that the Charity's objectives and work benefit the public and meet the spirit, as well as the recommendations of the Charity Commission's guidance on Public Benefit. The BDA's services are open to all and efforts are made to ensure that accessibility is constantly considered. Services such as the National Helpline, the guidance and information sheets on the website are provided without charge. We are grateful to have some donated funds for the Helpline, but it is largely paid for through areas where we can make a charge such as training, conferencing and publications. In addition, whilst there are charges for our professional services, we also try to ensure that there is provision for the poor, especially those who are dyslexic and

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impoverished.

The charity is a membership organisation and for a small fee individuals and organisations can join. There are over 40 Local Dyslexia Associations (LDAs) who provide many free services at grass roots level and have their own members. These Associations pay a small charge to be affiliated to the BDA but receive benefits from the BDA which increase their capacity and this work is subsidised by the BDA.

We continue to offer access to some free webinars and free resources for parents, teacher trainers, teachers, Youth Offending Teams and others, which can be downloaded from our website or are provided on request.

The BDA works towards creating a dyslexia friendly society and in achieving this aim, it makes recommendations on policy and practice. This means working with Government and other decision-making bodies, providing expert staff for free to ensure that appropriate decisions are taken. These recommendations stem from research and experience and the BDA disseminates this information as widely as possible. As many of the initiatives that improve lives for dyslexic people also significantly benefit those without dyslexia, this is a gain for all in society.

The BDA has an increasing reach through multiple online channels and provides a range of e-newsletters to anyone who opts in. Through this direct mode of communications, we spread awareness, provide useful information, and promote engagement with the BDA (i.e., events, conferences, fundraisers).

The BDA does make a charge for some services such as attending a conference or training event, but these fees are kept to a minimum. Any resulting income is used to support other activities which are provided without charge and affect those who are the most vulnerable in society.

The BDA has a strong base in volunteering, in addition to the Trustees. The Helpline has a rota of volunteers to help to cover the phones and email, there are also volunteers who help with other services and who run events to disseminate information and research. The Accreditation Board is also assisted by volunteers who have provided the accreditation process for universities and colleges to run specialist teacher training courses.

Our New Technologies Committee is also staffed by volunteers. They review new technology and publish this information which creates awareness of products and software which may be helpful to dyslexic individuals. The Music Committee also provides guidance for music teachers and educators on dyslexia friendly teaching. The other BDA Committees are populated by volunteers, providing information, activities and other resources to support the mission of the BDA.

The BDA works with a number of partners including Dyslexia Scotland, the European Dyslexia Association and other dyslexia associations around the world and is the secretariat for the APPG on dyslexia and other SpLDs.

The BDA's activities are financially accounted for through the charity and the trading company – BDA (Initiatives) Limited. The Consolidated Balance Sheet show the split between the "Group" and the "Charity".

The trustees have complied with the duty in section 17(5) of the charities Act 2011 to have due regard to public benefit guidance published by the Commission.

Achievements, Financial Performance and Future Plans.

For a summary of key achievements, please see chair's introduction.

Financial highlights:

- The charity was the beneficiary of two significant Legacies during the year, one of which was over £232k. It is envisaged that a significant portion of this income will support the rollout of the Bursary scheme, and to enable wider access to Dyslexia Assessments.
- Income from Training has increased to £907,068 (2021:£755,828). During COVID we saw a rise in interest in our courses, such as the accredited Level 5 course, and this growth is continuing.

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Reserves Policy.

The holding of general reserves is intended to reduce the risk of organisational disruption resulting from an interruption in income or other business risks. The BDA reserves policy is to retain 3 months of unrestricted expenditure. Based on expenditure during the period, the reserves target at year end is therefore £520,973. This target was achieved as our unrestricted reserves ended the year at £971,035.

Related party Transactions.

Transactions between the BDA and BDA(Initiatives) Ltd, its subsidiary undertaking, have been disclosed and are included in these consolidated accounts. Other related party transactions have been disclosed in the consolidated accounts.

Appreciation of Support.

Trustees wish to express their gratitude to all those who have supported the charity during the course of the year, particularly those funders who have provided finance as well as those who have provided voluntary support in kind.

The following donations have provided support in excess of £1,000:

- Ernest Hecht Charitable Trust
- Home Bargains

Risks and plans/strategies to reduce these:

Four risks are identified as follows:

Risk 1: Lack of continuance in the stream of project funding.

Plan: The BDA has a successful strategy of teaming with other stakeholders in the sector to submit bids and deliver projects where the scale of the project would benefit from this. The BDA will continue to build such alliances as well as bidding for other projects as a separate organisation. The BDA takes pride in a robust project delivery reputation for delivering key performance indicators on time and to budget. This is achieved through rigorous project monitoring and management.

The BDA will continue to target a wide range of potential funding bids for suitable project funding, where this will meet BDA aims and increase reach. Resource allocations will be in line with the project requirements, without assuming continuance of funding after the initial allocated project period.

The BDA continues to build up a range of activities with a commercial element, e.g. training, conferences and publication sales, in order to guard against the uncertainty of future project funding.

Risk 2: Downturn in income from trading activities due to weak economic environment.

Plan: In the current economic environment of uncertainty and cuts, companies, schools and individuals who are the main purchasers of BDA activities (including membership, accreditation services, training, conferences and publications), may be less likely to be able to afford doing so. The BDA has a number of strategies to mitigate against this, including developing new, innovative services, e.g. BDA e-learning training, which meets customer needs for being affordable and easy to fit into busy lifestyles.

The BDA wishes to maximise reach for our charitable objectives and where possible periodically offers special deals (e.g. on publications during Dyslexia Awareness Week), to stimulate interest and spread valuable information.

Increasing use of social media for reach and advertising purposes is a further strategy, which meets BDA aims but also contributes to some revenue streams.

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Risk 3: Fundraising income negatively affected by economic environment.

Plan: The BDA is seeking to build up fundraising activities and supporters, with a view to long-term engagement and event planning, as well as maximising other mechanisms for donating, for both regular giving and one-off donations. The BDA is very grateful to both financial contributors and volunteers who support these activities.

Risk 4: Covid

Since the start of the Coronavirus pandemic March 2020, we have developed our products and services to reduce its impact on our operations. We have developed virtual training, webinars and conferences, as well as other digital technologies which will reach and support more people with dyslexia.

Future plans.

The BDA will celebrate its 50th anniversary in 2022, and plans are underway to mark this significant milestone.

We plan to refresh the values of the organisation, a process we have started through open and collaborative workshops with staff and Trustees. There are plans for new members of staff, including new roles within the Senior Management Team.

We plan to refresh our vision, mission, and values, along with developing a new brand fit for digital use. In order to extend our reach and support to more people, we intend to reimagine the BDA for a digital age. A Communications strategy will be created in FY22/23 with a 2-year activation plan, which will focus on developing the charitable arm of the organisation and to support the development of new income streams.

In addition, an updated Strategy for the organisation will be finalised in 2022.

Statement of Trustees' responsibilities.

The Trustees (who are also directors of The British Dyslexia Association for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable Group will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company and the Group's transactions and disclose with reasonable accuracy at any time the financial position of the charitable Group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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Disclosure of information to auditor.

Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable Group's auditor is unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any information needed by the charitable Group's auditor in connection with preparing its report and to establish that the charitable Group's auditor is aware of that information.

Auditors.

The auditor, James Cowper Kreston, has indicated its willingness to continue in office. The Designated Trustees will propose a motion re-appointing the auditor at a meeting of the Trustees. This will be ratified at the AGM.

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

M Catterson
Michelle Catterson 07 Dec 2022 12:49:53 GMT (UTC +0)

.....

Michelle Catterson
Chair
Date: 07 December 2022

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BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRITISH DYSLEXIA ASSOCIATION

Opinion.

We have audited the financial statements of British Dyslexia Association (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2022 which comprise the consolidated statement of financial activities, the consolidated balance sheet, the charity balance sheet, the consolidated statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 March 2022 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion.

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern.

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

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

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

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRITISH DYSLEXIA ASSOCIATION (CONTINUED)

Other information.

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception.

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- the parent charitable company has not kept sufficient accounting records; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees.

As explained more fully in the trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

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Auditor's responsibilities for the audit of the financial statements.

We have been appointed as auditor under section 151 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

The specific procedures for this engagement that we designed and performed to detect material misstatements in respect of irregularities, including fraud, were as follows:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management and those charged with governance to identify any material instances of non-compliance with laws and regulations;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work to address the risk of irregularities due to management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimtes for evidence of bias.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRITISH DYSLEXIA ASSOCIATION (CONTINUED)

Use of our report.

This report is made solely to the charitable company's members, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



James Cowper Kreston
Chartered Accountants and Statutory Auditor
Reading Bridge House
George Street
Reading
Berkshire
RG1 8LS

Date: 9 December 2022

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BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2022

	Note	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	3	**-**	**290,731**	**290,731**	58,577
Charitable activities:					
Resources from government and public authorities		**730**	**22,265**	**22,995**	208,106
Publications		**-**	**24,517**	**24,517**	26,240
Conferences and training		**-**	**906,338**	**906,338**	755,828
Membership income		**-**	**134,932**	**134,932**	131,195
Other trading activities:					
Fundraising		**-**	**49,195**	**49,195**	20,432
Trading activities		**-**	**798,840**	**798,840**	589,665
Investments	4	**-**	**192**	**192**	595
Other income		**-**	**1,500**	**1,500**	-
Total income		**730**	**2,228,510**	**2,229,240**	1,790,638
Expenditure on:					
Raising funds:					
Voluntary income and fundraising costs		**-**	**85,230**	**85,230**	21,930
Trading subsidiary costs		**-**	**368,198**	**368,198**	318,473
Other costs of trading		**-**	**46,958**	**46,958**	38,667
Charitable activities:					
Membership, policy and information		**-**	**400,552**	**400,552**	240,052
Projects (education and quality mark)		**26,031**	**127,351**	**153,382**	261,825
Conferences and training		**-**	**1,065,180**	**1,065,180**	766,018
Governance costs		**-**	**8,950**	**8,950**	8,840
Total expenditure		**26,031**	**2,102,419**	**2,128,450**	1,655,805
Net (expenditure)/income		**(25,301)**	**126,091**	**100,790**	134,833
Net movement in funds.		**(25,301)**	**126,091**	**100,790**	134,833

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BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

	Note	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Reconciliation of funds:					
Total funds brought forward.		**233,577**	**836,796**	**1,070,371**	935,540
Net movement in funds.		**(25,301)**	**126,091**	**100,790**	134,833
Total funds carried forward:		**208,276**	**962,887**	**1,171,163**	1,070,373

The notes on pages 24 to 41 form part of these financial statements.

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BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).
REGISTERED NUMBER: 01830587

CONSOLIDATED BALANCE SHEET
AS AT 31 MARCH 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	10	**23,786**	19,328
		23,786	19,328
Current assets			
Debtors	12	**143,290**	160,387
Cash at bank and in hand		**1,751,184**	1,670,200
		1,894,474	1,830,587
Creditors: amounts falling due within one year	13	**(747,097)**	(779,542)
Net current assets		**1,147,377**	1,051,045
Total assets less current liabilities		**1,171,163**	1,070,373
Total net assets		**1,171,163**	1,070,373
Charity funds			
Restricted funds	15	**208,276**	233,577
Unrestricted funds	15	**962,887**	836,796
Total funds		**1,171,163**	1,070,373

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The directors have elected for the financial statements to be audited in accordance with the Companies Act 2006.

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

M Catterson
Michelle Catterson 07 Dec 2022 12:49:53 GMT (UTC +0)

Michelle Catterson
Chair
Date: 07 December 2022

T Neale
Tim Neale 09 Dec 2022 09:18:43 GMT (UTC +0)

Tim Neale
Trustee

The notes on pages 24 to 41 form part of these financial statements.

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BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).
REGISTERED NUMBER: 01830587

CHARITY BALANCE SHEET
AS AT 31 MARCH 2022

	Note		2022 £		2021 £
Fixed assets					
Tangible assets	10		**23,786**		19,328
Investments	11		**2**		2
			23,788		19,330
Current assets					
Debtors	12	**509,036**		382,303	
Cash at bank and in hand		**1,258,852**		1,170,941	
		1,767,888		1,553,244	
Creditors: amounts falling due within one year	13	**(620,511)**		(502,200)	
Net current assets			**1,147,377**		1,051,044
Total assets less current liabilities			**1,171,165**		1,070,374
Total net assets			**1,171,165**		1,070,374
Charity funds					
Restricted funds	15		**208,276**		233,577
Unrestricted funds	15		**962,889**		836,797
Total funds			**1,171,165**		1,070,374

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

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

M Catterson
Michelle Catterson 07 Dec 2022 12:49:53 GMT (UTC +0)
.....
Michelle Catterson
Chair
Date: 07 December 2022

T Neale
Tim Neale 09 Dec 2022 09:18:43 GMT (UTC +0)
.....
Tim Neale
Trustee

The notes on pages 24 to 41 form part of these financial statements.

VirtualSignature Transaction Ref. PNQZ-DQTS-WW4F 09 Dec 2022 09:19:11 GMT (UTC +0) D 1/1 P 25/43

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Net cash used in operating activities	18	**96,374**	396,871
Cash flows from investing activities			
Dividends, interests and rents from investments		**192**	595
Purchase of tangible fixed assets		**(15,582)**	(18,926)
Net cash used in investing activities		**(15,390)**	**(18,331)**
Change in cash and cash equivalents in the year		**80,984**	**378,540**
Cash and cash equivalents at the beginning of the year		**1,670,200**	1,291,660
Cash and cash equivalents at the end of the year	19	**1,751,184**	1,670,200

The notes on pages 24 to 41 form part of these financial statements

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BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

1. Accounting policies.

1.1 Basis of preparation of financial statements.

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

The consolidated statement of financial activities (SOFA) and consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own statement of financial activities in these financial statements.

1.2 Fund accounting.

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

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

1.3 Basis of consolidation.

The financial statements consolidate the accounts of British Dyslexia Association and all of its subsidiary undertakings ('subsidiaries').

The Charity has taken advantage of the exemption contained within section Section 408 of the Companies Act 2006 not to present its own Income and Expenditure Account.

The income and expenditure account for the year dealt with in the accounts of the Charity was a surplus of £100,789 (2021: surplus of £134,833).

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1. Accounting policies. (continued)

1.4 Incoming resources.

Gift Aid.

The wholly owned subsidiary donates all of its taxable profits under Gift Aid to the charity. The statutory income and expenditure account for the subsidiary is disclosed in the notes to the financial statements.

Donations and grants.

Donations and grants made available for the general purposes of the Charity are credited to income on a receivable basis.

Legacy income.

Legacy income is accounted for on a received basis or, if receipt becomes reasonably certain and is measurable with sufficient reliability, on a receivable basis.

Publications.

Income from publications is recognised on a receivable basis in the period in which a publication is issued and represents income from the sale of educational and promotional literature and advertising revenue related to such publications.

Conferences and training.

Income from conferences represents income received from the delivery of conferences and training courses. Costs are incurred in the organisation of these events. Income is accounted for on a receivable basis except where income and expenditure do not occur in the same period, in which case the income is deferred to match expenditure.

Membership income.

Membership income is accounted for on a receivable basis and represents membership fees and subscription income from members. It is levied at different rates according to the level of involvement of the member and the amount of information received.

Interest receivable.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the Bank.

Donated services and facilities.

Donated services or facilities are included in incoming resources when the benefit to the charity is reasonably quantifiable and measurable. They are valued by the trustees at the amount the charity would have been willing to pay for the services of facilities on the open market.

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1. Accounting policies. (continued)

1.4 Incoming resources. (continued)

Deferred income.

Where it is clear that the donor intended the income or grant to be used over a fixed period of time on a specific project and as a result the Trustees have no discretion as to when the funds will be expended, these funds will be treated as deferred income and released to the Statement of Financial Activities to match the expenditure.

Grants.

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

1.5 Resources expended.

Raising funds.

Fund raising and publicity expenditure represents the direct costs of generating funds and includes the salaries and other direct costs of the fundraising staff as well as an allocation of premises and overhead costs.

Charitable expenditure.

Charitable expenditure has been allocated to match the revenue earned wherever possible and includes an allocation of personnel costs and overhead costs where applicable. Charitable expenditure is accounted for on an accruals basis.

Helpline.

Helpline costs relate to the operation of B.D.A. Helpline. They include wages and salaries, training, telephone, associated premises costs and other sundry items.

Development.

Development costs include expenditure incurred in supporting Local Associations and other forms of membership, as well as the costs of the education department.

Support costs.

Support costs represent overheads, premises costs and wages and salaries of support staff without which the charity would not be able to achieve its objectives. The costs have been allocated on a proportionate basis.

Governance costs.

These costs relate to the expenditure in respect of personnel, premises and overheads which can be directly attributed to the management of the charity, as opposed to those incurred in furtherance of its objects.

Irrecoverable VAT.

Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

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1. Accounting policies. (continued)

1.5 Resources expended. (continued)

Comparative amounts.

Allocations of salary, premises and depreciation costs are reviewed each year to ensure that these costs continue to be accurately assigned by function.

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

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

1.6 Termination payments.

Termination benefits are included as an expense in the Statement of Financial Activities and a liability is incurred when there is a formal plan to terminate the employment of an employee or group of employees before normal retirement date. Termination payments are measured at the best estimate of the expenditure that would be required to settle the obligation at the reporting date.

1.7 Government grants.

Government grants relating to tangible fixed assets are treated as deferred income and released to the consolidated statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the consolidated statement of financial activities as the related expenditure is incurred.

1.8 Tangible fixed assets and depreciation.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives.

Depreciation is provided on the following bases:

Short Term Leasehold Property	- 20% Straight line
Fixtures and fittings	- 20% Straight line
Computer equipment	- 33.3% Straight line

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1. Accounting policies. (continued)

1.9 Investments.

Investments in subsidiaries are valued at cost less provision for impairment.

1.10 Stocks.

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

1.11 Debtors.

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

1.12 Cash at bank and in hand.

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

1.13 Creditors.

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1.14 Financial instruments.

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

1.15 Contributions to pension funds.

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

1.16 Leases.

Rentals paid under operating leases are charged to the consolidated statement of financial activities on a straight line basis over the lease term.

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2. Judgments in applying accounting policies and key sources of estimation uncertainty.

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgments (apart from those involving estimates) have had the most significant effect on amounts recognised in the financial statements.

Critical accounting estimates and assumptions:

Bad debts.
Using information available at the balance sheet date, the Charity makes judgments based on experience regarding the level of provision required to account for potentially uncollectible debtors.

3. Income from donations and legacies.

	Unrestricted funds 2022	Total funds 2022	Total funds 2021
	£	£	£
Donations	290,731	**290,731**	44,456
Government grants	-	**-**	14,121
	290,731	**290,731**	58,577
Total 2021	58,577	58,577	

4. Investment income.

	Unrestricted funds 2022	Total funds 2022	Total funds 2021
	£	£	£
Bank interest	192	**192**	595
Total 2021	595	595	

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

5. Commercial trading operations.

The Charity has wholly owned trading subsidiary, B.D.A. (Initiatives) Limited which is registered in the UK. Its purpose is to organise fundraising events and sell advertising to raise revenue for the charity. The company passes its taxable profits to the charity under Gift Aid.

	2022	2021
	£	£
Profit and loss account.		
Turnover	**798,820**	589,552
Cost of sales	**(536,923)**	(477,355)
Gross profit	**261,897**	112,197
Other operating income	**1,500**	-
Administrative expenses	**(2,256)**	(2,023)
Operating profit	**261,141**	110,174
Interest payable and similar charges	**20**	113
Net profit	**261,161**	110,287
Gift aid donations to the British Dyslexia Association	**(261,161)**	(110,287)
Transfer to reserves	**-**	-

6. Net income/ (expenditure).

This is stated after charging:

	2022	2021
	£	£
Depreciation of tangible fixed assets - owned by the charitable group	**11,124**	8,605
Auditors remuneration - audit services	**9,280**	8,840

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7. Analysis of total expenditure.

	Direct Staff Costs 2022	Support costs 2022	Other 2022	Total funds 2022	Total funds 2021
	£	£	£	£	£
Raising funds					
Voluntary income	38,348	35,449	11,433	**85,230**	21,930
Commercial trading operations	-	-	368,198	**368,198**	318,473
Other trading costs	25,516	19,724	1,718	**46,958**	38,667
	63,864	55,173	**381,349**	**500,386**	379,070
Charitable activities					
Membership, policy and information projects	263,664	80,257	56,631	**400,552**	240,052
Projects (education, quality mark)	80,902	29,411	43,069	**153,382**	261,825
Conferences and training	721,600	248,695	94,885	**1,065,180**	766,018
Governance costs	-	-	8,950	**8,950**	8,840
	1,130,030	413,536	584,884	**2,128,450**	1,655,805
Total 2021	747,119	300,934	607,752	1,655,805	

8. Support costs.

	Finance 2022	HR 2022	Total funds 2022	Total funds 2021
	£	£	£	£
Voluntary income	8,911	11,421	**20,332**	16,911
Other trading costs	4,910	6,292	**11,202**	13,405
Membership, policy and information	41,881	53,673	**95,554**	58,280
Projects (education, quality mark)	14,176	18,168	**32,344**	24,302
Conferences and training	111,373	142,731	**254,104**	188,036
	181,251	232,285	**413,536**	300,934
Total 2021	147,685	153,249	300,934	

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9. Trustees and employees.

	2022	2021
	£	£
Wages and salaries	**1,132,277**	835,298
Social security costs	**99,565**	75,980
Pension costs	**59,821**	47,527
	1,291,663	958,805

No Trustee or any party related to them received any remuneration during the period. Out of pocket expenses totalling £542 (2021: £Nil) in respect of travelling, subsistence and telephone charges, directly associated with the running of the charity were reimbursed to 4 Trustees (2021: 0 Trustees).

1 employee received remuneration in between of £70,000 - £80,000 (2021:1 between £70,000 - £80,000). Pension paid on behalf of this employee totalled £3,000 (2021: £831).

The average number of persons employed by the charity during the year was 45 (2021: 29) of which 19 (2021: 13) were full time and 26 (2021: 16) were part time. The full time equivalent of the part time staff is 11 (2021: 11).

No employees were made redundant during the year (2021: Nil)

	2022	2021
	£	£
Chief executive	**1**	1
Training & education	**22**	17
Helpline	**1**	2
Fundraising & publicity	**1**	1
Management & administration	**4**	4
	29	25

During the year remuneration paid to key management totalled £270,508 (2021: £104,647).

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10. Tangible fixed assets.

Group and Charity

	Short-term leasehold property £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2021	**11,506**	**947**	**71,673**	**84,126**
Additions	**-**	**-**	**15,582**	**15,582**
Disposals	**(11,506)**	**(563)**	**(8,708)**	**(20,777)**
At 31 March 2022	**-**	**384**	**78,547**	**78,931**
Depreciation				
At 1 April 2021	**10,355**	**819**	**53,624**	**64,798**
Charge for the year	**1,151**	**77**	**9,896**	**11,124**
On disposals	**(11,506)**	**(563)**	**(8,708)**	**(20,777)**
At 31 March 2022	**-**	**333**	**54,812**	**55,145**
Net book value				
At 31 March 2022	**-**	**51**	**23,735**	**23,786**
At 31 March 2021	1,151	128	18,049	19,328

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11. Fixed asset investments.

Charity	Investments in subsidiary companies £
Cost or valuation	
At 1 April 2021	**2**
At 31 March 2022	**2**
Net book value	
At 31 March 2022	**2**
At 31 March 2021	2

Principal subsidiaries.

The following was a subsidiary undertaking of the Charity:

Name	Class of shares	Holding	Included in consolidation
B.D.A (Initiatives) Limited	Ordinary	100%	Yes

The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Profit/(Loss) for the year £	Net assets £
B.D.A (Initiatives) Limited	**800,340**	**(539,179)**	**261,161**	**2**

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12. Debtors.

	Group 2022	Group 2021	Charity 2022	Charity 2021
	£	£	£	£
Due within one year				
Trade debtors	**85,422**	59,901	**42,462**	34,377
Amounts owed by group undertakings	**-**	-	**412,322**	251,372
Other debtors	**-**	235	**-**	235
Prepayments and accrued income	**57,868**	100,251	**54,252**	96,319
	143,290	160,387	**509,036**	382,303

13. Creditors: Amounts falling due within one year.

	Group 2022	Group 2021	Charity 2022	Charity 2021
	£	£	£	£
Trade creditors	**16,302**	44,389	**16,302**	19,339
Other taxation and social security	**46,527**	45,872	**29,497**	19,034
Other creditors	**11,407**	8,031	**11,407**	8,031
Accruals and deferred income	**672,861**	681,250	**563,305**	455,796
	747,097	779,542	**620,511**	502,200

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14. Deferred income.

Certain grant and other income included with "Accruals and Deferred Income" in Note 14, is recognised when the delivery of a specific performance relating to the income has been achieved. Movement on deferred income balances during the year are set out below:

	As at 1 April 2021	Received	Released	Total funds
	£	£	£	£
Training courses	335,317	876,713	(718,271)	**493,759**
Assessments	160,050	441,459	(551,804)	**49,705**
London Marathon	2,464	12,999	(15,463)	**-**
Conferences	44,606	28,430	(72,123)	**913**
OCN fees	63,378	31,463	(39,292)	**55,549**
Other	23,695	23,435	(22,895)	**24,235**
	629,510	1,414,499	(1,419,848)	**624,161**

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15. Statement of funds.

Statement of funds - current year.

	Balance at 1 April 2021 £	Income £	Expenditure £	Balance at 31 March 2022 £
Unrestricted funds				
General Funds	**836,796**	**2,228,510**	**(2,102,419)**	**962,887**
Restricted funds				
Mentoring	**1,000**	**-**	**-**	**1,000**
Children Will Shine	**37,250**	**730**	**(3,464)**	**34,516**
Other donations	**165,092**	**-**	**(22,142)**	**142,950**
Helpline	**13,072**	**-**	**(425)**	**12,647**
Malpas	**17,163**	**-**	**-**	**17,163**
	233,577	**730**	**(26,031)**	**208,276**
Total of funds	**1,070,373**	**2,229,240**	**(2,128,450)**	**1,171,163**

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15. Statement of funds (continued)

Statement of funds - prior year.

	Balance at 1 April 2020 £	Income £	Expenditure £	Balance at 31 March 2021 £
Unrestricted funds				
General Funds	860,699	1,605,944	(1,629,847)	836,796
Restricted funds				
Mentoring	1,000	-	-	1,000
Children Will Shine	37,654	559	(963)	37,250
Other donations	5,952	184,135	(24,995)	165,092
Helpline	13,072	-	-	13,072
Malpas	17,163	-	-	17,163
	74,841	184,694	(25,958)	233,577
Total of funds	935,540	1,790,638	(1,655,805)	1,070,373

16. Summary of funds.

Summary of funds - current year.

	Balance at 1 April 2021 £	**Income £**	**Expenditure £**	**Balance at 31 March 2022 £**
General funds	**836,796**	**2,228,510**	**(2,102,419)**	**962,887**
Restricted funds	**233,577**	**730**	**(26,031)**	**208,276**
	1,070,373	**2,229,240**	**(2,128,450)**	**1,171,163**

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16. Summary of funds (continued)

Summary of funds - prior year.

	Balance at 1 April 2020 £	Income £	Expenditure £	Balance at 31 March 2021 £
General funds	860,699	1,605,944	(1,629,847)	836,796
Restricted funds	74,841	184,694	(25,958)	233,577
	935,540	1,790,638	(1,655,805)	1,070,373

17. Analysis of net assets between funds.

Analysis of net assets between funds - current period.

	Restricted funds 2022 £	**Unrestricted funds 2022 £**	**Total funds 2022 £**
Tangible fixed assets	-	23,786	**23,786**
Current assets	207,546	1,686,928	**1,894,474**
Creditors due within one year	-	(747,097)	**(747,097)**
Difference	730	(730)	**-**
Total	208,276	962,887	**1,171,163**

Analysis of net assets between funds - prior period.

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	19,328	19,328
Current assets	233,577	1,597,010	1,830,587
Creditors due within one year	-	(779,542)	(779,542)
Total	233,577	836,796	1,070,373

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

18. Reconciliation of net movement in funds to net cash flow from operating activities.

	Group 2022 £	Group 2021 £
Net income for the year (as per Statement of Financial Activities)	**100,790**	134,833
Adjustments for:		
Depreciation charges	**11,124**	8,605
Interest from investments	**(192)**	(595)
Decrease/(increase) in debtors	**17,097**	(12,814)
Increase/(decrease) in creditors	**(32,445)**	266,842
Net cash provided by operating activities	**96,374**	396,871

19. Analysis of cash and cash equivalents.

	Group 2022 £	Group 2021 £
Cash in hand	**1,751,184**	1,670,200
Total cash and cash equivalents	**1,751,184**	1,670,200

20. Analysis of changes in net debt.

	At 1 April 2021 £	Cash flows £	At 31 March 2022 £
Cash at bank and in hand	**1,670,200**	**80,984**	**1,751,184**
	1,670,200	**80,984**	**1,751,184**

21. Pension commitments.

The charity contributes to the personal pension plans of certain of its employees, which are held in defined contribution schemes. Contributions are charged in the financial statements on an accruals basis and there were £9,334 (2021: £8,301) of outstanding contributions at the balance sheet date. Pension costs charged in the year were £60,969 (2021: £40,925).

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22. Operating lease commitments.

At 31 March 2022 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2022	Group 2021	**Charity 2022**	Charity 2021
	£	£	**£**	£
Not later than 1 year	**29,041**	6,867	**29,041**	-
Later than 1 year and not later than 5 years	**28,730**	-	**28,730**	-
	57,771	6,867	**57,771**	-

23. Related party transactions.

During the year, there were no related party transactions other than the following:

- Reimbursement of expenses incurred by certain Trustees in the furtherance of their activities as Trustees (see note 10).
- Donations from trustees totalling £542.

THE BRITISH DYSLEXIA ASSOCIATION

England & Wales - Charity number 289243

Accounts

Transaction Ref. ZV39-U2XN-ZJS8 09 Feb 2022 08:51:34 GMT (UTC +0) D 2/4 P 1/44

Registered number: 01830587
Charity number: 289243

BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

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BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

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BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES. AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2021.

Trustees.

Gillian Audley (resigned 21 August 2020)
Michelle Catterson,, Vice Chair (since 12 September 2021) (appointed 12 September 2020)
Liane Cockram, Vice Chair (up to 12 September 2021) (resigned 12 September 2021)
Fay Dutton, (resigned 12 September 2021)
Patrick Elliot,
Colin Gallick, Chair (appointed 1 July 2020)
Delia Hazell,
Jeff Hughes (resigned 13 March 2021)
Michael Johnson (resigned 3 June 2020)
Patrick Keaveney (resigned 5 June 2021)
Tim Neale,
Mark Sherin,
Arran Smith, (appointed 12 September 2020)
Georgia Niolaki (appointed 13 March 2021)
Helen Ross (appointed 13 March 2021)
Suzanne Edmond (appointed 24 February 2021)

Company registered number.

01830587

Charity registered number.

289243

Registered office.

Unit 6a
Bracknell Beeches
Old Bracknell Lane
Bracknell
RG12 7BW

Independent auditor.

James Cowper Kreston
Chartered Accountants
Reading Bridge House
George Street
Reading
Berkshire
RG1 8LS

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Bankers.

Barclays Bank p.l.c
Reading Branch
Mid Thames Group
P.O. Box 27
Reading, RG1 2HD.

National Westminster Bank p.l.c
Henley-on-Thames Branch
18 Market Place
Henley-on-Thames
OXON, RG9 2AP.

Lloyds TSB Bank p.l.c
1 Market Place
Reading, RG1 2EQ.

Solicitors

Wansbroughs Solicitors Devizes
Northgate House
Devizes
Wiltshire
SN10 1JX.

Executive Officers:

Chief Executive:

Helen Boden (until 23 June 2020)
Nick Posford (from 1 September 2020, until July 2021)
Gillian Ashley (from Juoly 2021)

President:

The Lord Addington

Vice Presidents:

Diana Baring,
Tim Caiger,
Professor Angela Fawcett,
Lady Jane Lloyd,
Professor Kevin Morley,
Ian Smith,
Sir Jackie Stewart OBE,
Anne Watts CBE,
Professor Joel Talcott,
Sharon Hodgson MP,
Henry Smith MP

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BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

CHAIRMAN'S STATEMENT FOR THE YEAR ENDED 31 MARCH 2021

The chairman presents his statement for the year.

Despite a highly competitive marketplace, the BDA's performance continued to be strong during the twelve months of this report. Despite the economic environment, we were able to continue making advances in our mission to create a world which is dyslexia friendly.

The BDA's key achievements are listed below, with reference to the Charity's objects and purposes.

Campaign and lobby for long lasting and sustainable change for the benefit of dyslexic people.

The BDA organises and runs the All Party Parliamentary Group (APPG) for Dyslexia and attends numerous consultation events, at its own expense, to lobby to ensure that individuals who are dyslexic have a voice within the arena of policy development. We joined over 140 organisations in a call to all political parties to put children and young people at the heart of the General Election. Our work as Secretariat of the APPG for Dyslexia and other SpLDs has been an amazing opportunity to bring together the dyslexic community to help legislators better understand the direct and indirect challenges and abilities of dyslexia. This included the publication of a report on The Human Cost of Dyslexia. The report is the first to look exclusively at the psychological and emotional impact of dyslexia on individuals and families.

During this period the BDA successfully ensured important changes to UK driving theory tests, which came into effect in April 2020. Video clips replace written scenarios to make them more accessible. Following the changes, learners will be asked three questions after watching a driving clip of up to 30 seconds. This was part of our ongoing work with DVSA to improve accessibility for people with dyslexia.

We were involved in reviewing KS1 test papers for the Standards and Testing agency at the Department for Education. This was a really valuable exercise and ensured test papers are as accessible as they can be for learners with a variety of neurodiverse conditions; the panel of test reviewers consisted of inclusion experts in all areas, and looked at the wording of the question, the layout and style and made suggestions as to how it could be changed to make it more accessible.

We worked with JCQ to make it more straight forward for dyslexics to get a reader/computer reader for exams, with the intention to encourage more schools to invest in providing laptops for dyslexic pupils, establishing text-to-speech technology as part of their normal way of working. It will also mean the pupil will get used to working in a way that is reflective of the workplace, where text-to-speech software is mainstream.

Provide impartial and objective advice and support to dyslexic people and those with whom they come into contact.

We launched Empowered Parents, a guide on how to work collaboratively with schools and if parents feel the school is not meeting their child's needs, how to apply for an Education, Health and Care Plan (EHCP) to give a legally binding support proposal, as well as practical advice on supporting a child with dyslexia at home. With around a million young people in education who are dyslexic and at least 80 percent of those undiagnosed, this piece of work potentially creates vast numbers of parents enabled to pursue what the law entitles them to.

We worked with leading online parenting forum Mumsnet and expert in parenting dyslexia John Hicks to produce What Is Dyslexia And What Are The Symptoms? – a quick video guide to what is dyslexia, how to support it, and what help is available and how to access it.

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We introduced our Assured scheme to help people with dyslexia, their families and sector professionals find products relevant to them. The scheme does not review, endorse or recommend specific products, but is open to all and is checked by British Dyslexia Association to confirm, based on the evidence provided, we are happy to say they may be effective identifying or supporting dyslexia if used as intended, are developed from generally accepted and well-established science and make marketing claims that accurately reflect what a user can expect.

Our assessment services are now a significant offering with coverage across England and Wales so that we can ensure that individuals of all ages get the very best diagnostic and workplace needs assessments at reasonable costs.

We supported Mersey Care NHS Trust with launch of their dyslexia and dyspraxia network. Dyslexia networks provide a safe place for people to meet and discuss the issues that are affecting them, tap into peer support, decompress, share tips and ideas and be open about the challenges and concerns that they might have. They are also a vehicle for change providing a united voice working with others to improve and mainstream best practice to support dyslexic and other neuro-diverse individuals. They are good for employees to reduce stress and anxiety and great for employers to support their employees effectively leading to a workforce that feels valued.

Set the standards for and accredit dyslexia knowledge and professional expertise.

We continued to accredit courses for specialist teachers to study and for their competence to be recognised through our awards of AMBDA and ATS. The BDA also issues Assessment Practising Certificates and Teaching Practising Certificates for professionals within the field. We are working with many organisations meeting our standards for dyslexia friendly policies and practice, including our Quality Mark award for schools.

The Quality Mark philosophy is that changing practice to accommodate dyslexic individuals results in good practice for everyone. Our Dyslexia Friendly Quality Mark provides a framework of support and understanding to ensure that everyone within a school or organisation understands the needs of the dyslexic individual and that appropriate resources and strategies for support are available. This in turn is likely to lead to greater levels of achievement for everyone. This award is only issued to schools or organisations that can demonstrate that they provide high quality education and/or practice for dyslexic individuals.

BDA courses at both L5 and L7 have been approved by the University of Chester. This means that our candidates are able to progress from our L7 Dyslexia course to complete an MA in Dyslexia Research and Practice with the University of Chester. Our candidates completing our L5 Dyscalculia course can progress to Chester to complete their L7 and MA in Dyscalculia Research and Practice.

Disseminate and share best practice regionally, nationally and internationally. Promote research.

We ran several successful education conferences along with a wide range of webinars. We held a conference on Dyslexia & Dyscalculia, Empowering Adults in London. Highlights included insights into the experiences of adults who are dyscalculic and the impact that it can have on their daily lives, new findings on the value of dyslexic thinking within the workplace, a demonstration of the accessibility technology built into Microsoft and an overall focus on empowering dyslexics to reach their potential and explored the importance of a neuro-diverse workplace in terms of the benefits it brings to employers.

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CHAIRMAN'S STATEMENT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

On Thursday 26 September, Dyslexia Creates 2019 took over the V&A's Lydia and Manfred Gorvy Lecture Theatre to explore the creative power of dyslexia and how to increase its contribution to the UK. The event saw presentations exploring a new theory on why dyslexia evolved and its role in groups, the creative power of dyslexia and how dyslexics think differently and how dyslexia has shaped success.

This was once again a busy year with our staff and volunteers achieving a huge amount for dyslexic people. We continued to run a very prudent financial plan throughout the year to mitigate the risks of continued austerity within the UK and the lack of funding for projects into the next year. This has meant that we have again finished the year in a sound financial situation but we remain grateful to all our supporters and everyone who has donated to help us achieve our aim of a dyslexia friendly society.

Colin Gallick 08 Feb 2022 20:50:31 GMT (UTC +0)

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Colin Gallick
Chair
Date: 08 February 2022

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BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2021

The Trustees present their annual report together with the audited financial statements of the Charity for the year 1 April 2020 to 31 March 2021. The annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective January 2015).

Since the group and the Charity qualify as small under section 383 of the Companies Act 2006, the group strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Structure, governance and management

The Charity was incorporated on 5 July 1984 and is governed by its Memorandum and Articles of Association which were last amended by a special resolution dated 15 November 2009 in which support groups were amalgamated into Local Dyslexia Associations. The Board of Trustees is made up of not less than ten and not more than fourteen people comprising:

- a Chairman nominated by the Board by reason of possessing skills considered necessary and appointed in general meeting;
- four individuals drawn from the members of the Local Associations;
- three individuals drawn from the Individual Members;
- two individuals drawn from the members of the Organisational Members;
- up to four individuals co-opted by the Board by reason of possessing skills considered necessary including a Treasurer and a legally qualified person.

The Board of Trustees are responsible for the overall governance of the Charity and have the right to exercise all the powers of the charity subject to the provisions of the Companies Act 2006, the Memorandum and Articles and directions given by special resolution.

Trustees are required to meet four times a year. They review strategy and operational performance and agree operating plans and budgets. The BDA Senior Management Team attend meetings when required.

New Trustees receive an induction which includes face-to-face training and a pack which contains extensive information to help them understand what is required of them and to facilitate effective performance.

The Board delegates the exercise of certain powers in connection with the management and administration of the charity as set out below. This is controlled by requiring regular reporting back to the Board, so that all decisions made under delegated powers can be ratified by the full Board in due course. All minutes are tabled at Board meetings.

Finance Committee.

The Finance Committee meet once a quarter, and comprises the Honorary Treasurer, Chair, Chief Executive and Chief Operating Officer.

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Local Association Board.

The Local Association Board (LAB) established under a Byelaw made by the Board continues to be the regular link between the network of Local Dyslexia Associations across England, Wales and Northern Ireland and the Trustee body.

It has up to 24 representatives including alternates who meet regularly and represent Local Associations. They discuss ideas and concerns covering all ages and all aspects of dyslexia in Education, Employment and the Community. It nominates four candidates for Trusteeship when they arise. Several of its members are dyslexic themselves which helps them to understand the issues and their impact.

Organisational Members Committee.

The Supporting Corporate Members Committee provided for in the former constitution ceased to exist formally when that constitution was replaced. The Board has discussed the position with representatives of the Organisational Members and passed a Byelaw in October 2007 to constitute an Organisational Members Committee which will be a forum for those members. Work is in progress on the re-establishment of the Committee.

Accreditation Board.

In educational terms, the Accreditation Board underpins the highest-level work of the BDA. Accreditation, through this Board, is recognised as the accolade in teacher training internationally and is held in high regard by UK government bodies. The constitution of the accreditation board is described in a byelaw passed in September 2018.

Currently, the BDA Accreditation Board fulfils a number of different roles and functions:

- It awards individual qualifications to those who successfully complete accredited courses;
- It accredits courses based on detailed assessment of course content and, on inspection visits;
- It actively works with academic institutions in order to develop courses;
- It issues assessment and teaching practising certificates;
- It sets standards and criteria.

Advisory Groups.

There are a number of Advisory Groups who provide the Trustees with expert information as well as assisting the Charity with its work. They are:

i) New Technologies Committee which works to raise awareness of information and communication technologies (ICT) for dyslexia. Members of the committee attend three meetings a year. Part of their remit is to raise the profile of the use of ICT in society to support dyslexic people. Committee members give talks with demonstrations, write articles and take part in events and exhibitions. They promote the potential of ICT in helping to overcome the challenges faced by dyslexic people. A senior staff member of the BDA team attends committee meetings.

ii) The Music Committee, which is also known as BDA Music, supports the BDA Helpline with advice on all music related issues and also directs people enquiring about drama and dance to relevant specialists. It has good links with the music examination boards (particularly the Associated Board of the Royal Schools of Music and Trinity College) and other specialist organisations, including the Musicians' Union. It produces a bi-annual newsletter and an information booklet (available electronically and as a printed book) and contributes to the BDA website. A senior staff member liaises with the committee.

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iii) The Maths Learning Difficulties and Dyscalculia Committee which works to raise awareness of dyscalculia. Members of the committee produce information on the nature, identification and support of dyscalculia. A senior staff member of the BDA team attends the meetings.

iv) Academic Advisory Committee which is made of experts in dyslexia who contribute to consultations and offer guidance on academic queries dealt with by the BDA. The committee operates by remote communication (e.g. email, phone). A senior member of staff coordinates the activities of the committee.

v) The BDA Creative Committee. The committee aims to meet about 3 times a year, with the aim of showcasing the creative work of dyslexic individuals of all ages. A BDA senior staff member attends these meetings.

vi) The Cultural Perspectives Committee. This is aiming to break down barriers to dyslexia awareness within diverse communities.

vii) Fundraising Committee. The committee aims to meet about 3 times a year, with the aim of developing a fundraising strategy and working within the overarching strategy to increase fundraising activity and followers.

viii) Education Committee. The committee aims to meet about 4 times a year with the aim of supporting the charity with the development of educational activity which can be accessed free to parents, support Dyslexia Awareness Week and assists the CEO in developing a bursary system for assessments.

viiii) HR Committee. This committee has met 4 times a year and has undertaken the key decisions in consideration of what HR time is needed by the organisation and what level of experience is required from a HR specialist. The committee will continue to meet to support the HR staff member in the development of charity wide processes.

x) Governance Committee. The committee will meet 4 times a year. The main aim is to redraft the constitution to enable the charity to operate with a fit for purpose document.

xi) Adult and Workplace Committee. This committee will meet 3 times a year. The main aim is to support the work the charity undertakes with adults. Key themes will be looked at to remain current in support.

Management.

The Chief Executive is responsible for the day to day management of the Charity's affairs and for implementing policies agreed by the Board of Trustees. The Chief Executive is assisted by the Senior Management Team.

Group Structure.

The charity has a wholly owned non-charitable subsidiary: BDA (Initiatives) Limited. It carries out non-charitable trading activities to raise funds for the Charity.

Corporate Governance.

Internal controls over all forms of commitment and expenditure continue to be refined to improve efficiency. Processes are in place to ensure that performance is monitored, and that appropriate

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management information is prepared and reviewed regularly by both the executive, senior management and the Board of Trustees.

The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- a strategic plan and annual budget approved by the Trustees;
- regular consideration by the Trustees of financial results, variances from budgets, nonfinancial;
- performance indicators and benchmarking reviews;
- delegation of day-to-day management authority and segregation of duties; and
- identification and management of risks.

Risk Management.

The Trustees have developed a risk management process to assess and manage the business risks.

This is updated annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Significant external risks to funding have been taken into account in the three-year Strategic Plan which provides for the diversification of funding activities. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors to the Bracknell Offices or Headquarters.

Remuneration of key management.

Salary bands are operated throughout the BDA, including key management personnel, based on a number of factors, including levels of responsibility. These bands are monitored by the Trustees.

Objects, Strategic Objectives and Principal Activities of the Charity

The current constitution, which was adopted at an Extraordinary General Meeting of the Charity in May 2005, allows for a membership organisation in which there are three classes of member:

- Local Associations;
- Individual members; and
- Organisational Members (any organisation which wishes to support the Charity).

The constitution allows the Board to make administrative arrangements under the constitution by means of Bye Laws which have to be published as the Board thinks fit, and which can be amended or annulled by a majority vote in a general meeting. So far, the Board has made a Byelaw in relation to:

- Local Associations (whose effect was to reproduce the previous arrangements relating to them); and a subsequent amendment to that byelaw in December 2006 allowing the trustee representation from the local associations to be nominated by the Local Association Board;

- Organisational Members committee whose purpose is to provide for debate concerning matters relating to Organisational Members, to improve communication between the British Dyslexia Association and Organisational Members. It also allows for the committee to nominate trustees from the Organisational Members section of the membership.

- In 2011 the BDA extended Individual Membership to include categories of Professional Membership. In 2011 the BDA also launched a Shared Membership Scheme in partnership with

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Local Associations, as an added benefit to Local Associations and their members.

- In 2018 the BDA formalised the functions and structure of the Accreditation Board through a byelaw.

The Charity's Objects are:

"to advance the education of dyslexic people of all ages in relation to all aspects of dyslexia and related conditions, and to conduct research for the public benefit into the problems of dyslexia and related conditions and to disseminate the results of such research."

Strategic Objectives.

The BDA aims to bring about a Dyslexia Friendly Society.

Within this overall aim, the BDA Management Board has specified the following key goals for the three-year period commencing 15 September 2017:

- To build awareness of dyslexia in all sectors of society, emphasizing strengths as well as the challenges of dyslexia and related neuro-diverse conditions, at all ages.
- Promoting early and rapid identification of dyslexic difficulties for all in society.
- Availability of effective, accessible and appropriate teaching provision for all dyslexic children, young people and adults. To develop a BDA distance learning system using technology to teach reading, spelling and writing.
- Availability of appropriate, accessible assessments for all dyslexic children, young people and adults.
- Reasonable adjustments for dyslexic individuals within all sectors of society (including education, employment, training and the criminal justice system).
- Information available and accessible for dyslexic individuals across the age ranges and sectors, and for those who support them, about effective strategies to both help overcome dyslexia related difficulties, and to maximise their strengths.

These goals have been translated into specific objectives which are described in detail within our business plan.

Activities to complete BDA goals.

BDA undertakes a range of activities to meet the BDA goals, including:

- runs the national Helpline for those seeking free advice concerning dyslexia and related conditions;
  provides assessments and training nationally;
- accredits the training that specialist teachers undertake, and has formal systems for recognising their individual competence;
- has a registered quality mark to recognise organisations who are contributing to establishing a dyslexia friendly society;
- runs many events and creates publications to disseminate research findings and best practice;
- has several thematic committees run by volunteers to achieve its aims in different sectors;
- collaborates with Local Dyslexia Associations to achieve its aims in different locations.

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The BDA is fortunate to work alongside 50 affiliated Local Dyslexia Associations (each is a separate charity) and their support and assistance working together to meet the aims of the BDA is greatly appreciated and valued.

The criteria /measures used to assess success in the reporting period.

Success will be monitored and measured through a number of ways, including reporting both with outcome data and against financial budgets, including description and narrative to the CEO and Management Board of Trustees at regular intervals. Financial reporting mechanisms include internal processes and the overseeing of a financial committee which includes the Joint Chairs of the Trustees and a Trustee with financial expertise.

Public Benefit Statement.

The Trustees are particularly concerned to ensure that the Charity's objectives and work, benefit the public and meet the spirit, as well as the recommendations of the Charity Commission's guidance on Public Benefit. The BDA's services are open to all and efforts are made to ensure that accessibility is constantly considered. Services such as the National Helpline, the guidance and information sheets on the website are provided for free. We are grateful to have some donated funding for the Helpline, but it is largely paid for through areas where we can make a charge such as training, conferencing and publications. In addition, whilst there are charges for our professional services, we also try to ensure that there is provision for the poor, especially those who are dyslexic and impoverished. Thus, we have provided some places on our training courses for delegates who are unable to pay and bursaries for assessments.

The charity is a membership organisation and for a small fee individuals and organisations can join. There are around 50 Local Dyslexia Associations (LDAs) who provide many free services at grass roots level and have their own members. These Associations pay a small charge to be affiliated to the BDA but receive benefits from the BDA which increase their capacity and this work is subsidised by BDA. We now offer these members shared membership of BDA. They can access a Certified Helpliner Training package which was undertaken at no charge and one of its aims is to stimulate recruitment and retention of more volunteers within our LDAs.

We continue to offer access to some free webinars and free resources for parents, teacher trainers, teachers, Youth Offending Teams and others, which can be downloaded from our website or provided on request.

The BDA works towards creating a dyslexia friendly society and in achieving this aim, it makes recommendations on policy and practice. This means working with Government and other decision-making bodies, providing expert staff for free to ensure that appropriate decisions are taken. These recommendations stem from research and experience and the BDA disseminates this information as widely as possible. As many of the initiatives that improve lives for dyslexic people, also significantly benefit those without dyslexia, this is a gain for all in society.

The BDA has an increasing reach through social media and provides a free electronic newsletter periodically to anyone who wishes to get it. In this way we are able to spread awareness and useful information.

The BDA does make a charge for some services such as attending a conference or training event, but these fees are kept to a minimum. Any resulting income is used to support other activities which are provided for free and affect those who are the most vulnerable in society.

The BDA has a strong base in volunteering, in addition to the Trustees. The Helpline has a rota of

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volunteers to help to cover the phones and email, there are also volunteers who help with other services and who run events to disseminate information and research. The Accreditation Board is also assisted by volunteers who have provided the accreditation process for universities and colleges to run specialist teacher training courses.

Our New Technologies Committee is also staffed by volunteers. They review new technology and publish this information which creates awareness of products and software which may be helpful to dyslexic individuals. The Music Committee also provides guidance for music teachers and educators on dyslexia friendly teaching. The other BDA Committees are also populated by volunteers, providing information and activities to raise awareness and also some highly expert materials that support the mission of the BDA.

The BDA works with a number of partners including Dyslexia Scotland, the European Dyslexia Association and other dyslexia associations around the world and is the secretariat for the APPG on dyslexia and other SpLDs.

The BDA's activities are financially accounted for through the charity and the trading company – BDA (Initiatives) Limited. The Consolidated Balance Sheet show the split between the "Group" and the "Charity".

The trustees have complied with the duty in section 17(5) of the charities Act 2011 to have due regard to public benefit guidance published by the Commission.

Achievements, Financial Performance and Future Plans

For a summary of key achievements, please see chair's introduction.

Financial highlights.

- Training has increased in income to £635,350 (2020: £557,531). The move to fully e-learning and remote reduced costs such as hiring a venue, travel, lunch for the clients which have meant less outgoings. During Covid we saw a rise in people taking up the courses which could also explain the rise in income. This has continued with accredited courses recruiting well in 2021.

- Accreditation had decreased as a result of to £132,127 (2020: £177,616). This is due to a change from Professional membership to AMBDA membership in 2020 and was linked to professionals showing they were active with their CPD. After the initial flurry in 2020, the increase of professionals taking the membership has dropped.

- The Assessment service saw a drop in income to £486,667 (2020: £683,454). The decrease is as a result of the service having to close during lockdown. The BDA made the decision that they could not guarantee the Assessors or the clients safety. The service reopened in July 2020 through to October. The service was then reduced to lower tier areas only from October to December. This led to a reduction in assessments being carried out. In January, the BDA made changed the service to BDA Approved Assessors rather than BDA Assessments and this enabled Assessors to make the decision to continue assessing if they could meet the government guidelines. Simultaneously, the BDA campaigned for Remote Assessments to be accepted and in March 2021 they were. This meant that Assessors could opt to assess remotely. From January 2021 the service resumed.

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Reserves Policy.

The holding of general reserves is intended to reduce the risk of organisational disruption resulting from an interruption in income or other business risks. The BDA reserves policy is to retain 3 months of unrestricted expenditure. The reserves target set previously was £803,784. This was achieved as our unrestricted reserves ended the year at £860,705.

Related party Transactions.

Transactions between BDA and BDA(I) Ltd, its subsidiary undertaking, have been disclosed and are included in these consolidated accounts. Other related party transactions have been disclosed in the consolidated accounts.

Appreciation of Support.

Trustees wish to express their gratitude to all those who have supported the charity during the course of the year, particularly the Trustees and staff of the trusts and other funders who have provided the finance and those who have provided voluntary support in kind.

The following donations have provided support in excess of £1,000:

- Ernest Hecht Charitable Trust
- Made in 2010 Limited

Risks and plans/strategies to reduce these:

Four risks are identified as follows:

Risk 1: Lack of continuance in the stream of project funding.

Plan: The BDA has a successful strategy of teaming with other stakeholders in the sector to submit bids and deliver projects where the scale of the project would benefit from this. The BDA will continue to build such alliances as well as bidding for other projects as a separate organisation. The BDA takes pride in a robust project delivery reputation for delivering key performance indicators on time and to budget. This is achieved through rigorous project monitoring and management.

The BDA will continue to target a wide range of potential funding bids for suitable project funding, where this will meet BDA aims and increase reach. Resource allocations will be in line with the project requirements, without assuming continuance of funding after the initial allocated project period.

The BDA continues to build up a range of activities with a commercial element, e.g. training, conferences and publication sales, in order to guard against the uncertainty of future project funding, which is subject to availability and not guaranteed at the point of application.

Risk 2: Downturn in income from trading activities due to weak economic environment.

Plan: In the current economic environment of uncertainty and cuts, companies, schools and individuals who are the main purchasers of BDA activities (including membership, accreditation services, training, conferences and publications), may be less likely to be able to afford to purchase. The BDA has a number of strategies to mitigate against this, including developing new, innovative services, e.g. BDA e-learning training, which meets customer needs for being affordable and easy to fit into busy lifestyles.

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BDA wishes to maximise reach for our charitable objectives and where possible periodically offers special deals (e.g. on publications during dyslexia awareness week), to stimulate interest and spread valuable awareness information.

Increasing use of social media for reach and advertising purposes is a further strategy, which meets BDA aims but also contributes to some revenue streams.

Risk 3: Fundraising income negatively affected by economic environment.

Plan: The BDA is seeking to build up fundraising activities and supporters, with a view to long-term engagement and event planning, as well as maximising other mechanisms for donating, for both regular giving and one-off donations. The BDA is very grateful to both financial contributors and volunteers who support these activities.

Risk 4: Covid

When the Coronavirus pandemic took hold in March 2020, we looked at areas that would be affected and took measures such as the furlough scheme and reduced costs wherever possible. We also looked at enhancing our products/services offer and were quick at developing our virtual training to offset the loss we would get from not being able to deliver face to face training. This has proved a great success and we continue to look at different offerings to ensure minimal impact on the charity for the year ahead. By the end of 2020, despite a bumpy year, the charity remained in a stable financial position with some areas surpassing budget targets to offset underperformance in those areas affected by social distancing and other measures. New areas of work have been developed which extend our commercial services and can be run remotely. With the shift across the economy towards homeworking and greater use of technology, the BDA continues to look at new ways of delivering against our objectives and how we can make better use of digital technologies to reach and support more people with dyslexia. We will continue to identify opportunities to counter the economic impact of Covid19 and keep our finances sustainable and we do not feel that this has affected our going concern status.

Future plans.

The BDA will continue to work towards building a dyslexia friendly society. Where practicable, this would encompass the 'universal design' concept, where all things in society are designed to be dyslexia friendly rather than having to be subsequently adapted to become so.

The BDA plans to continue its existing aims and objectives, and activity areas (as detailed above), increasing reach as much as possible for the benefit of dyslexic individuals across the age ranges. Within this overall theme, BDA will adapt as necessary to the environment, opportunities and challenges that the future may present.

The trustees agreed in 2020 to develop a new set of goals (last goals were set in 2017) and a new strategy to start in 2021 and take the charity through its 50th anniversary in 2022.

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



Colin Gallick 08 Feb 2022 20:50:31 GMT (UTC +0)

.....

Colin Gallick
Chair
Date: 08 February 2022

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BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRITISH DYSLEXIA ASSOCIATION

Opinion.

We have audited the financial statements of British Dyslexia Association (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2021 which comprise the Consolidated statement of financial activities, the consolidated balance sheet, the charity balance sheet, the consolidated statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 March 2021 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion.

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern.

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

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

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

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Other information.

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006.

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception.

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

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Responsibilities of trustees.

As explained more fully in the trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

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Auditor's responsibilities for the audit of the financial statements.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

The specific procedures for this engagement that we designed and performed to detect material misstatements in respect of irregularities, including fraud, were as follows:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management and those charged with governance to identify any material instances of non-compliance with laws and regulations;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work to address the risk of irregularities due to management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for evidence of bias.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRITISH DYSLEXIA ASSOCIATION (CONTINUED)

Use of our report.

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Alexander Peal BSc (Hons) FCA DChA (Senior Statutory Auditor).
for and on behalf of.
James Cowper Kreston
Chartered Accountants
Reading Bridge House
George Street
Reading
Berkshire
RG1 8LS

Date: 28 February 2022

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BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2021

	Note	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and legacies	4	-	58,577	58,577	36,500
Charitable activities:					
Resources from government and public authorities		184,694	23,412	208,106	43,774
Publications		-	26,240	26,240	28,734
Conferences and training		-	755,828	755,828	695,067
Membership income		-	131,195	131,195	119,693
Other trading activities:					
Fundraising		-	20,432	20,432	75,938
Trading activities		-	589,665	589,665	808,487
Investments	5	-	595	595	1,899
Total income		184,694	1,605,944	1,790,638	1,810,092
Expenditure on:					
Raising funds:					
Voluntary income and fundraising costs		-	21,930	21,930	59,882
Trading subsidiary costs		-	318,473	318,473	457,556
Other costs of trading		-	38,667	38,667	39,808
Charitable activities:					
Membership, policy and information		-	240,052	240,052	242,378
Projects (education and quality mark)		25,958	235,867	261,825	283,955
Conferences and training		-	766,018	766,018	720,964
Governance costs		-	8,840	8,840	8,315
Total expenditure		25,958	1,629,847	1,655,805	1,812,858
Net (expenditure)/income		158,736	(23,903)	134,833	(2,766)
Net movement in funds.		158,736	(23,903)	134,833	(2,766)

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BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

	Note	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Reconciliation of funds:					
Total funds brought forward.		**74,841**	**860,699**	**935,540**	938,306
Net movement in funds.		**158,736**	**(23,903)**	**134,833**	(2,766)
Total funds carried forward:		**233,577**	**836,796**	**1,070,373**	935,540

The notes on pages 26 to 42 form part of these financial statements.

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BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).
REGISTERED NUMBER: 01830587

CONSOLIDATED BALANCE SHEET
AS AT 31 MARCH 2021

	Note		2021 £		2020 £
Fixed assets					
Tangible assets	11		**19,328**		9,007
			19,328		9,007
Current assets					
Debtors	13	**160,387**		147,573	
Cash at bank and in hand		**1,670,200**		1,291,660	
		1,830,587		1,439,233	
Creditors: amounts falling due within one year	14	**(779,542)**		(512,700)	
Net current assets			**1,051,045**		926,533
Total assets less current liabilities			**1,070,373**		935,540
Total net assets			**1,070,373**		935,540
Charity funds					
Restricted funds	16		**233,577**		74,841
Unrestricted funds	16		**836,796**		860,699
Total funds			**1,070,373**		935,540

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

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

Colin Gallick 08 Feb 2022 20:50:31 GMT (UTC +0)

.....

Colin Gallick
Chair
Date: 08 February 2022

The notes on pages 26 to 42 form part of these financial statements.

Transaction Ref. ZV39-U2XN-ZJS8 09 Feb 2022 08:51:55 GMT (UTC +0) D 2/4 P 26/44

BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).
REGISTERED NUMBER: 01830587

CHARITY BALANCE SHEET
AS AT 31 MARCH 2021

	Note		2021 £		2020 £
Fixed assets					
Tangible assets	11		**19,328**		9,007
Investments	12		**2**		2
			19,330		9,009
Current assets					
Debtors	13	**382,303**		419,600	
Cash at bank and in hand		**1,170,941**		846,872	
		1,553,244		1,266,472	
Creditors: amounts falling due within one year	14	**(502,200)**		(339,941)	
Net current assets			**1,051,044**		926,531
Total assets less current liabilities			**1,070,374**		935,540
Total net assets			**1,070,374**		935,540
Charity funds					
Restricted funds	16		**233,577**		74,840
Unrestricted funds	16		**836,797**		860,700
Total funds			**1,070,374**		935,540

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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Colin Gallick
Chair
Date: 08 February 2022

The notes on pages 26 to 42 form part of these financial statements.

Transaction Ref. ZV39-U2XN-ZJS8 09 Feb 2022 08:51:55 GMT (UTC +0) D 2/4 P 27/44

BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2021

	Note	2021 £	2020 £
Cash flows from operating activities			
Net cash used in operating activities	19	**396,871**	59,756
Cash flows from investing activities			
Dividends, interests and rents from investments		**595**	1,898
Purchase of tangible fixed assets		**(18,926)**	(1,078)
Net cash (used in)/provided by investing activities		**(18,331)**	**820**
Change in cash and cash equivalents in the year		**378,540**	**60,576**
Cash and cash equivalents at the beginning of the year		**1,291,660**	1,231,084
Cash and cash equivalents at the end of the year	20	**1,670,200**	1,291,660

The notes on pages 26 to 42 form part of these financial statements

Transaction Ref. ZV39-U2XN-ZJS8 09 Feb 2022 08:51:56 GMT (UTC +0) D 2/4 P 28/44

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

1. Accounting policies.

1.1 Basis of preparation of financial statements.

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

The consolidated statement of financial activities (SOFA) and consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own statement of financial activities in these financial statements.

1.2 Fund accounting.

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

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

1.3 Basis of consolidation.

The financial statements consolidate the accounts of British Dyslexia Association and all of its subsidiary undertakings ('subsidiaries').

The Charity has taken advantage of the exemption contained within section Section 408 of the Companies Act 2006 not to present its own Income and Expenditure Account.

The income and expenditure account for the year dealt with in the accounts of the Charity was a surplus of £134,833 (2020: deficit of £2,766).

1.4 Going concern.

The Trustees have considered the impact of the global Covid-19 pandemic on the ability of the charity to continue operating for the foreseeable future. This review has included considering the impact of the pandemic to the date of signing the financial statements Based on this review and taken together with existing financing facilities the Trustees believe that the financial statements have been prepared appropriately on the going concern basis.

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1. Accounting policies. (continued)

1.5 Incoming resources.

Gift Aid.

The wholly owned subsidiary donates all of its taxable profits under Gift Aid to the charity. The statutory income and expenditure account for the subsidiary is disclosed in the notes to the financial statements.

Donations and grants.

Donations and grants made available for the general purposes of the Charity are credited to income on a receivable basis.

Legacy income.

Legacy income is accounted for on a received basis or, if receipt becomes reasonably certain and is measurable with sufficient reliability, on a receivable basis.

Publications.

Income from publications is recognised on a receivable basis in the period in which a publication is issued and represents income from the sale of educational and promotional literature and advertising revenue related to such publications.

Conferences and training.

Income from conferences represents income received from the delivery of conferences and training courses. Costs are incurred in the organisation of these events. Income is accounted for on a receivable basis except where income and expenditure do not occur in the same period, in which case the income is deferred to match expenditure.

Membership income.

Membership income is accounted for on a receivable basis and represents membership fees and subscription income from members. It is levied at different rates according to the level of involvement of the member and the amount of information received.

Interest receivable.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the Bank.

Donated services and facilities.

Donated services or facilities are included in incoming resources when the benefit to the charity is reasonably quantifiable and measurable. They are valued by the trustees at the amount the charity would have been willing to pay for the services of facilities on the open market.

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1. Accounting policies. (continued)

1.5 Incoming resources. (continued)

Deferred income.

Where it is clear that the donor intended the income or grant to be used over a fixed period of time on a specific project and as a result the Trustees have no discretion as to when the funds will be expended, these funds will be treated as deferred income and released to the Statement of Financial Activities to match the expenditure.

Grants.

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

1.6 Resources expended.

Raising funds.

Fund raising and publicity expenditure represents the direct costs of generating funds and includes the salaries and other direct costs of the fundraising staff as well as an allocation of premises and overhead costs.

Charitable expenditure.

Charitable expenditure has been allocated to match the revenue earned wherever possible and includes an allocation of personnel costs and overhead costs where applicable. Charitable expenditure is accounted for on an accruals basis.

Helpline.

Helpline costs relate to the operation of B.D.A. Helpline. They include wages and salaries, training, telephone, associated premises costs and other sundry items.

Development.

Development costs include expenditure incurred in supporting Local Associations and other forms of membership, as well as the costs of the education department.

Support costs.

Support costs represent overheads, premises costs and wages and salaries of support staff without which the charity would not be able to achieve its objectives. The costs have been allocated on a proportionate basis.

Governance costs.

These costs relate to the expenditure in respect of personnel, premises and overheads

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1. Accounting policies. (continued)

1.6 Resources expended. (continued)

which can be directly attributed to the management of the charity, as opposed to those incurred in furtherance of its objects.

Irrecoverable VAT.

Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Comparative amounts.

Allocations of salary, premises and depreciation costs are reviewed each year to ensure that these costs continue to be accurately assigned by function.

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

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

1.7 Termination payments.

Termination benefits are included as an expense in the Statement of Financial Activities and a liability is incurred when there is a formal plan to terminate the employment of an employee or group of employees before normal retirement date. Termination payments are measured at the best estimate of the expenditure that would be required to settle the obligation at the reporting date.

1.8 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the consolidated statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the consolidated statement of financial activities as the related expenditure is incurred.

1.9 Tangible fixed assets and depreciation.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives.

Depreciation is provided on the following bases:

Short Term Leasehold Property	- 20% Straight line
Fixtures and fittings	- 20% Straight line
Computer equipment	- 33.3% Straight line

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1. Accounting policies. (continued)

1.10 Investments.

Investments in subsidiaries are valued at cost less provision for impairment.

1.11 Stocks.

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

1.12 Debtors.

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

1.13 Cash at bank and in hand.

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

1.14 Creditors.

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1.15 Financial instruments.

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

1.16 Contributions to pension funds.

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

1.17 Leases.

Rentals paid under operating leases are charged to the consolidated statement of financial activities on a straight line basis over the lease term.

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2. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

3. Judgements in applying accounting policies and key sources of estimation uncertainty.

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements (apart from those involving estimates) have had the most significant effect on amounts recognised in the financial statements.

Critical accounting estimates and assumptions:

Bad debts.
Using information available at the balance sheet date, the Charity makes judgments based on experience regarding the level of provision required to account for potentially uncollectible debtors.

4. Income from donations and legacies.

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Donations	44,456	**44,456**	36,500
Government grants	14,121	**14,121**	-
	58,577	**58,577**	36,500
Total 2020	36,500	36,500	

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5. Investment income.

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Bank interest	-	595	**595**	1,899
Total 2020	1	1,898	1,899	

6. Commercial trading operations.

The Charity has wholly owned trading subsidiary, B.D.A. (Initiatives) Limited which is registered in the UK. Its purpose is to organise fundraising events and sell advertising to raise revenue for the charity. The company passes its taxable profits to the charity under Gift Aid.

Profit and loss account.	**2021 £**	2020 £
Turnover	**589,552**	808,084
Cost of sales	**(477,355)**	(633,186)
Gross profit	**112,197**	174,898
Administrative expenses	**(2,023)**	(2,119)
Operating profit	**110,174**	172,779
Interest payable and similar charges	**113**	403
Net profit	**110,287**	173,182
Gift aid donations to British Dyslexia Association	**(110,287)**	(173,182)
Transfer to reserves	**-**	-

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7. Net income/ (expenditure).

This is stated after charging:

	2021 £	2020 £
Depreciation of tangible fixed assets - owned by the charitable group	**8,605**	13,501
Auditors remuneration - audit services	**8,840**	8,315

8. Analysis of total expenditure.

	Staff Costs 2021 £	Support costs 2021 £	Other 2021 £	Total funds 2021 £	Total funds 2020 £
Raising funds					
Voluntary income	5,796	13,405	2,729	**21,930**	59,882
Commercial trading operations	-	-	318,473	**318,473**	457,556
Other trading costs	13,989	16,911	7,767	**38,667**	39,808
	19,785	30,316	**328,969**	**379,070**	557,246
Charitable activities					
Membership, policy and information projects	130,500	58,280	51,272	**240,052**	242,378
Projects (education, quality mark)	103,580	24,302	133,943	**261,825**	283,955
Conferences and training	493,254	188,036	84,728	**766,018**	720,964
Governance costs	-	-	8,840	**8,840**	8,315
	747,119	300,934	607,752	**1,655,805**	1,812,858
Total 2020	681,502	282,567	848,789	1,812,858	

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9. Support costs.

	Finance 2021 £	HR 2021 £	Total funds 2021 £	Total funds 2020 £
Voluntary income	8,299	8,612	**16,911**	15,345
Other trading costs	6,579	6,826	**13,405**	14,015
Membership, policy and information	28,601	29,679	**58,280**	48,540
Projects (education, quality mark)	11,926	12,376	**24,302**	25,283
Conferences and training	92,280	95,756	**188,036**	179,384
	147,685	153,249	**300,934**	282,567
Total 2020	152,224	130,343	282,567	

10. Trustees and employees.

	2021 £	2020 £
Wages and salaries	**744,966**	688,759
Social security costs	**68,101**	61,657
Pension costs	**40,925**	36,878
	853,992	787,294

No Trustee or any party related to them received any remuneration during the period. Out of pocket expenses totalling £Nil (2020: £2,804) in respect of travelling, subsistence and telephone charges, directly associated with the running of the charity were reimbursed to 0 Trustees (2020: 5 Trustees).

1 employee received remuneration in between of £70,000 - £80,000 (2020: 1 between £70,000 - £80,000). Pension paid on behalf of this employee totalled £831 (2020: £3,596).

The average number of persons employed by the charity during the year was 29 (2020: 25) of which 13 (2020: 13) were full time and 16 (2020: 12) were part time. The full time equivalent of the part time staff is 11 (2020: 8).

No employees were made redundant during the year (2020: Nil)

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	2021 £	2020 £
Chief executive	**1**	1
Training & education	**22**	17
Helpline	**1**	2
Fundraising & publicity	**1**	1
Management & administration	**4**	4
	29	25

During the year remuneration paid to key management totalled £104,647 (2020: £153,787).

11. Tangible fixed assets.

Group and Charity

	Short-term leasehold property £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2020	**11,506**	**947**	**52,747**	**65,200**
Additions	**-**	**-**	**18,926**	**18,926**
At 31 March 2021	**11,506**	**947**	**71,673**	**84,126**
Depreciation				
At 1 April 2020	**8,054**	**742**	**47,397**	**56,193**
Charge for the year	**2,301**	**77**	**6,227**	**8,605**
At 31 March 2021	**10,355**	**819**	**53,624**	**64,798**
Net book value				
At 31 March 2021	**1,151**	**128**	**18,049**	**19,328**
At 31 March 2020	3,452	205	5,350	9,007

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12. Fixed asset investments.

Charity	Investments in subsidiary companies £
Cost or valuation	
At 1 April 2020	**2**
At 31 March 2021	**2**
Net book value	
At 31 March 2021	**2**
At 31 March 2020	2

Principal subsidiaries.

The following was a subsidiary undertaking of the Charity:

Name	Class of shares	Holding	Included in consolidation
B.D.A (Initiatives) Limited	Ordinary	100%	Yes

The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Profit/(Loss) for the year £	Net assets £
B.D.A (Initiatives) Limited	**589,665**	**(479,378)**	**110,287**	**2**

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13. Debtors.

	Group 2021 £	Group 2020 £	**Charity 2021 £**	Charity 2020 £
Trade debtors	**59,901**	88,062	**34,377**	31,851
Amounts owed by group undertakings	**-**	-	**251,372**	331,111
Other debtors	**235**	1,711	**235**	1,711
Prepayments and accrued income	**100,251**	57,800	**96,319**	54,927
	160,387	147,573	**382,303**	419,600

14. Creditors: Amounts falling due within one year.

	Group 2021 £	Group 2020 £	**Charity 2021 £**	Charity 2020 £
Trade creditors	**44,389**	58,815	**19,339**	16,372
Other taxation and social security	**45,872**	39,316	**19,034**	15,150
Other creditors	**8,031**	7,224	**8,031**	7,224
Accruals and deferred income	**681,250**	407,345	**455,796**	301,195
	779,542	512,700	**502,200**	339,941

15. Deferred income.

Certain grant and other income included with "Accruals and Deferred Income" in Note 14, is recognised when the delivery of a specific performance relating to the income has been achieved. Movement on deferred income balances during the year are set out below:

	As at 1 April 2020	**Received**	**Released**	**Total funds**
	£	**£**	**£**	**£**
Training courses	211,919	394,712	(271,314)	**335,317**
Assessments	56,825	484,800	(381,575)	**160,050**
London Marathon	5,229	1,792	(4,557)	**2,464**
Conferences	3,046	62,189	(20,629)	**44,606**
OCN fees	53,274	19,328	(9,224)	**63,378**
Other	15,312	26,702	(18,319)	**23,695**
	345,605	989,523	(705,618)	**629,510**

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

16. Statement of funds.

Statement of funds - current year.

	Balance at 1 April 2020 £	Income £	Expenditure £	Balance at 31 March 2021 £
Unrestricted funds				
General Funds	860,699	1,605,944	(1,629,847)	836,796
Restricted funds				
Mentoring	1,000	-	-	1,000
Children Will Shine	37,654	559	(963)	37,250
Other donations	5,952	184,135	(24,995)	165,092
Helpline	13,072	-	-	13,072
Malpas	17,163	-	-	17,163
	74,841	184,694	(25,958)	233,577
Total of funds	935,540	1,790,638	(1,655,805)	1,070,373

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16. Statement of funds (continued)

Statement of funds - prior year.

	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2020 £
Unrestricted funds					
General Funds	845,990	1,799,346	(1,784,637)	-	860,699
Restricted funds					
West Sussex DA	2,819	-	-	(2,819)	-
Mentoring	999	1	-	-	1,000
Children Will Shine	30,003	3,615	(5,694)	9,730	37,654
Other donations	13,812	7,130	(8,079)	(6,911)	5,952
Helpline	13,128	-	(56)	-	13,072
Malpas	31,555	-	(14,392)	-	17,163
	92,316	10,746	(28,221)	-	74,841
Total of funds	938,306	1,810,092	(1,812,858)	-	935,540

17. Summary of funds.

Summary of funds - current year.

	Balance at 1 April 2020 £	**Income £**	**Expenditure £**	**Balance at 31 March 2021 £**
General funds	**860,699**	**1,605,944**	**(1,629,847)**	**836,796**
Restricted funds	**74,841**	**184,694**	**(25,958)**	**233,577**
	935,540	**1,790,638**	**(1,655,805)**	**1,070,373**

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17. Summary of funds (continued)

Summary of funds - prior year.

	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2020 £
General funds	845,990	1,799,346	(1,784,637)	-	860,699
Restricted funds	92,316	10,746	(28,221)	-	74,841
	938,306	1,810,092	(1,812,858)	-	935,540

18. Analysis of net assets between funds.

Analysis of net assets between funds - current period.

	Restricted funds 2021 £	**Unrestricted funds 2021 £**	**Total funds 2021 £**
Tangible fixed assets	-	19,328	**19,328**
Current assets	233,577	1,597,010	**1,830,587**
Creditors due within one year	-	(779,542)	**(779,542)**
Total	233,577	836,796	**1,070,373**

Analysis of net assets between funds - prior period.

	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	-	9,007	9,007
Current assets	74,841	1,364,392	1,439,233
Creditors due within one year	-	(512,700)	(512,700)
Total	74,841	860,699	935,540

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19. Reconciliation of net movement in funds to net cash flow from operating activities.

	Group 2021 £	Group 2020 £
Net income/expenditure for the year (as per Statement of Financial Activities)	**134,833**	(2,766)
Adjustments for:		
Depreciation charges	**8,605**	13,501
Interest from investments	**(595)**	(1,898)
Increase in debtors	**(12,814)**	(205,362)
Increase in creditors	**266,842**	256,281
Net cash provided by operating activities	**396,871**	59,756

20. Analysis of cash and cash equivalents.

	Group 2021 £	Group 2020 £
Cash in hand	**1,670,200**	1,291,660
Total cash and cash equivalents	**1,670,200**	1,291,660

21. Analysis of changes in net debt.

	At 1 April 2020 £	Cash flows £	At 31 March 2021 £
Cash at bank and in hand	**1,291,660**	**378,540**	**1,670,200**
	1,291,660	**378,540**	**1,670,200**

22. Pension commitments.

The charity contributes to the personal pension plans of certain of its employees, which are held in defined contribution schemes. Contributions are charged in the financial statements on an accruals basis and there were £8,301 (2020: £4,908) of outstanding contributions at the balance sheet date. Pension costs charged in the year were £40,925 (2020: £36,878).

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23. Operating lease commitments.

At 31 March 2021 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2021 £	Group 2020 £
Not later than 1 year	**6,867**	26,226
Later than 1 year and not later than 5 years	**-**	6,867
	6,867	33,093

24. Related party transactions.

During the year, there were no related party transactions other than the following:

- Reimbursement of expenses incurred by certain Trustees in the furtherance of their activities as Trustees (see note 10).
- Donations from trustees totalling £687.