

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

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

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**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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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES. AND ADVISERS
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FOR THE YEAR ENDED 31 MARCH 2021.

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 July 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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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)
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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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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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TRUSTEES' REPORT (CONTINUED)
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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.

ix) 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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FOR THE YEAR ENDED 31 MARCH 2021

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 Helpline 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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TRUSTEES' REPORT (CONTINUED)
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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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FOR THE YEAR ENDED 31 MARCH 2021

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.

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

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

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.

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

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.

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

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

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.

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

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.

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

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

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)

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:	<u>233,577</u>	<u>836,796</u>	<u>1,070,373</u>	<u>935,540</u>

The notes on pages 26 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 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	11	19,328	9,007
		<u>19,328</u>	<u>9,007</u>
Current assets			
Debtors	13	160,387	147,573
Cash at bank and in hand		1,670,200	1,291,660
		<u>1,830,587</u>	<u>1,439,233</u>
Creditors: amounts falling due within one year	14	(779,542)	(512,700)
Net current assets		<u>1,051,045</u>	<u>926,533</u>
Total assets less current liabilities		<u>1,070,373</u>	<u>935,540</u>
Total net assets		<u><u>1,070,373</u></u>	<u><u>935,540</u></u>
Charity funds			
Restricted funds	16	233,577	74,841
Unrestricted funds	16	836,796	860,699
Total funds		<u><u>1,070,373</u></u>	<u><u>935,540</u></u>

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.

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
		<u>19,330</u>	<u>9,009</u>
Current assets			
Debtors	13	382,303	419,600
Cash at bank and in hand		1,170,941	846,872
		<u>1,553,244</u>	<u>1,266,472</u>
Creditors: amounts falling due within one year	14	(502,200)	(339,941)
Net current assets		<u>1,051,044</u>	<u>926,531</u>
Total assets less current liabilities		<u>1,070,374</u>	<u>935,540</u>
Total net assets		<u><u>1,070,374</u></u>	<u><u>935,540</u></u>
Charity funds			
Restricted funds	16	233,577	74,840
Unrestricted funds	16	836,797	860,700
Total funds		<u><u>1,070,374</u></u>	<u><u>935,540</u></u>

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.

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

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

**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.

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

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 or facilities on the open market.

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

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

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

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

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

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.

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

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	-
	<u>58,577</u>	<u>58,577</u>	<u>36,500</u>
Total 2020	<u>36,500</u>	<u>36,500</u>	

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

5. Investment income.

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Bank interest	-	595	595	1,899
	<hr/>	<hr/>	<hr/>	<hr/>
Total 2020	1	1,898	1,899	
	<hr/>	<hr/>	<hr/>	

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.

	2021 £	2020 £
Profit and loss account.		
Turnover	589,552	808,084
Cost of sales	(477,355)	(633,186)
	<hr/>	<hr/>
Gross profit	112,197	174,898
Administrative expenses	(2,023)	(2,119)
	<hr/>	<hr/>
Operating profit	110,174	172,779
Interest payable and similar charges	113	403
	<hr/>	<hr/>
Net profit	110,287	173,182
Gift aid donations to British Dyslexia Association	(110,287)	(173,182)
Transfer to reserves	-	-
	<hr/>	<hr/>

BRITISH DYSLEXIA ASSOCIATION
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

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	<u>8,840</u>	<u>8,315</u>

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
	<u>19,785</u>	<u>30,316</u>	<u>328,969</u>	<u>379,070</u>	<u>557,246</u>
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
	<u>747,119</u>	<u>300,934</u>	<u>607,752</u>	<u>1,655,805</u>	<u>1,812,858</u>
Total 2020	<u>681,502</u>	<u>282,567</u>	<u>848,789</u>	<u>1,812,858</u>	

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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
	<u>147,685</u>	<u>153,249</u>	<u>300,934</u>	<u>282,567</u>
	<u>152,224</u>	<u>130,343</u>	<u>282,567</u>	
Total 2020				

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
	<u>853,992</u>	<u>787,294</u>

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
	<u>29</u>	<u>25</u>

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	<u>11,506</u>	<u>947</u>	<u>71,673</u>	<u>84,126</u>
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	<u>10,355</u>	<u>819</u>	<u>53,624</u>	<u>64,798</u>
Net book value				
At 31 March 2021	<u>1,151</u>	<u>128</u>	<u>18,049</u>	<u>19,328</u>
At 31 March 2020	<u>3,452</u>	<u>205</u>	<u>5,350</u>	<u>9,007</u>

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12. Fixed asset investments.

	Investments in subsidiary companies £
Charity	
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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**NOTES TO THE FINANCIAL STATEMENTS
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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
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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
	<u>860,699</u>	<u>1,605,944</u>	<u>(1,629,847)</u>	<u>836,796</u>
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
	<u>74,841</u>	<u>184,694</u>	<u>(25,958)</u>	<u>233,577</u>
	<u>74,841</u>	<u>184,694</u>	<u>(25,958)</u>	<u>233,577</u>
Total of funds	<u>935,540</u>	<u>1,790,638</u>	<u>(1,655,805)</u>	<u>1,070,373</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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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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**NOTES TO THE FINANCIAL STATEMENTS
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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
	<u>938,306</u>	<u>1,810,092</u>	<u>(1,812,858)</u>	<u>-</u>	<u>935,540</u>

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	<u>233,577</u>	<u>836,796</u>	<u>1,070,373</u>

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	<u>74,841</u>	<u>860,699</u>	<u>935,540</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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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
	<hr/> 6,867 <hr/>	<hr/> 33,093 <hr/>

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.