

Company No. 3973353  
Charity No. 1081949

**The Royal Association for Deaf people  
(and subsidiary undertakings)  
Report & Financial Statements  
31 March 2014**

**The Royal Association for Deaf people  
(and subsidiary undertakings)**

**Legal and administrative details**

**For the year ended 31 March 2014**

---

<b>Status</b>	The Association was founded in 1841 and registered in accordance with the Charities Act 1960, with the registered number 207358. The activities, assets and liabilities of the Association were transferred to this charitable company with effect from 1 October 2000.	
	The charitable company is limited by guarantee, incorporated on 11 April 2000 and registered as a charity on 9 August 2000, with the new registered number 1081949.	
<b>Governing document</b>	The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of	
<b>Company number</b>	3973353	
<b>Charity number</b>	1081949	
<b>Registered office and operational address</b>	Century House South Riverside Office Centre North Station Road Colchester Essex CO1 1RE	
<b>Honorary Officers</b>	Mr Roger Beeson Mr Tyrone Woolfe Mr David Clarke	Chairman Vice Chairman Honorary Treasurer
<b>Patrons and officers</b>	Her Majesty The Queen The Most Revd and Rt Hon Justin Welby Archbishop of Canterbury	Patron President
<b>Chief Executive</b>	Dr Jan Sheldon	
<b>Bankers</b>	National Westminster Bank plc Park Royal Branch 1 Abbey Road London NW10 7RA	

**The Royal Association for Deaf people  
(and subsidiary undertakings)**

**Legal and administrative details**

**For the year ended 31 March 2014**

---

<b>Insurers</b>	Giles Insurance Brokers Church Court St Paul's Square Birmingham B3 1RD
<b>Solicitors</b>	Fisher Jones Greenwood Charter Court Newcomen Way Severalls Business Park Colchester, Essex CO4 9YA
<b>Auditors</b>	Griffin Chapman Chartered Accountants 4 & 5 The Cedars Apex 12 Old Ipswich Road Colchester Essex CO7 7QR

**The Royal Association for Deaf people  
(and subsidiary undertaking)**

**Report of the trustees**

**For the year ended 31 March 2014**

---

The trustees present their report and the audited financial statements for the year ended 31 March 2014.

Legal and administrative information set out on pages 1 and 2 forms part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice - Accounting and Reporting by Charities.

**Objects of the Association**

The objects of the Association are to promote the social, spiritual and general welfare of profoundly Deaf people. The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Association's aims and objectives and in planning future activities and setting the grant making policy for the year.

**Organisational structure**

The Association is incorporated in England and Wales and is governed by a board of trustees who constitute the membership in terms of the Companies Act. Management is delegated to a Chief Executive who works with a team of three directors who are responsible for the full range of the Association's activities.

**Related parties and connected organisations**

The Association has a wholly owned trading subsidiary (tRADe Ltd) which had been dormant for a number of years with the exception of a brief period of activity in 2007/08. Activity in tRADe Ltd during 2013/14, as in the previous year, was the provision of back office finance services to other Deaf organisations. During 2012/13 we incorporated RAD Deaf Legal Enterprise Community Interest Company, a 100% owned subsidiary. The activity of this company was the provision of legal advice.

**Review of activities**

2013/14 has been a year of consolidation. Our Directorate team is operating effectively and the morale across the organisation is excellent.

We continue to enhance and develop the partnerships we have with other Deaf organisations, those working with people who have other forms of sensory loss, and mainstream providers. This is becoming increasingly important. These days commissioners rarely commission services just for Deaf people.

We are proud to be working closely with [sonus] and we are actively pursuing the possibility of merging with them.

All of our teams have done great work this year. This includes our support staff as well as our front line delivery staff. Our finance team continues to deliver excellent finance services to Deaf Direct and [sonus].

To ensure that the organisation is sustainable we have taken the difficult decision to sell most of our buildings. The repair and maintenance costs and level of usage of the buildings prompted this decision. We have worked with Deaf Clubs to help them to relocate or negotiate leases with the new owners of the buildings where they have been meeting.

**Financial**

Voluntary income increased by £145,763 (58%), mainly due to an increase in both legacy income and donations compared with the previous year. Income from charitable activities (our operations) was lower than the previous year by £288,390 (11%). Within this, Interpreting's fee income decreased by £91,115 (9%). Income from our Advice, Advocacy, Employment and Legal Services work decreased by £241,281 (39%) mainly due to the reduction in Legal Services income and the end of two large funding streams in the previous year. Children, Youth and Families income rose by £30,651 (33%). Income from Social Care work increased by £55,872 (7%), continuing the steady growth of previous years.

**The Royal Association for Deaf people  
(and subsidiary undertaking)**

**Report of the trustees**

**For the year ended 31 March 2014**

---

Expenditure decreased significantly over the previous year by £232,195 (7%). This was mainly due to high strategic investment and redundancy costs in the previous year, combined with reduced costs in the current year.

**Governance**

At the end of the year we had eleven trustees, six of whom are Deaf.

**Strategic Plan**

During the last financial year we have kept our Strategic Plan under review to ensure it remains fit for purpose.

We have a series of strategic objectives and measurements but in the broadest context our strategic objectives fall into two main areas:

- Delivering services for Deaf people
- Developing partnerships to maximise our future sustainability

The current financial operating climate is challenging for many charities and we are no exception. Our strategic plan takes this into consideration and we will continue to maximise every opportunity to develop our services both in terms of our offer and our geographical footprint.

We have made the decision to sell most of our property; the cost of repairs and maintenance and the general under use of the buildings has prompted this decision. The funds from the sale of these properties will be ring fenced and used to develop and deliver services to Deaf people. We are developing our strategic plan related to the use of these funds.

**Results in specific areas of operations**

**Deaf Community Development**

Having recruited our Community Development Manager, the majority of our Deaf Community activity has focused on supporting Deaf Clubs to relocate following the planned sale of the RAD properties.

We have undertaken extensive consultation with people from the Deaf Clubs. Working closely with colleagues in the Administration & Finance Directorate we have been able to respond to the views and wishes of the club members.

We are now working with all Deaf Clubs to provide training and development to committees and members, thus enabling their sustainability. Courses that we are currently supporting the Deaf Clubs to access include iPad training and First Aid.

Having held our second User Conference in October 2013 (in partnership with the Essex Working Together Day) and via attendance at several community events, our work with the Deaf Community is yielding excellent results. We are proud of the achievements and improvements made in day-to-day communication and overall perception of RAD within the community.

**Advocacy, Information, Advice and Employment**

Our Advocacy, Information, Advice and Employment teams have had an exceptionally busy year. We have been awarded several new contracts against a backdrop of funding reductions.

We are preparing to install a new IT system that will better manage all our client and case data; Charity Log. This system was originally designed for AGE UK, but has been widely adopted in the charity sector. It is a sophisticated case management system that can be linked to our current accounting software to streamline data management, monitoring, reporting and charging.

**The Royal Association for Deaf people  
(and subsidiary undertaking)**

**Report of the trustees**

**For the year ended 31 March 2014**  
**Advocacy, Information and Advice**

---

Advocacy promotes social inclusion, equality and justice. Advocates take action to support people to make informed choices, secure their rights, represent their needs and obtain services. Advocates support and encourage individuals to speak up for themselves. We believe that Deaf people should have access to advocacy in their first language: sign language. All our advocates are either Deaf themselves or fluent in sign language and are able to adjust their communication to meet the needs of our clients

Our advocacy partnership network has continued to develop, achieving agreements with Pohwer (to provide spot purchase/case based formal advocacy where Pohwer hold formal advocacy contracts) and SEAP, an advocacy provider based in Hastings. The latter has resulted in our securing the Essex contract to deliver formal and NHS complaints advocacy. We are also working SEAP to develop alternative service models to offer to funders.

Our Quality Performance Mark (QPM) was temporarily suspended after the closure of Action for Advocacy. The standard has now been re-released and our first stage/desk top assessment will take place anon.

We have secured funding to develop our group advocacy: to support Deaf people to take forward common issues collectively. Our Health Information Workshops have also attracted Essex CC funding. Having access to health information will contribute towards improving Deaf people's physical and mental health and wellbeing.

The Information, Advice and Guidance (IAG) service continues to deliver good quality advice to clients in six London boroughs and across Essex (countywide), either independently or through partnerships with CAB, Age UK, Mencap and other general disability organisations. As with other services, we are looking to develop these partnerships in order to sustain and grow the IAG offering. We are also preparing the service for a new quality mark; Advice Quality Standard (AQS). This replaced the Community Legal Service (CLS) quality mark that the advice service held previously before it became part of the Deaf Law Centre.

Essex County Council (ECC) will continue funding RAD's advice and carers' support/advice service to March 2015. RAD has been supporting ECC to develop a new sensory pathway and new services will be commissioned under this pathway ready for delivery in April 2015.

**Employment**

2013/14 has been a significant year in the development of our Employment Service. The team secured employment for 45% of clients during a three month period under JCP's Right to Control (RtC).

Partnerships continue to develop through engaging with The DWP's Work Programme (WP) and Work Choice (WC). We are now supporting clients in Essex, London, Suffolk, Norfolk and Sussex through key prime providers such as Avanta and Seetec. This development work continues and we anticipate establishing more successful partnerships under WP/WC.

We are also continuing our efforts to further support Deaf people into employment through JCP funding, specifically Flexible Support Fund.

An application for Big Lottery funding to continue the valuable work of our Deaf Achieve project has been submitted and we await the outcome, anticipated July 2014.

**The Royal Association for Deaf people  
(and subsidiary undertaking)**

**Report of the trustees**

**For the year ended 31 March 2014**

---

**Legal Services**

We made a significant loss in the provision of legal services. This was mainly as a result of government funding cuts. Sadly, because of the scale of losses, we decided to close our Deaf Law Centre. However we continue to offer specialist advice services. We remain committed to the Deaf Law Centre Quality Mark. This will help Deaf people to select legal services that are accessible and understand their needs.

**Interpreting and Communication Services**

We have provided communication services for a total of 5,032 bookings, the majority of these bookings relate to the provision of BSL Interpreting services and some to more general communication services (e.g. note taking). We are proud that 96% of customers rated our services as excellent or good.

We have been responsive to customers' needs and expectations. We have achieved this through unparalleled levels of engagement and service with customers and by our comprehensive feedback system. We continue to meet and consult with the Deaf community and our freelance communication professionals.

We are delivering communication services to Deaf people in Essex and Kent, having secured the contract to deliver services to Essex County Council and Essex Probation Service via the INTRAN Framework Contract, and re-secured our Kent Framework Contract.

This year we launched a new IT system to manage bookings and billing more effectively. We have been commissioned to deliver the interpreting coordination service for [sonus]

The introduction of our Video Relay Service (VRS) was delayed due to resource constraints. However it has been launched internally and we are working with an external partner to roll this out to external customers.

We have demonstrated our commitment to improving the quality of communication services for d/Deaf and Deafblind people by increasing the standard of interpreting skill within the staff team via our excellent Continuous Professional Development programme. We have worked in partnership with a London-based training provider, Signamic, to support this.

Our commitment to the development of the Sign Language Interpreting profession continues, as evidenced by RAD providing mentoring and support to freelance communication professionals. We have provided shadowing opportunities for student interpreters. We hosted a second introductory seminar on Social Haptic Communication. This was attended by members of the Deaf Community and professionals working with Deafblind people.

**Social Care**

The Social Care team continue to deliver excellent services to people who need care and support, and we are expanding our geographical reach across London and the South East.

After a reorganisation within the service, we recruited two Team Leaders, for London and Surrey, in order to better manage and develop social care services across the current geographical footprint and beyond. The new arrangement has taken time to embed and we are now ready for growth.

We delivered a total of 27,282 social care support hours to 72 people (2013/14 22,905 hours and 65 clients). Growth of 19% and 10% respectively on last year.

We successfully passed our CQC assessment and have made improvements to the service as a result of this process, specifically in terms of quality assurance.

We maintained two grant funds (approx. £40k) from Surrey County Council, despite significant cuts in Local Authority funding.

**The Royal Association for Deaf people  
(and subsidiary undertaking)**

**Report of the trustees**

**For the year ended 31 March 2014**

---

**Children, Family and Transition Services**

The Children, Youth and Families team have provided a range of services to children and young people, and provided support to families sometimes at crisis point.

A reorganisation of the service has resulted in a new post; Children, Family and Transition Manager. This has consolidated and grown the service.

We supported 263 children and young people through activities under various funding streams including Children in Need, Essex County Council and Medway County Council.

We are currently delivering Family Sign teaching support to families in Essex in order to improve communication at home. We have received very positive feedback about this from families about this. Most referrals are from social workers, and speech and language therapists. This is funded by Essex County Council.

Through our partnership with 3SC we have successfully developed our transition service under London Youth's programme: Talent Match – engaging with young Deaf people in transition to improve employability. This partnership resulted in our involvement in the Intergr8 programme, to engage with schools and young people, aged 14 -16 who are at risk of exclusion.

**Reserves policy**

The trustees continue to anticipate difficult economic conditions ahead have resolved to hold general funds at 31 March 2014 equivalent to four months' outgoings (i.e. around £1,039,386 for the financial year 2014/15) for working capital and contingencies, in addition to the restricted and designated funds held.

General funds as at 31 March 2014 were £563,528 (March 2013 £880,111).

Unrestricted reserves in the accounts at 31 March 2014 were £2,989,726 (£2,751,875 at 31 March 2013). The trustees regularly review the levels of reserves and funds held at 31 March 2014 are held for the following purposes:

Property held for use by the Deaf Community and the development of future services	1,970,322
Reserves needed to cover the 2013/14 budgeted deficit	193,074
Funds held in investment properties	310,000
Funds designated for future growth and commitments	123,163
Funds available to meet the reserve policy	393,167
 Total funds	 £2,989,726

**Investment policy and performance**

In view of the persisting low interest rates we continue to review our cash management policies on a regular basis to take advantage of the best rates offered by the financial institutions. Some stocks which were inherited are being held until the price improves before disposal. Where properties become surplus to requirements they are held as investment properties and rented out until a suitable point for sale.

**Grant making policy**

From time to time, when resources and other commitments permit, the trustees make small grants (usually not more than £250) to groups of Deaf people to encourage and develop community activities.



**The Royal Association for Deaf people  
(and subsidiary undertaking)**

**Report of the trustees**

**For the year ended 31 March 2014**

---

**Risk statement**

We continue to feel the effects of public expenditure controls. These are expected to intensify over the forthcoming. Bearing these factors in mind the major risks facing RAD are as follows:

- a) Failure of all services to achieve budgeted income targets especially in a period of reduced and more tightly controlled public expenditure
- b) Failure of legacy income

We ended the year with sufficient reserves to cover potential deficits for several years, and to mitigate the risks above we plan to maintain the current level of reserves at four months' outgoings. We are striving to reduce our reliance on legacies and to reduce our deficit in future years.

**Responsibilities of the trustees**

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the year then ended.

In preparing those financial statements which give a true and fair view, the trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charitable company will continue on that basis

The trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006.

The trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**The trustees**

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Martin Glover	Roger Beeson
Revd Dr Margaret Joachim (resigned 24 July 2013)	David Clarke
Toby Burton	Dean Fathers (resigned 27 January 2014)
Tony Sheill (resigned 27 July 2013)	Ann Goldfinch (resigned 24 July 2013)
Sarah Reed	Mark Napier
Tyron Woolfe (appointed 29 January 2014)	Revd David Cloake (appointed 24 July 2013)
Eoin Heffernan (appointed 30 October 2013)	Shana Weinbaum (appointed 30 October 2013)
David Moller (appointed 30 October 2013)	

*Eight of the trustees listed above are deaf*

**The Royal Association for Deaf people  
(and subsidiary undertaking)**

**Report of the trustees**

**For the year ended 31 March 2014**

---

**Appointment of trustees**

Trustees are appointed for a three year term at an AGM and are allowed to stand for a second consecutive term. Trustees can stand subsequently for re-appointment but must leave the board for a period of one year. When new trustees are needed, members of the existing board are reviewed and any skills gap identified. The Chief Executive is then given the task of identifying candidates for potential appointment by the trustees.

Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up. The total number of such guarantees at 31 March 2014 was 15 (2013 - 13). The trustees have no beneficial interest in the charitable company.

**Statement of disclosure of information to auditors**

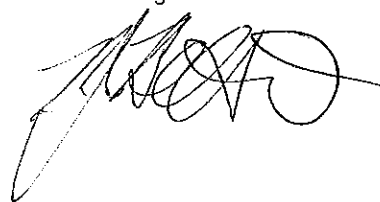
We, the directors of the company who held office at the date of approval of these Financial Statements, as set out above, each confirm as far as we are aware, that:

- there is no relevant audit information of which the company's auditors are unaware; and
- we have taken all the steps that we ought to have taken as directors in order to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Griffin Chapman were appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 23 July 2014 and signed on their behalf by

Mr Roger Beeson - Chairman

A handwritten signature in black ink, appearing to be 'R. Beeson', written over a horizontal line.

## Independent Auditors' Report to the members of The Royal Association for Deaf people

---

We have audited the financial statements of The Royal Association for Deaf people for the year ended 31 March 2014 which comprise the Statement of Financial Activities, the Balance Sheet, the Cashflow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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. 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

### Respective responsibilities of trustees and auditors

As explained more fully in the Trustees' Responsibilities Statement on page 9, 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.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

### Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Report of the Trustees to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

### Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2014, and of its 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.

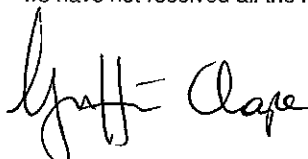
### Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements.

### Matters on which we are required to report by exception

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the 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.



G H Tarr (Senior Statutory Auditor)  
For and on behalf of Griffin Chapman  
Statutory Auditor

Date 1<sup>st</sup> August 2014

4 & 5 The Cedars  
Apex 12  
Old Ipswich Road  
Colchester  
Essex CO7 7QR

**The Royal Association for Deaf people  
(and subsidiary undertakings)**  
**Consolidated Statement of financial activities  
(incorporating an income and expenditure account)**

**For the year ended 31 March 2014**

		Restricted	Unrestricted	2014 Total	2013 Total
	Note	£	£	£	£
<b>Incoming resources</b>					
<i>Incoming resources from generated funds</i>					
Voluntary Income	2	2,144	393,549	<b>395,693</b>	249,930
Investment income	3	-	167,817	<b>167,817</b>	134,491
		<u>2,144</u>	<u>561,366</u>	<b>563,510</b>	<u>384,421</u>
<i>Incoming resources from charitable activities</i>					
Advice, advocacy, employment and legal services	4	135,705	241,715	<b>377,420</b>	618,701
Social Care	4	27,721	815,459	<b>843,180</b>	787,308
Children, youth and families	4	78,394	44,728	<b>123,122</b>	92,471
Education and training	4	-	20,156	<b>20,156</b>	-
Interpreting fees	4	-	958,831	<b>958,831</b>	1,049,946
Other services	4	-	50,774	<b>50,774</b>	113,447
		<u>241,820</u>	<u>2,131,663</u>	<b>2,373,483</b>	<u>2,661,873</u>
<b>Other incoming resources</b>					
Gain on the disposal of fixed assets		-	620,149	<b>620,149</b>	-
<b>Total incoming resources</b>		<u>243,964</u>	<u>3,313,178</u>	<b>3,557,142</b>	<u>3,046,294</u>
<i>Costs of generating funds:</i>					
Fundraising		-	(34,443)	<b>(34,443)</b>	(31,032)
<b>Net incoming resources available for charitable application</b>		<u>243,964</u>	<u>3,278,735</u>	<b>3,522,699</b>	<u>3,015,262</u>
<b>Resources expended</b>					
<i>Charitable expenditure</i>					
Deaf Centres and Community Development		11,122	190,491	<b>201,613</b>	217,080
Advice, advocacy, employment and legal services		133,641	507,400	<b>641,041</b>	820,540
Social Care		27,721	918,093	<b>945,814</b>	930,956
Children, youth and families		78,310	90,194	<b>168,504</b>	148,441
Interpreting		63	1,247,882	<b>1,247,945</b>	1,249,802
Training and other services		-	1,596	<b>1,596</b>	77,827
<i>Governance costs</i>		-	44,573	<b>44,573</b>	42,047
<b>Total charitable expenditure</b>		<u>250,857</u>	<u>3,000,229</u>	<b>3,251,086</b>	<u>3,486,692</u>
<b>Total resources expended</b>	5	<u>250,857</u>	<u>3,034,672</u>	<b>3,285,529</b>	<u>3,517,724</u>
<b>Net incoming resources before gains &amp; transfers</b>	6	(6,893)	278,506	<b>271,613</b>	(471,430)
<b>Transfers</b>		-	-	-	-
<b>Net income for the year</b>		(6,893)	278,506	<b>271,613</b>	(471,430)
Unrealised gain/(loss) - Fixed Asset Investments	10	-	(10,292)	<b>(10,292)</b>	3,796
Unrealised gain/(loss) - Current Asset Investments	11	-	(30,363)	<b>(30,363)</b>	30,361
<b>Net movement in funds</b>		(6,893)	237,851	<b>230,958</b>	(437,273)
<b>Funds at 1 April 2013</b>		<u>118,543</u>	<u>2,751,875</u>	<b>2,870,418</b>	<u>3,307,691</u>
<b>Funds at 31 March 2014</b>		<u>111,650</u>	<u>2,989,726</u>	<b>3,101,376</b>	<u>2,870,418</u>

The company has not prepared a separate income and expenditure account. The surplus for the year was £230,958 (2013: Deficit £437,273)

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 18 to the financial statements.

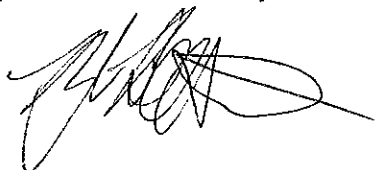
The Royal Association for Deaf people (Limited by guarantee)  
 (and subsidiary undertakings)  
 Company number 3973353

Balance sheet

As at 31 March 2014

		Group		Company	
	Note	2014	2013	2014	2013
			£	£	£
<b>Fixed assets</b>					
Tangible Fixed assets	9	1,228,598	1,209,506	1,228,598	1,209,506
Investments	10	355,332	365,624	355,335	365,627
		<u>1,583,930</u>	<u>1,575,130</u>	<u>1,583,933</u>	<u>1,575,133</u>
<b>Current assets</b>					
Debtors	11	1,153,986	538,451	1,163,004	578,450
Current asset investments	12	658,456	950,144	658,456	950,144
Cash at bank and in hand		14,968	50,470	6,403	10,830
		<u>1,827,410</u>	<u>1,539,065</u>	<u>1,827,863</u>	<u>1,539,424</u>
<b>Creditors: amounts falling due within one year</b>	13	<u>309,964</u>	<u>243,777</u>	<u>309,964</u>	<u>243,777</u>
<b>Net current assets</b>		<u>1,517,446</u>	<u>1,295,288</u>	<u>1,517,899</u>	<u>1,295,647</u>
<b>Net assets</b>	15	<u>3,101,376</u>	<u>2,870,418</u>	<u>3,101,832</u>	<u>2,870,780</u>
<b>Funds</b>					
Restricted funds		111,650	118,543	111,650	118,543
Unrestricted funds					
Revaluation reserve		22,713	63,368	22,713	63,368
Designated funds		2,403,485	1,808,396	2,403,485	1,808,396
General funds		563,528	880,111	563,984	880,473
<b>Total funds</b>	18	<u>3,101,376</u>	<u>2,870,418</u>	<u>3,101,832</u>	<u>2,870,780</u>

Approved by the trustees on 23 July 2014 and signed on their behalf by



Mr Roger Beeson - Chairman

The Royal Association for Deaf people  
(and subsidiary undertakings)

Cashflow statement

For the year ended 31 March 2014

	2014	£	£	2013	£
<b>Net cash flow from operating activities</b>			(891,392)		(498,712)
<b>Returns on investments &amp; servicing of finance</b>					
Interest received	33,002			33,942	
Dividends received	271		-		
			33,273		33,942
<b>Taxation</b>			-		-
<b>Capital expenditure &amp; financial investment</b>					
Acquisition of tangible fixed assets	(83,422)		(400,023)		
Sale of tangible fixed assets	644,712		-		
Sale of current asset investment	200,000		(200,000)		
Acquisition of intangible fixed assets	-		(5,000)		
			761,290		(605,023)
<b>Net cash flow</b>			<u>(96,829)</u>		<u>(1,069,793)</u>

Notes to the cashflow statement

1. Reconciliation of net incoming resources to net cash flow from operating activities

	2014	2013
	£	£
<b>Net incoming/(outgoing) resources for the year</b>	271,613	(471,430)
Interest received	(33,002)	(33,942)
Dividends received	(271)	-
Loss/(profit) on sale of tangible fixed assets	(620,149)	-
(Increase)/decrease in debtors	(615,535)	(16,917)
Increase/(decrease) in creditors	66,187	5,072
Depreciation and amortisation of goodwill	39,765	18,505
<b>Net cash flow from operating activities</b>	<u>(891,392)</u>	<u>(498,712)</u>

2. Analysis of changes in cash and current asset investment during the year

	March	Cashflow	At 31 March	Cashflow	At 31 March
	2012	£	2013	£	2014
	£	£	£	£	£
Cash at bank and in hand	10,727	39,743	50,470	(35,502)	14,968
Current asset cash investments	1,829,319	(1,109,536)	719,783	(61,327)	658,456
	<u>1,840,046</u>	<u>(1,069,793)</u>	<u>770,253</u>	<u>(96,829)</u>	<u>673,424</u>

**The Royal Association for Deaf people  
(and subsidiary undertakings)**

**Notes to the financial statements**

**For the year ended 31 March 2014**

---

**1. Accounting policies**

- a) The financial statements have been prepared under the historical cost convention (except for investments which are included at market value). The financial statements have been prepared in accordance with the Statement of Recommended Practice - Accounting and Reporting by Charities (SORP 2005) issued in March 2005, applicable UK accounting standards and the Companies Act 2006. The principal accounting policies adopted in the preparation of the financial statements are set out below.

These financial statements consolidate the results of the charity and its wholly owned subsidiaries tRADe Limited and RAD Deaf Legal Enterprises CIC. In accordance with paragraph 397 of the charities SORP 2005, no separate SOFA has been prepared for the charity alone

The financial statements do not include the results, assets and liabilities of the Association's centres for Deaf people, as these are run independently. See note 19 for details of centres for Deaf people.

- b) Voluntary income is received by way of donations and gifts and is included in full in the statement of financial activities when receivable. Intangible income is recognised as an incoming resource where the provider of the service has incurred a financial cost. Volunteer time is not included in the financial statements.
- c) Grants are recognised in full in the statement of financial activities in the year in which they are receivable, unless these relate to a specific future period in which case they are deferred.
- d) Legacy income is accounted for on a receivable basis. A legacy is considered receivable for the period only once the amount is known with certainty.
- e) Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered.

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned based on the direct cost of the activity.

Governance costs include the management of the charitable company's assets, organisational management and compliance with constitutional and statutory requirements.

- f) Freehold properties other than investment properties are shown at trustees' valuation made in 1952 together with the cost of subsequent additions. Fixed assets (other than freehold properties) are stated at historical cost less aggregate depreciation.

**The Royal Association for Deaf people  
(and subsidiary undertakings)**

**Notes to the financial statements**

**For the year ended 31 March 2014**

---

**1. Accounting policies (continued)**

g) Depreciation is provided at rates calculated to write off the cost (or valuation) of each asset over its expected useful life. The depreciation rates in use are as follows:

Freehold property	2% straight line basis (excluding land)
Leasehold property	Evenly over the shorter of the outstanding portion of the lease or 50 years
Furniture fittings and equipment	20% straight line basis
Computer and office equipment	33% straight line basis

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities.

- h) Investment properties are stated at market value based on the trustees' valuation. This is based on annual rental income over a 10 year period. It is the Association's policy to keep valuations up to date such that when investments are sold there is no gain or loss arising.
- i) Listed and current asset investments are stated at market value at the balance sheet date. The gain or loss for the period is taken to the statement of financial activities.
- j) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management and administration costs.
- k) Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity.
- l) Designated funds are unrestricted funds earmarked by the trustees for particular purposes.
- m) The costs of generating funds relate to the costs incurred by the charitable company in raising funds for the charitable work.
- n) Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of financial activities in the year in which they fall due.
- o) The Association has a group personal pension plan that is available to all employees. During the year the association also participated in a multi-employer money purchase pension scheme. Contributions to this scheme ceased during the year with no active members remaining in the scheme. Defined contributions are paid into the scheme on a monthly basis. All pension costs are charged to the statement of financial activities as incurred.

In accordance with FRS 17, paragraph 9(b) the Association accounts for pension costs on the basis of contributions to the Scheme in the year.



**The Royal Association for Deaf people  
(and subsidiary undertakings)**

**Notes to the financial statements**

**For the year ended 31 March 2014**

**2. Voluntary Income**

	Restricted £	Unrestricted £	2014 Total £	2013 Total £
Legacies	-	353,378	<b>353,378</b>	231,967
Donations, appeals, gifts and collections	2,144	40,171	<b>42,315</b>	17,963
<b>Total</b>	<b>2,144</b>	<b>393,549</b>	<b>395,693</b>	<b>249,930</b>

**3. Investment income**

	Restricted £	Unrestricted £	2014 Total £	2013 Total £
Dividends	-	271	<b>271</b>	-
Bank deposit interest	-	33,002	<b>33,002</b>	33,942
Realised gain on sale of investments	-	35,000	<b>35,000</b>	-
Rental income	-	99,544	<b>99,544</b>	100,549
	-	167,817	<b>167,817</b>	134,491

**4. Incoming resources**

	Restricted £	Unrestricted £	2014 Total £	2013 Total £
<b>Grants and contract income - Advice advocacy, employment and Legal Services</b>				
Local Authority Agency Grants	69,852	67,196	<b>137,048</b>	130,310
Essex Learning Partnership	-	2,400	<b>2,400</b>	-
London Councils - BMER	-	-	<b>-</b>	92,692
Chiron Trust via Essex Community Foundation	5,000	-	<b>5,000</b>	-
Eastern Legal Support Trust	3,750	-	<b>3,750</b>	-
Money Advice Service via A4E	-	5,748	<b>5,748</b>	8,959
DWP - employment work and assesments	-	28,100	<b>28,100</b>	17,000
Legal Services Commission	-	36,557	<b>36,557</b>	93,319
<b>Total - Statutory Sources</b>	<b>78,602</b>	<b>140,001</b>	<b>218,603</b>	<b>342,280</b>
Big Lottery - Deaf Minority Advice	-	-	<b>-</b>	149,317
Big Lottery - Talent Match	4,582	-	<b>4,582</b>	-
Big Lottery - Deaf Achieve	52,521	-	<b>52,521</b>	-
Other incoming resources	-	101,714	<b>101,714</b>	127,104
	<b>135,705</b>	<b>241,715</b>	<b>377,420</b>	<b>618,701</b>

**The Royal Association for Deaf people  
(and subsidiary undertakings)**

**Notes to the financial statements**

**For the year ended 31 March 2014**

**4. Incoming resources (continued)**

	Restricted	Unrestricted	2014 Total	2013 Total
	£	£	£	£
<b>Grants and contract income - Social Care</b>				
Local Authority Agency Grants	-	48,534	<b>48,534</b>	29,639
Local Education and Health	-	39,018	<b>39,018</b>	55,483
Essex County Council - Carers	20,500	-	<b>20,500</b>	20,500
Alzheimers Society - Deaf with Dementia	-	-	-	1,810
Total - Statutory Sources	20,500	87,552	<b>108,052</b>	107,432
Other incoming resources	7,221	727,907	<b>735,128</b>	679,876
	<u>27,721</u>	<u>815,459</u>	<u><b>843,180</b></u>	<u>787,308</u>

**The Royal Association for Deaf people  
(and subsidiary undertakings)**

**Notes to the financial statements**

**For the year ended 31 March 2014**

**4. Incoming resources (continued)**

	Restricted	Unrestricted	2014 Total	2013 Total
	£	£	£	£
<b>Grants and contract income - Children, youth and families</b>				
Local Authority Agency Grants	-	4,917	4,917	-
Essex County Council - Essex Youthclubs	27,839	-	27,839	10,248
Boshier-Hinton Foundation	6,000	-	6,000	-
Aiming High for Disabled children	18,227	-	18,227	45,563
Total - Statutory Sources	52,066	4,917	56,983	55,811
Big Lottery - Awards for All	-	-	-	(3,223)
Children In Need	26,328	-	26,328	27,085
Other incoming resources	-	39,811	39,811	12,798
	<u>78,394</u>	<u>44,728</u>	<u>123,122</u>	<u>92,471</u>
<b>Contract income - Education and training</b>				
Total - Statutory Sources	-	-	-	-
Other incoming resources	-	20,156	20,156	-
	<u>-</u>	<u>20,156</u>	<u>20,156</u>	<u>-</u>
<b>Income - Interpreting</b>				
Grant Income - Statutory Sources	-	-	-	-
Other incoming resources	-	958,831	958,831	1,049,946
	<u>-</u>	<u>958,831</u>	<u>958,831</u>	<u>1,049,946</u>
<b>Income - Other services</b>				
Provision of back office support to other deaf organisations	-	46,617	46,617	89,547
Collaborative working	-	-	-	23,900
Other income	-	4,157	4,157	23,900
	<u>-</u>	<u>50,774</u>	<u>50,774</u>	<u>113,447</u>

Unsolicited unrestricted grants are treated as donations. Restricted grants, above, are for activities in furtherance of the charity's objects.

The Royal Association for Deaf people  
(and subsidiary undertakings)

Notes to the financial statements

For the year ended 31 March 2014

5. Total resources expended

	Fundraising	Deaf Centres and Community Development	Advice Service	Social Care	Children youth and families	Training and other Services	Interpreting	Governance	Support costs apportioned	Total 2014	2013
	£	£	£	£	£	£	£	£	£	£	£
Staff costs (note 7)	-	22,813	425,317	634,064	103,852	318	885,960	23,432	445,197	2,540,953	2,669,685
Caretaking and cleaning	-	17,415	-	-	-	-	-	-	3,579	20,994	22,236
Rent, rates, heating, lighting	-	36,999	2,220	17,421	953	118	1,724	-	76,910	136,345	118,822
Depreciation and amortisation	-	-	-	-	-	-	-	-	39,765	39,765	18,905
Repairs, maintenance, insurance	-	36,486	207	845	10	-	446	-	22,349	60,337	69,561
Postage and telephones	-	606	13,996	10,460	2,261	54	8,044	-	15,940	51,361	52,196
Printing and stationery	-	6	1,766	4,541	253	-	912	-	7,436	14,916	15,418
Transport and subsistence	-	2,795	26,412	69,091	6,804	685	75,896	-	7,901	189,524	209,499
Professional fees	-	11,142	353	720	-	-	-	10,384	44,689	67,288	62,469
Fundraising and publicity direct costs	27,954	-	-	-	-	-	-	-	-	27,954	25,937
External training fees	-	-	-	-	-	-	-	-	-	-	-
Transfer of restricted fund to London Diocese	-	-	-	-	-	-	-	-	-	-	-
Property refurbishment costs	-	-	-	-	-	-	-	-	-	-	44,706
Green Lanes expenditure (including Legal fees)	-	-	-	-	-	-	-	-	-	-	-
Office equipment, repairs, maintenance and hire	-	1,562	12,005	481	983	-	2,301	-	8,378	25,720	72,302
General expenses	-	24,837	14,512	20,636	8,483	120	7,565	2,360	21,481	100,094	122,722
Apportionment of shared premises and office costs	-	8,991	23,489	9,375	13,151	-	30,000	-	(74,668)	10,278	(6,834)
Total direct costs	27,954	153,632	520,277	767,634	136,760	1,295	1,012,848	36,176	618,953	3,285,529	3,517,724
Support costs apportioned based on direct costs	6,489	37,991	120,764	178,180	31,744	301	235,097	8,997	(618,953)	-	-
	34,443	201,613	641,041	945,814	168,504	1,596	1,247,945	44,573	-	3,285,529	3,517,724

**The Royal Association for Deaf people  
(and subsidiary undertakings)**

**Notes to the financial statements**

**For the year ended 31 March 2014**

**6. Net incoming resources for the year**

This is stated after charging :

	2014	2013
	£	£
Depreciation	39,765	18,505
Trustees' directors and officers indemnity insurance	3,889	7,918
Trustees' remuneration	Nil	Nil
Trustees' reimbursed expenses	462	618
Auditors' remuneration:		
▪ Audit fee current year	9,917	9,583
▪ Audit fee prior year under accrued	467	-
▪ Non-audit services	-	216
Operating lease rentals:		
▪ Property	33,492	43,558
▪ Other	-	1,760
	<u>          </u>	<u>          </u>

Expenses reimbursed to trustees represent the reimbursement of travel and subsistence costs to 7 (2013-4) trustees relating to attendance at trustee meetings. These expenses, are subject to the charity's processes of internal controls.

As in previous years, all the trustees worked honorarily for the Association and accordingly received no remuneration for their services. No directors were paid for other paid work during the year (2013 £nil).

**7. Staff costs and numbers**

Staff costs were as follows:

	2014	2013
	£	£
Salaries and wages	1,872,523	1,995,968
Social security costs	155,774	169,841
Pension contributions	<u>92,197</u>	<u>92,849</u>
	2,120,494	2,258,658
Freelance, temp and agency staff, training and recruitment	<u>420,459</u>	<u>431,027</u>
	<u>2,540,953</u>	<u>2,689,685</u>

The following number of employees earned in excess of £60,000 (including pension contributions):

£60,000 - £70,000	3	(2013 £60,000 - £70,000	1)
£70,000 - £80,000	0	(2013 £70,000 - £80,000	1)

**The Royal Association for Deaf people  
(and subsidiary undertakings)**

**Notes to the financial statements**

**For the year ended 31 March 2014**

---

**7. Staff costs and numbers (continued)**

The average weekly number of employees (full-time equivalent) during the year was as follows:

	<b>2014</b>	2013
	<b>No.</b>	No.
Deaf Centres and Community Development	<b>1</b>	0
Advice, advocacy and employment	<b>9</b>	18
Children, Youth and Families	<b>6</b>	3
Social care	<b>38</b>	31
Interpreting	<b>20</b>	20
Governance	<b>1</b>	1
Fundraising and Publicity	<b>3</b>	3
	<b>78</b>	76

At 31 March 2014 there were 114 individuals (2013: 116) employed on a full and part-time basis.

**8. Taxation**

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

The Royal Association for Deaf people  
(and subsidiary undertakings)

Notes to the financial statements

For the period ended 31 March 2014

9. Tangible fixed assets

	Freehold properties* £	Furniture, fittings, plant and equipment £	Totals £
<b>COST</b>			
At 1 April 2013	1,332,932	130,294	1,463,226
Additions in year	-	83,422	83,422
Disposals in year	(22,219)	(51,997)	(74,216)
At 31 March 2014	1,310,713	161,719	1,472,432
<b>DEPRECIATION</b>			
At 1 April 2013	129,107	124,613	253,720
Depreciation on disposals	(3,330)	(46,321)	(49,651)
Charge for the year	12,236	27,529	39,765
At 31 March 2014	138,013	105,821	243,834
<b>NET BOOK VALUE</b>			
At 31 March 2013	1,203,825	55,898	1,228,598
At 31 March 2014	1,172,700	55,898	1,228,598

All property and equipment are held in furtherance of the Association's charitable objectives.

\* Freehold properties are shown at trustees' valuation made in 1952 together with the cost of subsequent additions.

The Charity's Freehold Properties are mainly used for charitable purposes and therefore no valuation has been carried out.

The Green Lanes property which is included within Freehold Properties was seriously damaged by fire; it has not been written off as its net book value is lower than any proceeds which would be received from its sale.

**The Royal Association for Deaf people  
(and subsidiary undertakings)**

**Notes to the financial statements**

**For the year ended 31 March 2014**

**10. Fixed asset investments**

	2014	2013
	£	£
a) Investment in subsidiary undertakings	<u>3</u>	<u>3</u>

At 31 March 2014 the Association owned 100% of the share capital (2 x £1 ordinary shares) of tRADe Limited which was established to undertake the commercial activities of the Association. At 31st March 2014 the aggregate of the share capital and reserves of tRADe Limited was £(322) (2013 £(212)) and the deficit for the year then ended was £120 (2013 £70).

At 31 March 2014 the Association owned 100% of the share capital (1 x £1 ordinary shares) of RAD Deaf Legal Enterprise Community Interest Company which was formed to establish a legal service for Deaf people. At 31st March 2014 the aggregate of the share capital and reserves of RAD Deaf Legal Enterprises CIC was £(124) (2013 £(150)) and the surplus for the year then ended was £26 (2013 £150 deficit).

b) Listed investments:	£	
At 1 April 2013	45,624	
Net unrealised gain/(loss) for the year	<u>(292)</u>	
At 31 March 2014	<u>45,332</u>	
Historical cost at 31 March 2014	<u>12,614</u>	
Net unrealised investment gains	<u>32,718</u>	
This is represented by:	£	
Home Retail Group ordinary shares	5,520	
Experian Group ordinary shares	27,193	
Burberry Group ordinary shares	12,572	
Investment deposit account	<u>47</u>	
	<u>45,332</u>	45,332

c) Investment Properties:	<b>Old Oak Road, Acton</b>	
<b>Market value</b>		
At 1 April 2013	<b>310,000</b>	
Net unrealised gain for the year	<u>-</u>	
At 31 March 2014	<u>310,000</u>	310,000
<b>Historical cost</b>		
At 1 April 2012 and 31 March 2013	<u>15,654</u>	
Unrealised gains at 31 March 2014	<u>294,346</u>	
d) Unlisted Investments		
DNUK Limited - historical cost at 1 April 2013	<b>10,000</b>	
Unrealised loss for the year	<u>(10,000)</u>	
	<u>-</u>	<u>355,335</u>

During 2011/12, the trustees agreed to invest £10,000 in DNUK Limited, a company established to co-ordinate the implementation of Video Relay Service for the member Deaf organisations. £5,000 had been invested at 31 March 2012 with a further £5,000 investment made in April 2012. During the year to 31 March 2014, the trustees decided to write down the carrying value of these shares to nil due to uncertainty of any future returns.



**The Royal Association for Deaf people  
(and subsidiary undertakings)**

**Notes to the financial statements**

**For the year ended 31 March 2014**

11. Debtors	Group		Company	
	2014	2013	2014	2013
	£	£	£	£
Other debtors	466,103	434,576	459,668	421,897
Accrued proceeds sale of East Rd, West Ham tRADe Limited	635,214	-	635,214	-
RAD Deaf Legal Enterprises CIC	-	-	12,815	51,524
Prepayments and accrued income	-	-	2,638	1,154
	<u>52,669</u>	<u>103,875</u>	<u>52,669</u>	<u>103,875</u>
	<u>1,153,986</u>	<u>538,451</u>	<u>1,163,004</u>	<u>578,450</u>

12. Current Asset Investments	2014	2013
	£	£
COIF Charities Investment Fund	-	200,000
Unrealised Gain on COIF Investment Fund	-	30,361
	-	<u>230,361</u>
Current asset cash investments	<u>658,456</u>	<u>719,783</u>
	<u>658,456</u>	<u>950,144</u>

13. Creditors: amounts falling due within one year	Group		Company	
	2014	2013	2014	2013
	£	£	£	£
Taxation and social security	39,792	40,843	39,792	40,843
Accruals	64,935	64,818	64,935	64,818
Deferred grants (see note 14)	62,778	52,767	62,778	52,767
Other creditors	142,459	85,349	142,459	85,349
	<u>309,964</u>	<u>243,777</u>	<u>309,964</u>	<u>243,777</u>

14. Deferred Income	2014
	£
Deferred income comprises income received or invoiced in advance of work carried out	
Balance as at 1 April 2013	52,767
Amount released to incoming resources	(48,667)
Amount deferred in year	58,678
<b>Balance as at 31 March 2014</b>	<u><b>62,778</b></u>

15. Analysis of net assets between funds	Restricted funds	Designated funds	General funds	Total funds
	£	£	£	£
Tangible fixed assets	-	1,228,598	-	1,228,598
Long term investments	-	332,713	22,619	355,332
Current asset investments	105,804	864,887	(312,235)	658,456
Cash	5,846	-	9,122	14,968
Net debtors less creditors	-	-	844,022	844,022
<b>Net assets at 31 March 2014</b>	<u><b>111,650</b></u>	<u><b>2,426,198</b></u>	<u><b>563,528</b></u>	<u><b>3,101,376</b></u>

**16. Related Party Transactions**  
The charitable company has taken exemption under FRS8 not to disclose transactions between itself and its subsidiaries, tRADe Limited and RAD Deaf Legal Enterprises CIC as these transactions are included in the consolidated financial statements.

**The Royal Association for Deaf people  
(and subsidiary undertakings)**

**Notes to the financial statements**

**For the year ended 31 March 2014**

**16. Related Party Transactions (continued)**

The Association purchased freelance interpreting from Small Successes Limited. A Director of the company, Roger Beeson, was appointed as a Trustee on 20th July 2005. The value of freelance interpreting purchased from the company was £500 (2013 £680). These services were purchased on a normal commercial basis.

During the year, funding of the Big Lottery - Talent Match £4,582 and ATW (Wales) £8,800 grants were paid as part of much larger grants won by 3SC. Eoin Heffernan, was appointed trustee on 30 October 2013 and is Chief Operating Officer at 3SC. Grants awarded to the Charity through 3SC were made on a normal commercial basis.

During the year, the Charity instructed Whybrow Chartered Surveyors and Property Consultants to conduct a feasibility study relating to one of its properties. Martin Glover, one of the charity's trustees was paid £2,450 by Whybrow to carry out some of the work on this feasibility study. The charity paid Whybrow £7,650 for this work.

The chairman of the charity was also chairman of [sonus]. During the year the charity provided back office support services including finance and interpreting coordination to [sonus] to the value of £27,766. [Sonus] provided HR support to the charity during the year amounting to £1,500 along with the administration of staff BSL training courses, £51.

During the year ended 31 March 2012, the Charity's Chief Executive became a Director (as The Charity's representative) of Deaf Network UK Limited, a company in which the charity has invested.

**17. Operating lease commitments**

The charitable company had annual commitments under operating leases expiring as follows:

	Property		Equipment	
	2014	2013	2014	2013
	£	£	£	£
Less than 1 year	-	10,368	-	1,760
More than 5 years	<u>33,492</u>	<u>33,492</u>	-	-
	<u>33,492</u>	<u>43,860</u>	-	<u>1,760</u>

**18. Movements in funds**

	At 1 April 2013	Incoming resources	Outgoing resources	Transfers & Investment Gains	At 31 March 2014
	£	£	£	£	£
<b>Restricted funds:</b>					
London Borough of Lambeth	-	11,527	(11,527)	-	-
Essex County Council	-	24,933	(24,933)	-	-
London Borough of Havering	-	3,416	(3,416)	-	-
London Borough of Westminster	-	2,845	(2,845)	-	-
London Borough of Sutton	-	10,131	(10,131)	-	-
Southend Borough Council	-	10,000	(10,000)	-	-
Royal Borough of Kensington and Chelsea	-	7,000	(7,000)	-	-
Essex County Council - Essex Youth Clubs	-	27,839	(27,839)	-	-
Essex County Council - Minibus	1,387	-	(1,387)	-	-
Essex County Council - Carers grants	-	20,500	(20,500)	-	-
Aiming High for Disabled children	600	18,227	(18,827)	-	-
Big Lottery - Talent Match	-	4,582	(4,582)	-	-
<b>Total restricted funds carried forward</b>	<b>1,987</b>	<b>141,000</b>	<b>(142,987)</b>	<b>-</b>	<b>-</b>

The Royal Association for Deaf people  
(and subsidiary undertakings)

Notes to the financial statements

For the year ended 31 March 2014

18. Movements in funds (continued)

	At 1 April 2013 £	Incoming resources £	Outgoing resources £	Transfers & Investment Gains £	At 31 March 2014 £
<b>Total restricted funds brought forward</b>	<b>1,987</b>	<b>141,000</b>	<b>(142,987)</b>	-	-
Big Lottery - Deaf Achieve	1,436	52,521	(53,957)	-	-
Collaborative Working	11,708		(9,330)	-	2,378
Eastern Legal Support Trust	-	3,750	(3,750)	-	-
The Drapers Company	4,000	-	-	-	4,000
BBC Children in Need	5,928	26,328	(24,257)	-	7,999
Chiron Fund via Essex Community Foundation	-	5,000	(1,500)	-	3,500
Boshier-Hinton Foundation	-	6,000	(6,000)	-	-
Colchester Building Fund	3,136	-	(1,051)	-	2,085
FM Young Benevolent Fund	354	-	-	-	354
John Came Charity	5,447	-	-	-	5,447
Catalyst Respite	289	-	-	-	289
Holiday Fund	326	-	-	-	326
Mika Brojer & Ben Steiner Memorial Fund	4,045	-	-	-	4,045
Co-op Deaf awareness to Children	2,645	-	-	-	2,645
Chelmsford Development Fund	2,534	-	-	-	2,534
Catalyst Equipment Pool Fund	332	-	-	-	332
Partnership Board	-	7,221	(7,221)	-	-
Legal Advice Interpreting	3,593	-	-	-	3,593
Mid Surrey Valuing People Projects	47,836	-	-	-	47,836
London Client Holiday	5,300	-	-	-	5,300
Surrey Client Holiday	783	-	-	-	783
Acton Kitchen Fund	596	-	-	-	596
Jack Petchey Foundation					
Achievement Award	1,184	-	-	-	1,184
Southend IT training project	1,000	-	-	-	1,000
Children and family fund	969	-	-	-	969
IT equipment for Interpreting	63	-	(63)	-	-
Clapham Modification fees	12,311	2,144	-	-	14,455
Romford Development Fund	741	-	(741)	-	-
<b>Total restricted funds carried forward</b>	<b>118,543</b>	<b>243,964</b>	<b>(250,857)</b>	-	<b>111,650</b>

The Royal Association for Deaf people  
(and subsidiary undertakings)

Notes to the financial statements

For the year ended 31 March 2014

18. Movements in funds (continued)

	At 1 April 2013	Incoming resources	Outgoing resources	Transfers & Investment Gains	At 31 March 2014
	£	£	£	£	£
<b>Unrestricted funds:</b>					
<i>Designated funds:</i>					
Revaluation Reserve	63,368			(40,655)	22,713
Property and Equipment Fund	1,209,507	-	41,948	(22,857)	1,228,598
Property Refurbishment Fund	154,536	-	(25,387)	-	129,149
RAD IT Infrastructure	5,226	-	(81,713)	99,000	22,513
Interpreting database and processing software	10,688	-	-	-	10,688
Future development fund	-	616,325	-	(15,000)	601,325
Staff additional pension contributions	102,439	-	(12,477)	-	89,962
Colchester and North Essex fund	16,000	-	(4,750)	-	11,250
Investment Property Fund	310,000	-	-	-	310,000
<i>Total designated funds</i>	1,871,764	616,325	(82,379)	20,488	2,426,198
<b>General funds</b>	880,111	2,696,853	(2,952,293)	(61,143)	563,528
<b>Total unrestricted funds</b>	2,751,875	3,313,178	(3,034,672)	(40,655)	2,989,726
<b>Total funds</b>	2,870,418	3,557,142	(3,285,529)	(40,655)	3,101,376

**Purposes of restricted funds**

The London Borough of Lambeth, London Borough of Havering, London Borough of Sutton, Royal Borough of Kensington and Chelsea, Essex County Council and Southend Borough Council provide for an information and advice service to Deaf people in the respective boroughs.

Essex County Council provide funds for the provision of Youth Clubs in Essex

**The Royal Association for Deaf people  
(and subsidiary undertakings)**

**Notes to the financial statements**

**For the year ended 31 March 2014**

---

**18. Movements in funds (continued)**

**Purposes of restricted funds**

Essex County Council provide a Deaf Carers Support grant. The aim of this is to provide support for deaf carers through signposting, home visits, information and advice, advocacy and support groups as well as the provision of respite breaks from their caring role.

Since 2009/10 Essex County Council have provided a grant, Aiming High for Disabled Children. The aim of this projects is to provide a variety of social and leisure opportunities across Essex for deaf children and young people. During 2013/14 a grant has also been provided by Medway Borough Councils (as in 2012/13) for Aiming High for Disabled Children to extend these activities into these additional geographical areas.

The Big Lottery Fund provided funds to deliver the Talent Match programme to help young people in 11 boroughs into careers, as part of a disability consortium led by 3SC.

The Big Lottery fund - Deaf Achieve is a Reaching Communities project to work with isolated Deaf people in London and Essex, helping them into learning, volunteering and work opportunities.

The Esmee Fairburn trust provides funding for work to investigate and establish collaborative working arrangements with other Deaf organisations. Contributions from Deaf organisation have added to this funding.

Eastern Legal Support Trust made a grant to provide legal advice to Deaf clients in the East of England.

Funding was received from the Drapers Company towards a project for IT training for Deaf elderly people. These funds are held until additional funding can be found for the project.

BBC Children in Need made a grant towards helping deaf children in Essex attend mainstream social and leisure activities, plus "taster" sessions and family events.

Chiron Fund via Essex Community Foundation made a grant to deliver Healthy Living Workshops in Essex.

Boshier-Hinton Foundation was an anniversary award to pilot Family Sign for parents of Deaf children in Essex

The holiday fund is to be used in the following way:

- (a) one part of the maintenance of the fabric of St Francis Church & Institute at Redhill.
- (b) one part distributed in gifts of £10 to deserving old age Deaf pensioners of Redhill.
- (c) the remaining third for providing holidays to Deafblind of Redhill district.

The Reverend Canon David Evans Memorial Fund is to be used for the advancement of education by the provision of financial assistance to chaplains undertaking courses of training in preparation for their ministry to the Deaf and hard of hearing.

John Came Charity represents donations to selected Deaf people.

The Catalyst Respite fund is for the provision of respite for carers in North East Essex.

The Holiday Fund represents donations towards a holiday fund for Deaf people in Kent.

**The Royal Association for Deaf people  
(and subsidiary undertakings)**

**Notes to the financial statements**

**For the year ended 31 March 2014**

**18. Movements in funds (continued)**

---

**Purposes of restricted funds**

Mika Brojer & Ben Steiner Memorial Fund represents funds to be used for working with Deaf people with cancer.

Co-op Deaf awareness to Children represents donations towards Deaf awareness training for children.

The Colchester Fund represents donations towards the purchase of the Colchester centre for Deaf people.

The Chelmsford Development Fund represents donations for improvement to the Chelmsford Centre.

The St Mellitus Centre Fund represents donations for improvement to the Southend Centre.

The Catalyst Equipment Pool represents funds to maintain a pool of equipment available to anyone in North East Essex to borrow free of charge.

Partnership Board represents money for the Association's activities in Surrey.

Legal Advice Interpreting provides funds to cover interpreting for advice clients receiving legal advice

Mid Surrey Valuing People Projects is funding for several projects run for Surrey County Council

London Client Holiday is a fund to provide communication support to Learning Disability clients in the London area for holidays and outings

Surrey Client Holiday is a fund to provide communication support to Learning Disability clients in the Surrey area for holidays and outings

Acton Kitchen fund represents money raised to refurbish the kitchen at St Saviours

Jack Petchey Foundation Achievement Award is an award scheme which enables Youth Clubs to recognise the effort, endeavour and achievement of young people in a practical and positive way

The Southend IT training project is a grant received from The Rosca Trust towards an IT training project for elderly Deaf people.

The Children and family fund represents donations given for the benefit of work with Deaf children and families

IT equipment for Interpreting relates to donations received to be spent on IT equipment for the interpreting team

Clapham Modification fees relates to donations given to be used for modifications to the centre at Clapham.

The Romford Development Fund represents donations for improvement to the Romford Centre.

**The Royal Association for Deaf people  
(and subsidiary undertakings)**

**Notes to the financial statements**

**For the year ended 31 March 2014**

**18. Movements in funds (continued)**

**Designated funds**

The property and equipment fund represents the net book value of tangible fixed assets, less those financed by restricted funds.

The Centres Redevelopment Fund are funds that were set aside for the possible purchase of 256 Green Lanes Hackney. This was expended in the current year

Property Refurbishment Fund includes funds set aside towards the estimated cost of property maintenance and refurbishment required over the next few years.

Investment Property Fund represents the balance sheet value of Investment Properties.

RAD IT Infrastructure and Interpreting database and processing software represents funds set aside to upgrade the Associations infrastructure, notably in relation to IT upgrades. The trustees set aside a further £15,000 during the year for future IT infrastructure upgrades.

Future development fund represents the profit on the sale of the organisations property. These proceeds are to be ring-fenced for the future development of services. The trustees have transferred £15,000 during the year to fund future IT infrastructure requirements.

Colchester and North Essex fund represents funds set aside from the sale of the Colchester centre to provide support to Deaf organisations in Colchester and North Essex.

Small grants programme allows for one-off grants to organisations or individuals or up to £1,000.

Staff additional pension contributions represents funds set aside for potential additional future pension contributions (see note 21 below)

**19. Centres for Deaf people**

RAD provides facilities where Deaf people can set up and run their own clubs. The aim is to offset the sense of isolation and exclusion which Deafness so often brings. Lunch clubs, family groups, youth and teenage groups, darts matches, holiday excursions, these are just a few of the leisure activities which RAD helps to make available.

There are seven of these social centres around London and South-East England.

All Saints Centre for Deaf People, Stratford, London E15  
St Bede's Centre for Deaf People, Clapham, London SW9  
St Cedd's Centre for Deaf People, Romford  
St John of Beverley Centre for Deaf People, London N4  
The Medway Centre for Deaf People, Gillingham, Kent  
St Mellitus Centre for Deaf People, Southend-on-Sea, Essex  
St Saviour's Centre for Deaf People, Acton, London W3

RAD also supports Deaf Clubs in Guildford Surrey, Hayes Middlesex, Harlow Essex.

**20. Capital Commitments**

	2014	2013
	£	£
Authorised but not contracted for	-	-
Contracted for but not yet committed	-	-

**The Royal Association for Deaf people  
(and subsidiary undertakings)**

**Notes to the financial statements**

**For the year ended 31 March 2014**

---

**21. Pension scheme**

The Trustees of one of the multi-employer schemes- Federated Flexiplan No 1 is in the process of winding up the scheme. Latest actuarial valuations show that the scheme is in deficit and needs to be funded before the scheme can be wound up. There has been an ongoing court case which has created difficulties in defining the potential scheme deficit and the required recovery plan. During the year a ruling was obtained on the court case and the recovery plan has been updated to reflect the most recent actuarial valuation of £17.5 million taking into consideration the court ruling. The Association will continue to pay annual contributions at the current level of £12,477.42 to 31 March 2014, increasing to £14,276.46 from April 2014 to 31 March 2017 and then increasing again to £15,710.98 to 31 March 2020. This represents additional contributions of £89,962 subject to future actuarial valuations. A designated fund has been agreed to set aside funds needed for this recovery plan.

**22. Post Balance Sheet Events**

The Charity is currently disposing of some of its freehold property, and a number of properties are under offer. Should the sales proceed to completion, the Charity is likely to received net proceeds of £6,414,949 which will result in a profit on disposal of £5,490,605 . It is expected that the disposals will all be complete by 31 March 2015.