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Company No. 3973353  
Charity No. 1081949

**The Royal Association for Deaf people  
(and subsidiary undertakings)  
Report & Financial Statements  
31 March 2015**

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

**Legal and administrative details**

**For the year ended 31 March 2015**

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<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 Association.	
<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 Tyron 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 2015**

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<b>Insurers</b>	Arthur J. Gallagher Temple Point 7th Floor 1 Temple Row Birmingham B2 5LG
<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 2015**

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The trustees present their report and the audited financial statements for the year ended 31 March 2015.

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 2014/15, as in the previous two years, 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. There was no activity in this company during the year.

**Review of activities**

2014/15 has been a year of significant growth in some services and income reduction in other areas. New areas of work have progressed well and have been developed through excellent partnership development and high level engagement with key stakeholders. Existing areas of work have been affected by the reduction of government funding and policy decisions.

Our teams listen to what Deaf people tell us they need, identify new opportunities for funding, and think creatively to deliver new services.

We are proud of RAD's achievements this year, which is thanks to the great work done by our support staff, as well as our front line delivery staff. Our finance team continues to deliver finance services to Deaf Direct and [sonus].

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

During 2014/15 we have been preparing for Investors in People (IIP) and for the Contractors Health and Safety (CHAS) inspection. We have also worked hard to develop the culture of a successful organisation and demonstrate great leadership.

We are proud of the creativity, commitment, dedication and hard work that the Directors have shown during 2014/15 and I know we have an excellent executive team in place to continue to grow and develop the organisation. Our Trustees have provided clear strategic leadership for the organisation.

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

**Report of the trustees**

**For the year ended 31 March 2015**

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**Financial**

The surplus for the year of £3,936,740 was mainly the result of the large gain on disposal of fixed assets of £4,201,945 which was the result of the sale of several of our properties during the year.

Voluntary income increased by £122,221 (31%), mainly due to a large donation received during the year. This was offset in part by lower rental income resulting in the sale of some of our properties. Income from charitable activities (our operations) was lower than the previous year by £214,321 (9%). Within this, Interpreting's fee income decreased by £215,893 (23%). Income from our Advice, Advocacy, Employment and Legal Services work decreased by £55,359 (15%) mainly due to the cessation of Legal Services income towards the end of the previous year. Children, Youth and Families income decreased by £26,746 (22%). Income from Social Care work increased by £30,112 (4%), continuing the steady growth of previous years. Development of training during the year resulted in an increase of £36,808 (183%) versus the previous year.

Expenditure decreased significantly again versus the previous year by £204,271 (6%). This was mainly due to a reduction of direct costs resulting from a decrease in income from charitable activities.

**Governance**

At the end of the year we had ten trustees, five 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 high quality services needed by Deaf people
- Ensuring our 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 sold most of our property. The cost of repairs and maintenance and the general under-use of the buildings prompted this decision. The funds from the sale of these properties has been ring-fenced and will be used to develop and deliver services for Deaf people in the next decade and beyond. We have commissioned Manchester University to undertake some research to help Trustees make decisions about how the funds from the sale of the buildings will be used. We expect this research to be completed in 2015/16 and decisions relating to the spending of these funds will be made in early 2016/17.

**Results in specific areas of operations**

**Deaf Community Development**

Relationships with Deaf Clubs have continued to evolve, through regular, open and honest communication. We have worked to improve the perception of RAD by demonstrating that we are committed, interested and responsive to local Deaf communities.

The empowerment of Deaf Clubs and people is an essential element of our work. In addition to developing and delivering training and development opportunities we are encouraging Clubs to think about their long-term strategies.

We have supported the committee at Southend Deaf Club with their funding application to buy the building, and are working to support the other clubs in their relationships with new landlords.

RAD's annual users' conference took a different approach this year in that we held two user events. Attendance from Deaf Clubs was excellent, and in addition to receiving general feedback on RAD, we were able to spend time discussing issues that matter to Deaf people.

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

**Report of the trustees**

**For the year ended 31 March 2015**

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In addition to our work with the Deaf Community we have developed training and development services to mainstream providers. Our Deaf Awareness Training has been delivered to hospital trusts, local CABs, private corporations, and others. We have established a partnership with Healthwatch Essex to work with them on a funded project to develop a team of Deaf Ambassadors who will inform health services of the needs of Deaf people.

External recognition of our work came when we became finalists in a national award for our community development work.

We have developed a new Quality Mark for the hotel and leisure industry to acknowledge their accessibility to Deaf people. In the coming year we will take this forward, alongside RAD's Legal Quality Mark.

**Information, Advice and Guidance (IAG)**

Our IAG team has delivered 2774 hours of IAG this year through our services in London and Essex. We have continued to support Essex County Council's redesign of their Sensory Pathway and have formed an association with Essex Cares and a local visual impairment organisations (Essex Vision), in order to continue providing accessible IAG services in the county. We have also secured new contracts in the London Boroughs of Brent and Camden; the former through partnership working with Age UK and Mencap, and the latter as a result of our engagement efforts following the closure of Disability Information Service in Camden.

Since the closure of RAD's Deaf Law Centre, we have been working towards preparing the IAG service for Advice Quality Standard (AQS) assessment. This was previously the Community Legal Service (CLS) standard that was held by RAD's advice service. Our on-site assessment will take place in May 2015.

**Advocacy**

We have provided over 300 hours of advocacy to clients this year through contracts and spot purchase arrangements. Our advocacy partnership with SEAP has continued to grow through shared training and the submission of partnership bids for contracts outside our current geographical footprint. We have extended our advocacy strands to include Health Complaints Advocacy (a statutory service) and Care Act 2014 Advocacy (a new strand following the introduction of the Care Act 2014 this year). We will be delivering a new service in Plymouth in May 2015. We have recently finalised a recruitment process in the South West (Bristol); a post that will support the delivery of advocacy and also our development efforts in the area.

We have joined the Older People's Advocacy Alliance (OPAAL) to improve support for Deaf older people through the provision of advocacy.

The Quality Performance Mark (QPM) is undergoing desktop assessment at the time of writing and we hope to have our on-site assessment in May/June 2015.

**Employment**

Our employment service has had a turbulent year, as we did not generate the anticipated income levels that had been forecast at the beginning of 2014/15. Payments associated with the government's welfare to work programme (Work Programme) had some impact, along with our inability to supplant established partnerships under these Department for Work and Pensions (DWP) schemes. However, funding has been secured to deliver a job club in partnership with Remploy under their Work Choice funding. This service over-achieved its targets and has received continuation funding into 2015-16.

DWP/Job Centre Plus/Flexible Support Funding was secured in Essex and North London and we are currently awaiting the outcome of our bid to the West London fund. Essex proved to be a challenge, given that the majority of clients referred to our programme were not job ready (a referral criteria), and many of them were unwilling to work. The team has worked tirelessly to achieve ambitious targets. North London is progressing well, with clients who are motivated and job ready, and working hard with the team to secure and sustain suitable employment.

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

**Report of the trustees**

**For the year ended 31 March 2015**

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We were successful in our bid to The Big Lottery for funding to continue our work under Deaf Achieve (2). This is a three year fund that supports/develops independence, skills, social inclusion and employability across London, Essex and Suffolk.

We continue to develop our services and teams through networking, promotion, partnerships and training. We are now a member of the Employment Related Services Association (ERSA) which provides useful links for networking, partnerships and overall service development, and also offers valuable information relating to changes within the sector. ERSA is actively engaged with the government, so our voice can be heard at policy level through this association. We also continue to be part of the DWP's National Stakeholder Engagement Group (operational). This allows us to contribute to DWP processes/practices that impact on the people who we support.

**Interpreting and Communication Services**

Despite external factors that have impacted income (23% decrease), the team has continued to deliver an excellent service. The UK communication services market has become increasingly challenging for specialist agencies like RAD that deliver high quality services using registered personnel. In response to these demands we have led the development of a national consortium of agencies that will work together to bid for national contracts.

We have worked to further increase the profile of RAD Interpreting by attending national meetings and events including several Signature/NRCPD stakeholder events, Language Show Live and the Kent Deaf Expo.

We have developed and are working to a commercial sales plan that gives us clear objectives and activities that we hope will see an increase in sales.

We were successful in our bid as subcontractor to Maximus, to deliver video interpreting services, and are now working with them to ensure a smooth roll-out during 2015/16.

RADicals, the interpreting database, has delivered a 60% efficiency saving in our ability to process and manage bookings; and following a user satisfaction survey we have been able to introduce several additional elements to make it more user-friendly.

We have provided communication services for a total of 3595 bookings – and have extensively promoted our service. We have seen an increase in the provision of Deaf interpreters and translators.

We continue to be responsive to customer needs and expectations and have spent 312 hours working on community and user engagement.

As part of our quality assurance guarantee, all staff interpreters have undertaken an extensive Continuous Professional Development programme.

We received feedback on 40% of bookings and are proud that 97% of customers rated our services as excellent or good.

**Social Care**

Our Social Care Service provided 68 clients with additional needs with one to one support across our current geographical footprint - totalling 28,793 hours. We secured 19 new clients during the reporting year.

Since our previous Care Quality Commission (CQC) inspection we have been improving aspects of our social care service in line with CQC's requirements. Significant improvements have been made to our quality assurance systems. Quarterly QA reports show that this system is now effective, from a process perspective as well as providing essential information that will ensure the continuous review and improvement of our service. Until recently Social Care staff have been required to undertake Skills for Care Common Induction Standards prior to commencing their duties. The Care Certificate (April 2015) replaces the Common Induction Standards and we have made the necessary changes to our service induction in order to ensure that all new starters complete the revised training programme. We have also produced a BSL translation of the complex and lengthy Care Certificate written materials, in order that it is accessible to Deaf staff.

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

**Report of the trustees**

**For the year ended 31 March 2015**

The introduction of a new position: Service Directorate Development and Engagement Manager, has succeeded in enabling RAD to make inroads into development and engagement activity, particularly across the 33 London boroughs. We are already seeing the results of this in several London boroughs, and beyond.

We are now registered with Skills for Care's National Minimum Data Set (NMDS-SC). This is an online database which holds data on the adult social care workforce. It is the leading source of workforce intelligence and holds information on around 25,000 establishments and 700,000 workers across England. This will provide valuable data for CQC which will support the inspection process.

**Children, Family and Transition Services**

Our London Youth Hub continues to grow and we have now secured trust funding towards its continuation into 2015. The club is attracting over 50 young people from various London boroughs. It provides a place for people to socialise, learn, and get information and advice on subjects such as education, independent living and employment. The Youth Hub successfully refers young people into a range of RAD's services such as Talent Match and Deaf Achieve. Some of our young people took part in the JustRights Campaign promotional video. JustRights is a coalition of charities campaigning for fair access to advice, advocacy and legal representation for children and young people. We hope to raise the profile of the needs of Deaf young people through this joint working.

Talent Match, with our London partnership including 3SC (lead), Mencap and London Blind has supported 13 people who are designated as Not in Employment, Education or Training (NEET), across 11 boroughs, aged 18 – 25; to improve skills and employability, access training, apprenticeships, work placements and employment.

The Children's Service continues to provide activities, one to one support and access to mainstream events and activities, through Extending Ops and Children in Need. Intergr8 provides support to young people who are at risk of exclusion from school. We have delivered 180 sessions to 30 children. Sadly this work will end in early 2015, when funding ends.

We completed our CODA research this year which informed our application to Children in Need, in partnership with SEAP. However, this was not successful. The bid is currently being developed and is due to be submitted to Comic Relief in early 2015/16. We have been working hard with the NSPCC on their Underwear Rule, Pants Campaign. The co-produced video is due to launch in the early part of 2015/16.

There are 245 people registered with/using our Children, Family and Transition services

**Reserves policy**

The trustees continue to anticipate difficult economic conditions ahead and have resolved and intend to work towards holding general funds at 31 March 2015: equivalent to four months' outgoings (i.e. around £1,121,813 for the financial year 2015/16) for working capital and contingencies, in addition to the restricted and designated funds held. General funds as at 31 March 2015 were £1,688,504 (March 2014 £563,528).

Unrestricted reserves in the accounts at 31 March 2015 were £6,923,416 (£2,989,726 at 31 March 2014). The trustees regularly review the levels of reserves, and funds held at 31 March 2015 are held for the following purposes:

Property held for use by the Deaf Community and the development of future services	5,726,055
Reserves needed to cover the 2015/16 budgeted deficit	116,047
Funds designated for future growth and commitments	117,646
Remaining funds held in line with the reserves policy	963,668
Total funds	£6,923,416



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

**Report of the trustees**

**For the year ended 31 March 2015**

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The level of unrestricted reserves has increased significantly during the year due to the sale of some of our properties. These funds are ring-fenced and will be used to develop and deliver services to Deaf people in the future

**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 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.

**Risk statement**

We continue to feel the effects of public expenditure controls. These are expected to intensify over the forthcoming years. 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 Royal Association for Deaf people  
(and subsidiary undertaking)**

**Report of the trustees**

**For the year ended 31 March 2015**

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**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
Toby Burton	David Clarke
Sarah Reed	Mark Napier
Tyron Woolfe	Revd David Cloake
Eoin Heffernan	Shana Weinbaum
David Moller (resigned 18 June 2014)	

*Six of the trustees listed above are deaf*

**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 2015 was 11 (2013 - 15). 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 22 July 2015 and signed on their behalf by



Mr Roger Beeson - Chairman

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

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We have audited the financial statements of The Royal Association for Deaf people for the year ended 31 March 2015 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 2015, 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.

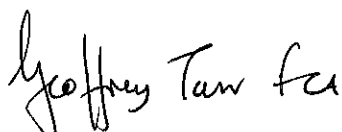
### Opinion on other matter prescribed by the Companies Act 2006

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

27<sup>th</sup> July 2015

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 2015**

	Note	Restricted £	Unrestricted £	2015 Total £	2014 Total £
<b>Incoming resources</b>					
<i>Incoming resources from generated funds</i>					
Voluntary Income	2	-	517,914	<b>517,914</b>	395,693
Investment income	3	-	<u>89,937</u>	<b>89,937</b>	<u>167,817</u>
		-	<u>607,851</u>	<b>607,851</b>	<u>563,510</u>
<i>Incoming resources from charitable activities</i>					
Advice, advocacy, employment and legal services	4	155,303	166,758	<b>322,061</b>	377,420
Social Care	4	20,500	852,792	<b>873,292</b>	843,180
Children, youth and families	4	75,768	20,608	<b>96,376</b>	123,122
Education and training	4	-	56,964	<b>56,964</b>	20,156
Interpreting fees	4	-	742,938	<b>742,938</b>	958,831
Other services	4	-	67,531	<b>67,531</b>	50,774
		<u>251,571</u>	<u>1,907,591</u>	<b>2,159,162</b>	<u>2,373,483</u>
<b>Other Incoming resources</b>					
Gain on the disposal of fixed assets		-	4,201,945	<b>4,201,945</b>	620,149
<b>Total incoming resources</b>		<u>251,571</u>	<u>6,717,387</u>	<b>6,968,958</b>	<u>3,557,142</u>
<i>Costs of generating funds:</i>					
Fundraising		-	<u>(32,584)</u>	<b>(32,584)</b>	<u>(34,443)</u>
<b>Net incoming resources available for charitable application</b>		<u>251,571</u>	<u>6,684,803</u>	<b>6,936,374</b>	<u>3,522,699</u>
<b>Resources expended</b>					
<i>Charitable expenditure</i>					
Deaf Centres and Community Development		3,466	152,985	<b>156,451</b>	201,613
Advice, advocacy, employment and legal services		130,385	451,649	<b>582,034</b>	641,041
Social Care		37,480	1,005,800	<b>1,043,280</b>	945,814
Children, youth and families		76,737	61,296	<b>138,033</b>	168,504
Interpreting		453	1,006,646	<b>1,007,099</b>	1,247,945
Training and other services		-	71,244	<b>71,244</b>	1,596
<i>Governance costs</i>		-	<u>50,533</u>	<b>50,533</b>	<u>44,573</u>
<b>Total charitable expenditure</b>		<u>248,521</u>	<u>2,800,153</u>	<b>3,048,674</b>	<u>3,251,086</u>
<b>Total resources expended</b>	5	<u>248,521</u>	<u>2,832,737</u>	<b>3,081,258</b>	<u>3,285,529</u>
<b>Net incoming resources before gains &amp; transfers</b>	6	3,050	3,884,650	<b>3,887,700</b>	271,613
<b>Transfers</b>		-	-	-	-
<b>Net income for the year</b>		3,050	3,884,650	<b>3,887,700</b>	271,613
Unrealised gain/(loss) - Fixed Asset Investments	10	-	2,710	<b>2,710</b>	(10,292)
Unrealised gain/(loss) - Current Asset Investments	12	-	<u>46,330</u>	<b>46,330</b>	<u>(30,363)</u>
<b>Net movement in funds</b>		3,050	3,933,690	<b>3,936,740</b>	230,958
<b>Funds at 1 April 2014</b>		<u>111,650</u>	<u>2,989,726</u>	<b>3,101,376</b>	<u>2,870,418</u>
<b>Funds at 31 March 2015</b>		<u>114,700</u>	<u>6,923,416</u>	<b>7,038,116</b>	<u>3,101,376</u>

The company has not prepared a separate income and expenditure account. The surplus for the year was £3,936,740 (2014: £230,958)

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.

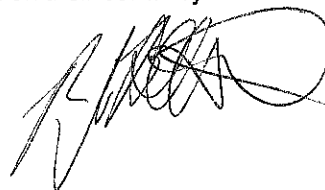
**The Royal Association for Deaf people (Limited by guarantee)**  
**(and subsidiary undertakings)**  
**Company number 3973353**

**Balance sheet**

**As at 31 March 2015**

		<b>Group</b>		<b>Company</b>	
	Note	2015	2014	2015	2014
			£	£	£
<b>Fixed assets</b>					
Tangible Fixed assets	9	<b>608,789</b>	1,228,598	<b>608,789</b>	1,228,598
Investments	10	<b>47,995</b>	355,332	<b>47,998</b>	355,335
		<u><b>656,784</b></u>	<u>1,583,930</u>	<u><b>656,787</b></u>	<u>1,583,933</u>
<b>Current assets</b>					
Debtors	11	<b>472,916</b>	1,153,986	<b>531,223</b>	1,163,004
Current asset investments	12	<b>6,259,934</b>	658,456	<b>6,259,934</b>	658,456
Cash at bank and in hand		<b>64,264</b>	14,968	<b>6,200</b>	6,403
		<u><b>6,797,114</b></u>	<u>1,827,410</u>	<u><b>6,797,357</b></u>	<u>1,827,863</u>
<b>Creditors: amounts falling due within one year</b>	13	<u><b>415,782</b></u>	<u>309,964</u>	<u><b>415,782</b></u>	<u>309,964</u>
<b>Net current assets</b>		<u><b>6,381,332</b></u>	<u>1,517,446</u>	<u><b>6,381,575</b></u>	<u>1,517,899</u>
<b>Net assets</b>	15	<u><u><b>7,038,116</b></u></u>	<u><u>3,101,376</u></u>	<u><u><b>7,038,362</b></u></u>	<u><u>3,101,832</u></u>
<b>Funds</b>					
Restricted funds		<b>114,700</b>	111,650	<b>114,700</b>	111,650
Unrestricted funds					
Revaluation reserve		-	22,713	-	22,713
Designated funds		<b>5,843,701</b>	2,403,485	<b>5,843,701</b>	2,403,485
General funds		<b>1,079,715</b>	563,528	<b>1,079,961</b>	563,984
<b>Total funds</b>	18	<u><u><b>7,038,116</b></u></u>	<u><u>3,101,376</u></u>	<u><u><b>7,038,362</b></u></u>	<u><u>3,101,832</u></u>

Approved by the trustees on 22 July 2015 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 2015

	2015		2014
	£	£	£
<b>Net cash flow from operating activities</b>		460,805	(891,392)
<b>Returns on Investments &amp; servicing of finance</b>			
Interest received	42,395		33,002
Investment proceeds on disposal	47		-
Dividends received	885		271
		43,327	33,273
<b>Taxation</b>		-	-
<b>Capital expenditure &amp; financial investment</b>			
Acquisition of tangible fixed assets	500		(83,422)
Sale of tangible fixed assets	5,099,812		644,712
Purchase of current asset investment	-		200,000
Acquisition of intangible fixed assets	-		-
		5,100,312	761,290
<b>Net cash flow</b>		<u>5,604,444</u>	<u>(96,829)</u>

Notes to the cashflow statement

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

	2015	2014
	£	£
<b>Net incoming/(outgoing) resources for the year</b>	3,887,700	271,613
Interest received	(42,395)	(33,002)
Dividends received	(885)	(271)
Loss/(profit) on sale of tangible fixed assets	(4,201,945)	(620,149)
(Increase)/decrease in debtors	681,070	(615,535)
Increase/(decrease) in creditors	105,818	66,187
Depreciation and amortisation of goodwill	31,442	39,765
<b>Net cash flow from operating activities</b>	<u>460,805</u>	<u>(891,392)</u>

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

	March 2013	Cashflow	At 31 March 2014	Cashflow	At 31 March 2015
	£	£	£	£	£
Cash at bank and in hand	50,470	(35,502)	14,968	49,296	64,264
Current asset cash investments (cost)	719,783	(61,327)	658,456	5,555,148	6,213,604
	<u>770,253</u>	<u>(96,829)</u>	<u>673,424</u>	<u>5,604,444</u>	<u>6,277,868</u>

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

**Notes to the financial statements**

**For the year ended 31 March 2015**

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**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 2015**

---

**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 2015**

**2. Voluntary Income**

	Restricted £	Unrestricted £	2015 Total £	2014 Total £
Legacies	-	297,728	<b>297,728</b>	353,378
Donations, appeals, gifts and collections	-	220,186	<b>220,186</b>	42,315
<b>Total</b>	<b>-</b>	<b>517,914</b>	<b>517,914</b>	<b>395,693</b>

**3. Investment income**

	Restricted £	Unrestricted £	2015 Total £	2014 Total £
Dividends	-	885	<b>885</b>	271
Bank deposit interest	-	42,395	<b>42,395</b>	33,002
Realised gain on sale of investments	-	-	-	35,000
Rental income	-	46,657	<b>46,657</b>	99,544
<b>Total</b>	<b>-</b>	<b>89,937</b>	<b>89,937</b>	<b>167,817</b>

**4. Incoming resources**

	Restricted £	Unrestricted £	2015 Total £	2014 Total £
<b>Grants and contract income - Advice advocacy, employment and Legal Services</b>				
Local Authority Agency Grants	82,532	22,116	<b>104,648</b>	137,048
Essex Learning Partnership	-	8,197	<b>8,197</b>	2,400
Integr8	-	27,808	<b>27,808</b>	-
Chiron Trust via Essex Community Foundation	-	-	-	5,000
Eastern Legal Support Trust	-	-	-	3,750
Money Advice Service via A4E	-	5,138	<b>5,138</b>	5,748
DWP - employment work and assessments	-	31,277	<b>31,277</b>	28,100
Legal Services Commission	-	-	-	36,557
<b>Total - Statutory Sources</b>	<b>82,532</b>	<b>94,536</b>	<b>177,068</b>	<b>218,603</b>
Big Lottery - Talent Match	37,235	-	<b>37,235</b>	4,582
Big Lottery - Deaf Achieve	35,536	-	<b>35,536</b>	52,521
Other incoming resources	-	72,222	<b>72,222</b>	101,714
<b>Total</b>	<b>155,303</b>	<b>166,758</b>	<b>322,061</b>	<b>377,420</b>

The Royal Association for Deaf people  
(and subsidiary undertakings)

Notes to the financial statements

For the year ended 31 March 2015

4. Incoming resources (continued)

	Restricted	Unrestricted	2015 Total	2014 Total
	£	£	£	£
<b>Grants and contract income - Social Care</b>				
Local Authority Agency Grants	-	44,671	<b>44,671</b>	48,534
Local Education and Health	-	28,595	<b>28,595</b>	39,018
Essex County Council - Carers	20,500	-	<b>20,500</b>	20,500
Total - Statutory Sources	20,500	73,266	<b>93,766</b>	108,052
Other incoming resources	-	779,526	<b>779,526</b>	735,128
	<u>20,500</u>	<u>852,792</u>	<b><u>873,292</u></b>	<u>843,180</u>

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

**Notes to the financial statements**

**For the year ended 31 March 2015**

**4. Incoming resources (continued)**

	Restricted	Unrestricted	2015 Total	2014 Total
	£	£	£	£
<b>Grants and contract income - Children, youth and families</b>				
Local Authority Agency Grants	10,998	8,989	<b>19,987</b>	4,917
Essex County Council - Essex Youthclubs	20,732	-	<b>20,732</b>	27,839
Boshier-Hinton Foundation	-	-	-	6,000
Aiming High for Disabled children	20,000	-	<b>20,000</b>	18,227
Total - Statutory Sources	51,730	8,989	<b>60,719</b>	56,983
Big Lottery - Awards for All Children In Need	24,038	-	<b>24,038</b>	26,328
Other incoming resources	-	11,619	<b>11,619</b>	39,811
	<u>75,768</u>	<u>20,608</u>	<u><b>96,376</b></u>	<u>123,122</u>
<b>Contract income - Education and training</b>				
Total - Statutory Sources	-	-	-	-
Other incoming resources	-	56,964	<b>56,964</b>	20,156
	<u>-</u>	<u>56,964</u>	<u><b>56,964</b></u>	<u>20,156</u>
<b>Income - Interpreting</b>				
Grant Income - Statutory Sources	-	-	-	-
Other incoming resources	-	742,938	<b>742,938</b>	958,831
	<u>-</u>	<u>742,938</u>	<u><b>742,938</b></u>	<u>958,831</u>
<b>Income - Other services</b>				
Provision of back office support to other deaf organisations	-	59,573	<b>59,573</b>	46,617
Other income	-	7,958	<b>7,958</b>	4,157
	<u>-</u>	<u>67,531</u>	<u><b>67,531</b></u>	<u>50,774</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 2015

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 2015		2014		
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	
Staff costs (note 7)	-	36,327	387,058	691,998	64,507	46,031	689,005	25,682	480,745	2,421,353	2,540,953												
Caretaking and cleaning	-	10,897	-	2	-	-	-	-	3,872	14,271	20,994												
Rent, rates, heating, lighting	-	31,869	537	8,612	799	1,074	1,375	-	78,921	123,187	136,345												
Depreciation and amortisation	-	-	-	-	-	-	-	-	-	31,442	39,765												
Repairs, maintenance, insurance	-	20,783	155	433	110	-	81	-	22,876	44,438	60,337												
Postage and telephones	-	717	7,834	14,536	1,789	506	7,960	-	15,525	48,867	51,361												
Printing and stationery	-	7	1,475	4,425	547	128	8,338	-	8,338	15,391	14,916												
Transport and subsistence	-	2,898	21,741	79,738	6,080	5,432	57,870	-	8,651	182,410	189,524												
Professional fees	-	690	-	1,875	-	-	-	-	22,593	34,835	67,288												
Fundraising and publicity direct costs	25,794	-	-	-	-	-	-	-	-	9,677	27,954												
External training fees	-	-	-	-	-	-	-	-	-	-	-												
Transfer of restricted fund to London Diocese	-	-	-	-	-	-	-	-	-	-	-												
Property refurbishment costs	-	-	-	-	-	-	-	-	-	-	-												
Green Lanes expenditure (including Legal fees)	-	6,625	5,820	2,060	1,753	-	-	-	-	-	-												
Office equipment, repairs, maintenance and hire	-	8,538	8,187	13,871	18,479	3,227	5,199	4,644	25,335	46,874	25,720												
General expenses	-	4,489	27,944	8,333	15,206	-	30,000	-	(81,470)	87,884	100,094												
Apportionment of shared premises and office costs	-	-	-	-	-	-	-	-	-	-	-												
Total direct costs	25,794	123,850	460,751	825,883	109,270	56,398	797,242	40,003	642,067	3,081,258	3,285,529												
Support costs apportioned based on direct costs	6,790	32,601	121,283	217,397	28,763	14,846	209,857	10,530	(642,067)	-	-												
	32,584	156,451	582,034	1,043,280	138,033	71,244	1,007,099	50,533		3,081,258	3,285,529												

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

**Notes to the financial statements**

**For the year ended 31 March 2015**

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

This is stated after charging :

	2015	2014
	£	£
Depreciation	31,442	39,765
Trustees' directors and officers indemnity insurance	4,047	3,889
Trustees' remuneration	Nil	Nil
Trustees' reimbursed expenses	625	462
Auditors' remuneration:		
▪ Audit fee current year	9,594	9,917
▪ Audit fee prior year under accrued	83	467
▪ Non-audit services	-	-
Operating lease rentals:		
▪ Property	35,292	33,492
▪ Other	-	-
	<u>35,292</u>	<u>33,492</u>

Expenses reimbursed to trustees represent the reimbursement of travel and subsistence costs to 5 (2014-7) 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 (2014 £nil).

**7. Staff costs and numbers**

Staff costs were as follows:

	2015	2014
	£	£
Salaries and wages	1,806,991	1,872,523
Social security costs	144,255	155,774
Pension contributions	113,210	92,197
	<u>2,064,456</u>	<u>2,120,494</u>
Freelance, temp and agency staff, training and recruitment	<u>356,897</u>	420,459
	<u>2,421,353</u>	<u>2,540,953</u>

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

£60,000 - £70,000	3	(2014 £60,000 - £70,000	3)
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**The Royal Association for Deaf people  
(and subsidiary undertakings)**

**Notes to the financial statements**

**For the year ended 31 March 2015**

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

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

	<b>2015</b>	2014
	<b>No.</b>	No.
Deaf Centres and Community Development	<b>1</b>	1
Advice, advocacy and employment	<b>8</b>	9
Children, Youth and Families	<b>7</b>	6
Social care	<b>36</b>	38
Interpreting	<b>18</b>	20
Governance	<b>1</b>	1
Fundraising and Publicity	<b>3</b>	3
	<b>74</b>	78

At 31 March 2015 there were 106 individuals (2014: 114 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 2015

9. Tangible fixed assets

	Freehold properties* £	Furniture, fittings, plant and equipment £	Totals £
<b>COST</b>			
At 1 April 2014	1,310,713	161,719	1,472,432
Additions in year	-	-	-
Disposals in year	(676,252)	(26,901)	(703,153)
At 31 March 2015	634,461	134,818	769,279
<b>DEPRECIATION</b>			
At 1 April 2014	138,013	105,821	243,834
Depreciation on disposals	(88,391)	(26,395)	(114,786)
Charge for the year	4,246	27,196	31,442
At 31 March 2015	53,868	106,622	160,490
<b>NET BOOK VALUE</b>			
At 31 March 2015	<b>580,593</b>	<b>28,196</b>	<b>608,789</b>
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 2015**

**10. Fixed asset investments**

	2015	2014
	£	£
a) Investment in subsidiary undertakings	<u>3</u>	<u>3</u>

At 31 March 2015 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 2015 the aggregate of the share capital and reserves of tRADe Limited was £(258) (2014 £(322)) and the surplus for the year then ended was £74 (2014 £120 deficit).

At 31 March 2015 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 2015 the aggregate of the share capital and reserves of RAD Deaf Legal Enterprises CIC was £12 (2014 £(124)) and the surplus for the year then ended was £136 (2014 £26).

b) Listed Investments:	£	
At 1 April 2014	45,332	
Investment proceeds on disposal	(47)	
Net unrealised gain/(loss) for the year	<u>2,710</u>	
At 31 March 2015	<u><b>47,995</b></u>	
Historical cost at 31 March 2015	<u>12,580</u>	
Net unrealised investment gains	<u>35,415</u>	
This is represented by:	£	
Home Retail Group ordinary shares	4,187	
Experian Group ordinary shares	28,190	
Burberry Group ordinary shares	15,618	
	<u>47,995</u>	<u>47,995</u>

c) Investment Properties:		
	<b>Old Oak Road, Acton</b>	
<b>Market value</b>		
At 1 April 2014	<b>310,000</b>	
Disposal during the year	<u>(310,000)</u>	
At 31 March 2015	<u>-</u>	<u>-</u>
<b>Historical cost</b>		
At 1 April 2014	<u>15,654</u>	
Unrealised gains at 31 March 2015	<u>-</u>	
d) Unlisted Investments		
DNUK Limited - historical cost at 1 April 2014	<b>10,000</b>	
Unrealised loss recognised in previous year	<u>(10,000)</u>	
	<u>-</u>	<u>-</u>
		<u>47,998</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 2015**

11. Debtors	Group		Company	
	2015	2014	2015	2014
	£	£	£	£
Other debtors	404,630	466,103	392,526	459,668
Accrued proceeds sale of East Rd, West Ham	-	635,214	-	635,214
tRADe Limited	-	-	67,647	12,815
RAD Deaf Legal Enterprises CIC	-	-	2,764	2,638
Prepayments and accrued income	68,286	52,669	68,286	52,669
	<u>472,916</u>	<u>1,153,986</u>	<u>531,223</u>	<u>1,163,004</u>

12. Current Asset Investments	2015	2014
	£	£
COIF Charities Investment Fund	600,000	-
Unrealised Gain on COIF Investment Fund	46,330	-
	<u>646,330</u>	<u>-</u>
Current asset cash investments	5,613,604	658,456
	<u>6,259,934</u>	<u>658,456</u>

13. Creditors: amounts falling due within one year	Group		Company	
	2015	2014	2015	2014
	£	£	£	£
Taxation and social security	37,362	39,792	37,362	39,792
Accruals	95,732	64,935	95,732	64,935
Deferred grants (see note 14)	115,881	62,778	115,881	62,778
Other creditors	166,807	142,459	166,807	142,459
	<u>415,782</u>	<u>309,964</u>	<u>415,782</u>	<u>309,964</u>

14. Deferred Income	2015
	£
Deferred income comprises income received or invoiced in advance of work carried out	
Balance as at 1 April 2014	62,778
Amount released to incoming resources	(53,755)
Amount deferred in year	106,858
<b>Balance as at 31 March 2015</b>	<u>115,881</u>

15. Analysis of net assets between funds	Restricted	Designated	General	Total
	funds	funds	funds	funds
	£	£	£	£
Tangible fixed assets	-	608,789	-	608,789
Long term investments	-	-	47,995	47,995
Current asset investments	108,854	5,234,912	916,168	6,259,934
Cash	5,846	-	58,418	64,264
Net debtors less creditors	-	-	57,134	57,134
<b>Net assets at 31 March 2015</b>	<u>114,700</u>	<u>5,843,701</u>	<u>1,079,715</u>	<u>7,038,116</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  
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**Notes to the financial statements**

**For the year ended 31 March 2015**

**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 £440 (2014 £500). These services were purchased on a normal commercial basis.

During the year, funding of the Big Lottery - Talent Match £35,564 (2014 £4,582) and ATW (Wales) nil (2014 £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.

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 £21,758 (2014 £27,766), at the year end £3,626 (2014 £16,891) was due to the charity. [Sonus] provided HR support to the charity during the year amounting to £nil (2014 £1,500) along with the administration of staff BSL training courses, £400 (2014 £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	
	2015	2014	2015	2014
	£	£	£	£
Less than 1 year	-	-	-	-
Between 1 and 5 years	5,892	-	-	-
More than 5 years	30,000	33,492	-	-
	<b>35,892</b>	<b>33,492</b>	<b>-</b>	<b>-</b>

**18. Movements in funds**

	At 1 April 2014	Incoming resources	Outgoing resources	Transfers & Investment Gains	At 31 March 2015
	£	£	£	£	£
<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 Camden	-	15,528	(15,528)	-	-
London Borough of Sutton	-	10,130	(10,130)	-	-
Southend Borough Council	-	10,000	(10,000)	-	-
Royal Borough of Kensington and Chelsea	-	7,000	(7,000)	-	-
Essex County Council - Essex Youth Clubs	-	20,732	(20,732)	-	-
Essex County Council - Carers grants	-	20,500	(20,500)	-	-
Aiming High for Disabled children	-	30,998	(30,998)	-	-
Big Lottery - Talent Match	-	37,235	(28,494)	-	8,741
<b>Total restricted funds carried forward</b>	-	<b>191,999</b>	<b>(183,258)</b>	-	<b>8,741</b>

The Royal Association for Deaf people  
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Notes to the financial statements

For the year ended 31 March 2015

18. Movements in funds (continued)

	At 1 April 2014 £	Incoming resources £	Outgoing resources £	Transfers & Investment Gains £	At 31 March 2015 £
<b>Total restricted funds brought forward</b>	-	<b>191,999</b>	<b>(183,258)</b>	-	<b>8,741</b>
Big Lottery - Deaf Achieve	-	35,536	(11,064)	-	<b>24,472</b>
Collaborative Working	2,378	-	(2,378)	-	-
The Drapers Company	4,000	-	-	-	<b>4,000</b>
BBC Children in Need	7,999	24,038	(28,833)	-	<b>3,204</b>
Chiron Fund via Essex Community Foundation	3,500	-	(3,500)	-	-
Colchester Building Fund	2,085	-	(734)	-	<b>1,351</b>
FM Young Benevolent Fund	354	-	(354)	-	-
John Came Charity	5,447	-	-	-	<b>5,447</b>
Catalyst Respite	289	-	-	-	<b>289</b>
Holiday Fund	326	-	-	-	<b>326</b>
Mika Brojer & Ben Steiner Memorial Fund	4,045	-	-	-	<b>4,045</b>
Co-op Deaf awareness to Children	2,645	-	-	-	<b>2,645</b>
Chelmsford Development Fund	2,534	-	-	-	<b>2,534</b>
Catalyst Equipment Pool Fund	332	-	-	-	<b>332</b>
Legal Advice Interpreting	3,593	-	(453)	-	<b>3,140</b>
Mid Surrey Valuing People Projects	47,836	-	(16,980)	-	<b>30,856</b>
London Client Holiday	5,300	-	-	-	<b>5,300</b>
Surrey Client Holiday	783	-	-	-	<b>783</b>
Acton Kitchen Fund	596	-	-	-	<b>596</b>
Jack Petchey Foundation Achievement Award	1,184	-	-	-	<b>1,184</b>
Southend IT training project	1,000	-	-	-	<b>1,000</b>
Children and family fund	969	-	(969)	-	-
Clapham Modification fees	14,455	-	-	-	<b>14,455</b>
	-	-	-	-	-
<b>Total restricted funds carried forward</b>	<b>111,650</b>	<b>251,573</b>	<b>(248,523)</b>	-	<b>114,700</b>

**The Royal Association for Deaf people  
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**Notes to the financial statements**

**For the year ended 31 March 2015**

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

	At 1 April 2014	Incoming resources	Outgoing resources	Transfers & Investment Gains	At 31 March 2015
	£	£	£	£	£
<b>Unrestricted funds:</b>					
<i>Designated funds:</i>					
Revaluation Reserve	22,713	-	-	(22,713)	-
Property and Equipment Fund	1,228,598	-	(31,442)	(588,367)	<b>608,789</b>
Property Refurbishment Fund	129,149	-	(19,004)	(100,145)	<b>10,000</b>
RAD IT Infrastructure	22,513	-	-	15,000	<b>37,513</b>
Interpreting database and processing software	10,688	-	(6,240)	-	<b>4,448</b>
Future development fund	601,325	4,496,291	-	(49,785)	<b>5,047,831</b>
Staff additional pension contributions	89,962	-	(14,277)	-	<b>75,685</b>
Colchester and North Essex fund	11,250	-	-	-	<b>11,250</b>
Deaf club relocation fund	-	-	(1,600)	49,785	<b>48,185</b>
Investment Property Fund	<u>310,000</u>	<u>(294,346)</u>	<u>-</u>	<u>(15,654)</u>	<u>-</u>
<i>Total designated funds</i>	2,426,198	4,201,945	(72,563)	(711,879)	<b>5,843,701</b>
<b>General funds</b>	<u>563,528</u>	<u>2,561,772</u>	<u>(2,760,174)</u>	<u>714,589</u>	<u><b>1,079,715</b></u>
<b>Total unrestricted funds</b>	<u>2,989,726</u>	<u>6,763,717</u>	<u>(2,832,737)</u>	<u>2,710</u>	<u><b>6,923,416</b></u>
<b>Total funds</b>	<u>3,101,376</u>	<u>7,015,290</u>	<u>(3,081,260)</u>	<u>2,710</u>	<u><b>7,038,116</b></u>

**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  
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**Notes to the financial statements**

**For the year ended 31 March 2015**

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**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 2014/15 a grant has also been provided by Medway Borough Councils (as in previous years) 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.

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.

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  
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**Notes to the financial statements**

**For the year ended 31 March 2015**

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

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**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 used to provide meeting facilities for Colchester Deaf Club.

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.

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

Clapham Modification fees relates to donations given for the provision of premises for the Deaf clubs meeting at St Bede's.

**The Royal Association for Deaf people  
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**Notes to the financial statements**

**For the year ended 31 March 2015**

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

**Designated funds**

The revaluation reserve represents the unrealised gain/losses to date on the revaluation of the Fixed Asset Investments

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

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.

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

General funds include funds held as part of the reserves policy of 4 months.

**19. 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 £14,276.46 until 31 March 2017 and then increasing to £15,710.98 to 31 March 2020. This represents additional contributions of £75,685 subject to future actuarial valuations. A designated fund has been agreed to set aside funds needed for this recovery plan.

**20. Post Balance Sheet Events**

During the year, the Charity disposed of some of its freehold property and the profit on these sales is reflected in the accounts. Two further properties are in the process of being sold and it is anticipated that the disposal of these additional properties will complete by 31 March 2016. Should the properties proceed to completion, the charity is likely to receive further net proceeds of £640,987 and generate a further profit on disposal of £492,438.