

Charity Number (England & Wales): 1016532

Charity Number (Scotland): SC040779

Company number: 02752456

THE NATIONAL DEAF CHILDREN'S SOCIETY
(A company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 March 2022

The National Deaf Children's Society
Annual Report and Financial Statements
for the year ended 31 March 2022

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The National Deaf Children's Society
Report of the Directors
for the year ended 31 March 2022

Board of Directors

Tim Polack	(Chair)
Dominic Holton	(Vice Chair)
Helen Selwood	(Treasurer)
Sheila McKenzie	(Deputy Treasurer)
Suzanne Beese	
Jennie Rayson	
Jan Rutherford	
Lorraine Wapling	
Lynn Gadd	
Damian Proctor	
Altaf Kassam	
Katherine Binns	(Resigned 19 August 2022)

Chief Executive

Susan Daniels OBE

Auditor

Crowe UK LLP, 2nd Floor, 55 Ludgate Hill, London, EC4M 7JW

Solicitors

Bates Wells London LLP, 10 Queen Street Place, London EC4R 1BE

Bankers

National Westminster Bank plc, 46 Notting Hill Gate, London W11 3HZ

Principal and registered office

Ground Floor South, Castle House, 37–45 Paul Street, London EC2A 4LS

Charity number (England and Wales)

1016532

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Company number

02752456

The National Deaf Children's Society

Report of the Directors

for the year ended 31 March 2022

The trustees (who are the directors) of the National Deaf Children's Society have pleasure in presenting their report and financial statements for the year ended 31 March 2022.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts, and comply with the charity's governing document, the Charities Act 2011, and 'Accounting and Reporting by Charities: Statement of Recommended Practice', applicable to charities preparing their accounts in accordance with the Financial Reporting Standard, applicable in the UK and Republic of Ireland, published on 16 July 2014.

The charity is registered with the Charity Commission, under registration number 1016532, and with the Office of the Scottish Charity Regulator, under number SC040779. It is a company limited by guarantee.

We operate in England, Northern Ireland, Scotland, Wales and the Channel Islands, and we are developing our international work through partners in South Asia and East Africa. Details of trustees and the Chief Executive who served during the year are set out on page 22.

Our aims and objectives

Objectives

The charity's objectives are to further the education of and to relieve the needs of deaf children.

Vision

Our vision is a world without barriers for every deaf child.

Charitable aims

Our mission is that together we will overcome the social and educational barriers that hold deaf children back. We are focused on overcoming barriers:

- in local and national services
- in the early years (from 2021/22 onwards our focus shifted from language and communication to concentrate on the early years)
- to independence.

Public benefit

The achievement of these long-term aims drives our objectives and activity programme. In order to respond to the Covid-19 pandemic we reviewed our aims, objectives and activities half yearly in 2020/21 and 2021/22. As part of that process, we consider the outputs of our activities, assess the benefit of those outputs to the lives of deaf children, and develop future objectives to make sure that our work continues to deliver the most benefit against our charitable aims.

The following section contains more information on the way our work has benefited deaf children and their families over the last 12 months. Some of our activities continued to be affected by the Covid-19 pandemic; the impact of this and how we continued to deliver our charitable aims, is included in the following report.

The trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

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Strategic report

Our mission is to overcome the social and educational barriers that hold deaf children back, and our ambition is that by 2030 no deaf child will be left behind.

This year marked the fifth year of our 2017 to 2022 strategy. We extended and refreshed our current five-year strategy by an additional year, so that we were not developing a new strategy in the midst of the pandemic.

Our extended strategy and changes to our three key areas of focus are:

- local and national services (unchanged)
- early years (from 2021/22 onwards our focus shifted from language and communication to concentrate on the early years)
- independence (unchanged).

Language and communication will continue to run as a theme throughout our work in all three areas.

With the Covid-19 global pandemic continuing to affect the way we work in 2021/22, we continued to keep a clear set of regularly reviewed planning assumptions to help us adapt to the situation as it evolved, including regular risk register updates. Our work throughout the year, and our impact and reach, can be seen in the following sections.

Area of focus A: Overcoming barriers in local and national services

We will improve outcomes for deaf children and young people by making sure that services for them are available, accessible and of a high quality to meet their needs.

Measure: Evidence of our influence, so that the rights of deaf children and young people are upheld, and their needs are met, as services recover from Covid-19.

Response to Covid-19

We continued to be responsive to priority issues, such as face masks and home learning, that may have impacted deaf children and young people as a result of Covid-19. We updated our guidance and blogs, and shared our messages and infographics on reasonable adjustments, the latter of which we shared with all schools and colleges in England. We also gathered and shared evidence with stakeholders of the impact the pandemic was having on deaf children.

Many deaf children rely on lip-reading and facial expressions for clear communication, so opaque face masks continued to be a barrier in education settings, particularly in the first six months of 2021/22. We worked with governments across the UK on the advice they gave and, in spring 2021 we successfully challenged Department for Education guidance on face coverings in schools in England. We made sure that the amended guidance included all necessary reasonable adjustments to minimise the impact of face masks on deaf children and young people. This included, for example, using face shields/visors as an alternative to opaque masks and ensuring schools consulted with deaf children and their families on their needs.

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The return to school in August and September saw different and rapidly changing rules on face coverings in education across the UK. We worked with and reminded local authorities and governments of our guidance on face masks in schools.

We also campaigned to have clear face masks made widely available in the NHS. We attended the Transparent Masks Pilot Panel, working to ensure, where possible, that the voice of and feedback from deaf children and young people was included. Three masks were approved and can be used in healthcare settings. We will be writing to NHS Trusts to encourage them to try them out.

As vaccinations were rolled out, governments across the UK released information to help deaf children and young people decide whether they should have the Covid-19 vaccine, however this information was not accessible to British Sign Language (BSL) users. Following our challenge, information was made accessible via videos in BSL in all four UK nations within eight weeks.

Influencing policy and practice

As restrictions were lifted, work that had previously been put on hold by governments restarted, including the Special Educational Needs and Disabilities (SEND) Review in England. We undertook preparatory work to raise awareness of our priority issues for the review, including meeting with and briefing civil servants, as well as meeting with 33 MPs, including the Chair and members of the Education Select Committee. The SEND Review, published at the end of March 2022, was positive/helpful on three of our five priority asks, namely integrated reviews, reasonable adjustments and careers advice. Our asks for more Teachers of the Deaf and deaf awareness training for mainstream teachers were not met, but we will look to further influence in these areas.

In Wales, we successfully sought the publication of clarification on some of the issues around implementation of the Additional Learning Needs (ALN) reforms. We also published resources and delivered webinars for parents, deaf young people and professionals about the reforms and have developed a new animation explaining the reforms which will be on our website soon.

In Northern Ireland, we worked with the Department of Education to produce updated guidance for anyone who works with deaf children in educational settings, with a launch held at Stormont in early 2022/23.

In regard to influencing the post-14 education sector, we provided feedback to Ofqual on its draft guidance for centres on the awarding of grades in 2021. We also represented deaf young people at Ofqual's Access Consultation Forum meeting, commenting on their Equalities Annual Report and sharing with them attainment data for deaf 16 to 19-year-olds. We continued to influence the Student Loans Company around the range of options for the procurement of Disabled Students' Allowance (DSA) assessments and assistive technology in England and Wales. We also provided our views on the standards and quality metrics for new contracts.

We are part of the Youth Employment Group which gave us the opportunity to raise awareness of the needs of deaf young people. The importance of the voice of deaf young people was also highlighted in our work with the Department for Work and Pensions, for which we received feedback on how good it was to hear directly from deaf young people about their experiences and concerns.

Other work included pushing for progress on the British Sign Language (BSL) GCSE in England which had been delayed by Covid-19. We provided feedback on an early draft of the proposed consultation and will continue our work in 2022/23, with a public consultation expected in autumn of 2022.

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We continued to work with the National Sensory Impairment Partnership (NatSIP), the Institute for Apprenticeships and Technical Education, and with a team of colleagues from across the sensory impairment sector to develop an apprenticeship route to become a qualified Teacher of the Deaf (ToD). Work in 2021/22 included development of the Occupational Standard and we expect the first apprentices to undertake training in 2023/24.

Local policy and campaigning successes in education included working to ensure a longer-term solution for ToD vacancies in Birmingham. In Wirral we challenged the lack of a ToD at a resource base and following our challenge, which was supported by impacted families, the school has now recruited a ToD. Many local authorities continued to be impacted by Covid-19 with planned local special educational needs and disabilities (SEND) reviews postponed, so we continued to collect evidence to ensure the views and needs of deaf pupils and their families are taken into consideration.

Audiology

Over the past year we have continued to engage with key professionals, consortia, groups and organisations across the UK around audiology services for deaf children and young people. Following the publication of the British Academy of Audiology (BAA) Independent Review into the Paediatric Audiology Service at NHS Lothian we undertook influencing work across all four nations.

In England, we continued to have conversations with NHS England following on from our 2020/21 work with partner organisations to produce the Rapid Review into Paediatric Audiology. We met with the Minister for Care and Mental Health and presented our asks in reaction to the BAA NHS Lothian report, as well as discussing the work being undertaken as part of the Rapid Review into Paediatric Audiology in England and asking about national leadership in audiology. We also provided input into the drafting of quality standards for audiology that are being developed by the BAA and are expected to be published in 2022.

In Scotland our work has focused on responding to the BAA NHS Lothian report, and meeting with Scottish Government officials to discuss our involvement in the National Review of Audiology Steering Group, including providing input and feedback on the draft Terms of Reference and providing support to impacted families.

In Wales we have worked with the Welsh Audiology Services Standing Advisory Group (ASSAG) to examine services in Wales in light of the BAA NHS Lothian report. We have been formally invited to join the task/finish group set up by the Welsh Government. We also participated in the paediatric audiology audits which had been delayed by Covid-19 and have worked to further elevate with the Welsh Government issues raised in the audits such as waiting times. We were also involved in the drafting of new quality standards for implantable devices, currently with the Welsh Government for consideration.

In Northern Ireland, we met with Government officials, who agreed a series of actions in response to the BAA NHS Lothian report and agreed to provide us with further feedback on actions by Trusts, the Health and Social Care Board and the Regulation and Quality Improvement Authority. In 2011 our Senior Audiology Policy Adviser spoke at a conference that launched the Northern Ireland Paediatric Audiology Standards Working Group. Over the last three years we have worked closely with the Health and Social Care Board to develop and test draft standards. Following our recent letter to the Minister about these standards it was announced that they have been formally adopted, some 10 years later.

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We continued to work with Children's Hearing Services Working Groups (CHSWGs) – which bring professionals who work with deaf children together to improve services. We participated in meetings for all 113 CHSWGs in England and in 2021/22 we expanded our coverage to cover CHSWGs in Wales and Scotland. Our focus continues to be on supporting CHSWGs to be more strategic and as part of this work we are encouraging them to create action plans. In 2021/22, 43% of CHSWGs across England had developed action plans and 64% had parents attend their meetings.

We continued to encourage parent participation, delivering four Parent as Partners workshops. We also offered newly developed training for professionals attending CHSWGs, with more than 30 professionals registered for training. The first CHSWG in Northern Ireland has been set up and is progressing well, having developed an action plan.

Outreach, Roadshow and digital workshops

Covid-19 continued to impact our ability to conduct in-person outreach and Roadshow visits. Despite these restrictions our team carried out 17 outreach visits, delivering a range of workshops in schools and at local group events, as well as at an audiology event for young people transitioning to adult services. These workshops reached 211 deaf children and young people, 329 hearing children, 25 families and 94 professionals. We briefly resumed our Roadshow bus visits in November, delivering four visits in the North West and providing workshops for 48 deaf children and young people and 24 professionals. Unfortunately, new Covid restrictions meant our planned visits were cancelled, so we took the opportunity to update the Roadshow bus and resources during this time.

We also continued with our digital offer, delivering 171 workshops to education settings with 603 deaf young people attending. In addition to this, over 2,500 of their hearing friends received deaf awareness training to help improve communication and inclusion. These workshops were also attended by 452 professionals and 34 parents and carers.

Supporting families to access and influence services

We have continued to provide information, support and advice to families around education and audiology issues, where possible supporting parents through workshops and events. We ran training sessions on campaigning for parents, and as a result one parent went on to meet with the Parliamentary Under Secretary of State for Children and Families to talk directly about their experience.

We launched our Deaf Education Map on 24 February 2022, using data collected across the UK. Parents are now able to compare the education support available locally for their deaf child with that available in other areas. They can also take action by calling for improvements to services, should they wish. The map was viewed 567 times and 38 actions were taken between 24 February and 31 March 2022.

Did we succeed in this objective?

Yes. Our preparation for work which had been paused during Covid-19 allowed us to be proactive in our response, for example to the Special Educational Needs and Disabilities (SEND) Review in England, where three of our five asks were reflected in the Government's consultation paper. We have been integral in continuing to support Children's Hearing Services Working Groups (CHSWGs) to operate remotely during this period and to develop action plans both in response to Covid-19 and for the longer term. Our response to the BAA NHS Lothian report has ensured that we are involved in the work in all four nations to address the failings and lessons learned.

Parents and families have been given the information and tools to access and influence services, with our Deaf Education Map providing valuable information to compare provision in different localities.

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Area of focus B: Overcoming barriers in the early years

We will help families to ensure their deaf child has the best possible start in life, particularly focusing on information, advice and peer-to-peer support.

Measure: Evidence of positive outcomes for families with children in the early years.

We continued to deliver most of our family events online, with 60 online events reaching 1,155 families during 2021/22. Ninety-seven percent of those who provided feedback said they felt better supported after attending our events. Following the lifting of restrictions, we organised two in-person events for families and whilst attendance was impacted by Covid-19 we still managed to reach 40 families. We also undertook nine consultations with 90 parents and carers providing valuable insight on continuous improvement.

We delivered 53 of our Family Sign Language (FSL) courses online, reaching over 250 people. This included our one-to-one offer for priority families. Ninety-eight percent of people who were surveyed reported positive outcomes linked to communication.

Covid-19 continued to impact our in-person weekend offer and in response we explored how we could reach more families, developing a new online course for larger groups. The first course started in March 2022 with over 100 attendees from across the UK, with positive feedback received from all attendees. We also now have a library of resources available for each of the four UK countries reflecting regional signs, as well as resources for five additional languages.

We delivered 11 sessions for early years practitioners attended by 333 people. Ninety-eight percent of practitioners reported positive outcomes. We engaged with specialists such as Teachers of the Deaf (ToDs) and early years practitioners, and have also set up networking groups to share good practice. Our 'Success from the Start' resource had over 850 downloads and was in our top 10 downloads. Alongside this resource we delivered a webinar reaching 180 professionals.

Did we succeed in this objective?

Yes. Our digital offer allowed us to continue to support families across the UK with positive results. Demand for our Family Sign Language courses is high and we focused on innovating our online group offer in order to grow our capacity and meet demand more effectively. Finally, our work to develop and refresh the skills of professionals working with deaf children in the early years proved to be popular, with our 'Success from the Start' resource appearing consistently in the top 10 resources downloaded from our website.

Area of focus C: Overcoming barriers to independence

We will support the development of deaf children's independence and preparation for adulthood, with a focus on post-16 transitions and entry into employment.

Measure: Evidence of positive outcomes for deaf young people in activities which link to independence.

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for the year ended 31 March 2022

Our Deaf Works Everywhere campaign continued after initially being impacted by Covid-19. We updated content for our YouTube and Instagram channels, reviewed and refreshed webpages, and created six new videos which showcased deaf professionals in a variety of jobs. Engagement far exceeded our targets with 1,166 followers on Instagram and YouTube combined, and a reach of more than 200,000.

We completed our careers advisor e-learning modules for all four nations. The Welsh e-learning module will now form part of the Careers Wales induction training for new careers advisors. In Northern Ireland, the Department of Communities agreed to promote our e-learning for careers advisors to Work Coaches in all Northern Ireland Job Centres in 2022/23. Our toolkit for Careers Advisors, Teachers and Teachers of the Deaf (ToDs) was downloaded over 330 times.

Our work to influence national policy continues and in 2021/22 this included submitting a response to the Department for Work and Pensions Health and Disability Green Paper, which incorporated feedback from deaf young people. The Parliamentary Under Secretary of State for Education committed to "...set out further details in statutory guidance and continue to engage key stakeholders representing learners with special educational needs and disabilities as that guidance is developed". This commitment was mirrored in the Special Educational Needs and Disability (SEND) Review Green Paper.

Locally, we worked to develop a post-16 community of practice networks across the Greater Manchester Combined Authorities and West Midlands Combined Authorities areas. Successes included eight of the 10 councils attending our meetings in the former and all seven in the latter. We continued to review the local post-16 offer and looked at areas for improvement, as well as opportunities for engagement with wider networks.

We delivered our Deaf Works Everywhere careers programme to seven schools and youth groups. Five of these were delivered digitally over a period of weeks and two were in-person during a Roadshow bus visit. In addition to this we delivered workshops across the UK for young people in educational settings, on topics such as deaf identity, technology, and benefits and support. We delivered a total of 51 workshops in this period reaching 212 deaf young people. Our webinar offer for professionals and young people also included Deaf Works Everywhere topics.

We continued to deliver our 'And You' series of 13 webinars on topics such as Access to Work, technology, benefits and deaf role models, with 182 young people attending the live sessions. There were a further 148 views of the recorded sessions and 36 downloads of the recordings. These continue to be available as an on-demand resource on our website.

We also launched our Your Future webinar series for deaf young people which focused on a different profession every month and invited 28 inspirational deaf role models to share their experiences. All the webinars are also available on our website.

We delivered seven digital training sessions for 94 professionals on Accessibility in the Workplace. In addition to the full training sessions, we also delivered two round table sessions and six deaf awareness sessions for organisations including the Metropolitan and Hampshire Police, Red Cross, NHS, Birmingham Commonwealth Games 2022 team and the National Trust. Over 250 professionals took part in these sessions with 100% reporting at least one positive outcome.

Did we succeed in this objective?

Yes. Despite Covid-19 impacting the delivery of some of our work, we continued to create opportunities for deaf young people to increase their independence, connect with each other and access careers-related information and support, including new webinars. We delivered deaf awareness training to

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Report of the Directors

for the year ended 31 March 2022

several organisations and also managed to progress some of our policy and campaigning work both nationally and locally.

Scotland

Overcoming barriers in local and national services

In education, one of our key issues remained the failure of the British Sign Language (BSL): National Plan 2017 to 2023 for Scotland to deliver National Qualifications (ie academic qualifications at a National 5/Higher level) in BSL. We continue to campaign on this issue, including by supporting a petition to the Scottish Parliament.

We are engaging with the implementation processes around the outcomes of the 2020 Additional Support for Learning (ASL) review. This work will continue into 2022/23, where we will seek to highlight the distinct needs of deaf children and young people and the continuing challenges they face in accessing support through the ASL system.

Face masks continued to be mandatory in education settings during 2021/22, with the last requirements only removed in April 2022. We continued to update guidance for parents and professionals and worked with the Scottish Qualifications Agency to ensure that the communication needs of deaf pupils were recognised during the spring 2022 exams. Scottish Government guidance included links to our blogs, referring to reasonable adjustments and clear face masks.

Following the publication of the British Academy of Audiology (BAA) Independent Review into the Paediatric Audiology Service at NHS Lothian we met with the Cabinet Secretary for Health and Social Care, Humza Yousaf MSP, seeking immediate reassurances that no more deaf children were failed in this way, and that every family affected got the support they needed. Our key calls were for robust assessment to be carried out into other services in Scotland to ensure no other service is failing in a similar way, as well as calling for the introduction of a mandatory quality assurance programme.

In response, the Scottish Government agreed to set up a national review of audiology, and our Senior Audiology Advisor was appointed to the review steering group, where she has been pushing to make sure that the membership of the review group reflects those affected, and that the terms of reference of the review reflect the issues parents have raised with us. We have worked to raise awareness amongst families potentially affected and statutory bodies that work with these families, of the importance of asking for a fresh assessment where there was a concern that deafness had not been identified. This awareness raising work was covered across national and local news outlets across Scotland. We also regularly participated in the NHS Scotland Hearing Impairment Network for Children and Young People and were asked to chair one of its sub-groups.

We have been working closely with Social Security Scotland to ensure that the roll out of two new Scottish benefits, the Child Disability Payment and Adult Disability Payment, is done in a way that meets the needs of deaf children and young people. Through effective partnership working we have addressed a number of issues that arose as families made their first claims under the new system, and in 2022/23 we will be training Social Security Scotland advisors in how best to support families to complete the forms.

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Our Advice and Guidance Officers (AGOs) continued to support large numbers of deaf children and families across Scotland and dealt with 199 active cases. All of the families assisted by AGOs reported that they were very satisfied with the support they received.

Deaf young people and their families in Scotland regularly access our Freephone Helpline, Live Chat and SignVideo services. These services offer free independent information, advice and guidance on a range of topics relating to childhood deafness. We also offer information, advice and guidance for free to professionals working with deaf children and young people. Our Freephone Helpline responded to 66 enquiries from Scotland in 2021/22.

Overcoming barriers in the early years

We delivered our Bright Start and Family Programme digital sessions for families and professionals in Scotland, reaching 33 participants. We also provided one-to-one Family Sign Language (FSL) courses to 12 Scottish families. Sessions are hosted by Scottish-based FSL tutors who ensure correct signs for Scotland are being used by deaf children and their families. Feedback on the quality of the courses has been extremely positive with families commenting that they help to improve language and communication skills at home.

We developed and delivered training for professionals including our A-Z of Deafness for Health Visitors training, which contained a Q&A session with a parent and a panel of experts who work with deaf children. We directly reached 34 participants across 17 different organisations with the training rated as good or excellent.

Following the success of our Parent-to-Parent Scheme in Bristol we undertook work to replicate the scheme in Glasgow and in 2021/22 we established a steering group and recruited a coordinator.

Overcoming barriers to independence

We continued to work with our partners to maximise impact for deaf young people and have established an employability task and finish group to map out service provision. Our focus on careers and employment as part of the Deaf Works Everywhere project continues, with the creation of Scottish case studies for our social media channels. Our careers advisor e-learning module has also been rolled out across Scotland with the support of Skills Development Scotland.

International

We will continue to work with partners in East Africa and South Asia, supporting deaf children internationally in our three strategic areas of focus. We will continue to increase our profile, build our evidence base and develop our international role as an expert trainer.

Covid-19 continued to affect our international work through Deaf Child Worldwide (DCW) throughout the year. Travel in and between countries was in most cases not possible and teams in the UK and in both regions (East Africa and South Asia) worked from home throughout this period.

However, the pandemic has been an opportunity to reach global audiences online. In 2021/22 we produced a series of five webinars, each based on one of the chapters of our 'Unheard Children' report. All the webinars were well attended and on average attracted participants from 33 countries.

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Approximately 50% of people who applied for our training had done so because they heard about it through our webinars.

We made significant progress in moving our training online. E-learning and deaf awareness modules are now well established and have been successfully delivered to partner organisations as well as global audiences. We now have a strong though small team of Senior Lead Trainers who can deliver high quality training both online and in-person. Furthermore, two hosted training sessions attracted participants from a wide range of countries and resulted in World Vision International requesting a customised training session for their staff.

We continued to successfully work with 11 partners across East Africa and South Asia. Regional teams maintained good contact with partners but were only able to conduct in-person meetings from the start of 2022. Partners were able to maintain some degree of in-person contact with families throughout the year.

We completed research into the experiences of 161 deaf secondary school students in West Bengal at the end of the year. The report was launched at the end of February 2022 along with an accompanying animation.

Did we succeed in this objective?

Yes. Whilst Covid-19 affected our ability to travel we continued to work with partners in East Africa and South Asia to further develop our training and profile, reaching global audiences and making new contacts.

Underpinning activities

We will continue to develop the support we give to our members, providing them with information, advice and guidance, and empowering and supporting them to advocate, influence and campaign on behalf of their own child and on behalf of deaf children more generally. We will continue to build on our accelerated digital transformation from the previous year.

We were joined by just under 4,000 new members this year, with our cumulative membership (excluding supporter members) now sitting at over 90,000. Of these, just under half are UK parents or carers. We believe we are reaching 43% of the UK's permanently deaf children and young people aged 0 to 25 through at least one of their parents or carers being a member of the National Deaf Children's Society.

We have continued to provide information, advice and guidance to our members. There were 3,057 initial contacts to our Helpline, and we worked on 1,010 advice and guidance cases over the year. Satisfaction levels remain very high, with families consistently reporting more than 97% satisfaction with our support. We supported 240 families to take their cases to independent Tribunals where there was merit. Success rates continued to be very high at 94% despite external challenges. We supported families to apply for and secure over £784,000 of 'in year' benefits and over £2.78 million of 'full award' benefits, providing vital financial support to families during a difficult and challenging year. This year we piloted two new services: a Live Chat service for deaf young people and a virtual welfare benefits appointment service. Both received positive feedback and will be rolled out in 2022/23.

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We continued to keep our members engaged through regularly targeted emails, tailored website content, social media updates and 'Families' magazine. We have seen an increase in page views and downloads across the information and support section with our 'Deafness in Childhood' resource regularly in the top three of our downloaded resources. We also saw an increase in downloads for our 'Learning British Sign Language (BSL)' and 'Sign Language' resources, which coincided with Rose Ayling-Ellis's appearance on 'Strictly Come Dancing'. We continued to publish a weekly blog on our Parenting and Family Life section of the website. Our extra blogs for special events, for example Siblings Week, back to school and Deaf Awareness Week, were well received.

The 'Your Community' online forum has continued to grow, with over 5,600 unique visitors and more than 120 threads or conversations taking place on a range of subjects. Our Parent-to-Parent Scheme in Bristol has also been successful with 38 families joining the scheme. We are in the process of replicating it in Glasgow.

We had 90 local groups at year-end, allowing an estimated 5,000 people to connect. We also had 145 online groups reaching an estimated 27,000 people. We have continued to be proactive in delivering support to local deaf children's society groups, as many have been affected by Covid-19 and need support to restart the group and reach new families. We have found that our support has helped not only build relationships with groups but also allowed us to gain valuable insight into common themes and areas to further improve our support to these groups.

We have continued to work with and consult deaf young people. Our Young People's Advisory Board (YAB) launched a UK wide petition calling for the introduction of compulsory deaf awareness training for all teachers. Our petition on change.org has received over 80,000 signatures. A previous petition by a YAB member on clear face masks and deaf awareness in schools was nominated for an award and was highly commended by the Children and Young People Now Awards.

Young people were also involved in consultations at a national level, for example the Health and Disability Green Paper consultation and at local level reviewing the Local Offer in Kent. We also consulted with them internally, including on the development of our strategy, developing new Roadshow information boards and the Buzz membership review. We were also selected as a partner organisation by the Welsh Youth Parliament to support deaf young people and engage them in politics. Our new Youth Parliament Member has started on his journey, and we are working with him on a campaign plan for his chosen area of cinema subtitles.

There is evidence throughout our work of the impact of our new activism approach; along with our training sessions on campaigning for parents, our Campaigns Network has reached over 10,300 members.

We have also been increasingly positioning ourselves as experts through our professional training and consultancy work. We successfully delivered our online professionals conference, which focused on employment and had over 170 delegates from employment/careers-specific settings. The event was a success with 96% of attendees rating the event as either 'good' or 'excellent', and over 90% reporting positive learning outcomes. We also continued to deliver online training and reached a total of 1,984 professionals across the UK. Of these, 1,413 accessed our 'on demand' digital products (e-learning modules and pre-recorded presentations). In terms of impact, 95% of delegates said they learnt something useful for their job and that they would take action as a result of our training/conference.

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Our Technology Test Drive service was one of the few services that couldn't continue during Covid-19, however we fully resumed our service in March 2022 and were able to meet the demand of the new applications and clear the backlog, with an average wait time of three days.

Did we succeed in this objective?

Yes. We have successfully provided tailored information, support and advice to thousands of families of deaf children. We continued to grow our digital offer, improve our online content and undertake in-person events when restrictions allowed. Our work with the Your Community online forum and Parent-to-Parent scheme increased parents' ability to connect and share their experiences. We have also grown our reach to professionals through our online training and conferences.

Smarter working

We will continue to improve the efficiency and effectiveness of our work and will prioritise the safety and wellbeing of our staff.

Our media work reached 841 million people and generated over 3,000 news articles. Key highlights included our response to the Special Educational Needs and Disabilities (SEND) Review Green Paper and our research showing that two-thirds of teachers did not feel they could support deaf children. There was also our response to the failings of NHS Lothian and Rose Ayling-Ellis's appearance on 'Strictly Come Dancing'. We were also ever-present in high profile ongoing stories, such as the Channel 4 subtitles failure, the British Sign Language Bill and face masks in schools.

Internal communication remains a priority, with most staff continuing to work from home most of the time. Our Live@11s have proved to be successful and have continued as the main platform for teams to share updates and news. Workplace by Facebook also continues to be an important channel for staff with 1,285 posts, 4,404 comments, 14,548 reactions and 25,630 messages. 'In the Loop', our weekly newsletter continues with a regular update on organisational news, as well as recognition of great work in the past week.

We continued to evaluate and trial new ways of working following Covid-19 restrictions and the return to the office, whilst responding to the needs of our staff. We trialled smarter working principles which included new core working hours and deaf-friendly meeting management. We rolled out equality, diversity and inclusion (EDI) training for all staff and continued with our wellbeing work including adding resources to our Wellbeing Toolkit. We continued to encourage staff to feedback and contribute through various forums including pulse surveys and JAM sessions (discussion forums) with managers and deaf staff.

Our shortened planning cycle has allowed us to be more reactive, including keeping planning assumptions and interim risk registers under review. We improved our approach to understanding and reporting our context, trends, performance and impact. We also continued to closely monitor the needs of our members from insights and trends from our work including undertaking focused work on membership, looking at user journeys, and analysing responses to our annual Deaf Children Today survey.

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We continued to make good progress with our safeguarding work this year and have undertaken a safeguarding culture audit and safer recruitment audit. We have also appointed a number of designated safeguarding officers and provided them with comprehensive training.

Did we succeed in this objective?

Yes. We have continued to ensure our staff have been supported through the pandemic and as we return to offices and in-person work, prioritising internal communication and feedback opportunities. Despite the challenges of Covid-19 we remain an effective and efficient organisation with a drive for continuous improvement to maximise our impact on deaf children and families across the UK.

Targets for 2022/23

Our mission is to overcome the social and educational barriers that hold deaf children back. Our ambition is that by 2030 no deaf child will be left behind. In 2021/22 we continued with our refreshed and extended five-year strategy to 2023.

The strategy focuses on our work in three key areas:

- accessibility and quality of local and national services
- supporting parents and improving professional services in the early years of a deaf child's life
- supporting the development of a child's independence and transition into adulthood.

We will focus on these areas for 2022/23:

Local and national services

> We will improve outcomes for deaf children and young people by making sure that services for them are available, accessible and of a high quality to meet their needs.

Measure: Evidence of our influence, so that the rights of deaf children and young people are upheld, and their needs are met, as services recover from Covid-19.

Early years

> We will help families to ensure their deaf child has the best possible start in life, particularly focusing on information, advice and peer-to-peer support.

Measure: Evidence of positive outcomes for families with children in the early years.

Independence

> We will support the development of deaf children's independence and preparation for adulthood, with a focus on post-16 transitions and entry into employment.

Measure: Evidence of positive outcomes for deaf young people in activities which link to independence.

International

We will continue to work with partners in East Africa and South Asia, supporting deaf children internationally in our three strategic areas of focus. We will continue to increase our profile, build our evidence base and develop our international role as an expert trainer.

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Underpinning activities

We will continue to develop the support we give to our members, providing them with information, advice and guidance, and empowering and supporting them to advocate, influence and campaign on behalf of their own child and on behalf of deaf children more generally. We will continue to build on our accelerated digital transformation from the previous year.

Smarter working

We will continue to improve the efficiency and effectiveness of our work and will prioritise the safety and wellbeing of our staff. We will review our strategy, setting new targets for 2023 to 2028, and undertake a transformation programme to refresh our culture and ways of working so that we can deliver the new strategy and drive greater impact.

Fundraising

Fundraising is essential to allow us to carry out our vital work to support deaf children, young people and their families. In 2021/22 we worked hard to make up lost ground following the restrictions on activity due to Covid-19. To protect our supporters, some physical events were replaced with online virtual activity, and we were pleased with the positive response this received from supporters. Where physical interactions were unavoidable, we maintained a detailed risk register which we updated weekly in light of the latest guidance from government and fundraising regulatory bodies. This was made available to the public via our website.

Trustees are extremely grateful to the many individuals, companies, trusts and institutions who supported our work over the year. Our fundraising is supervised in detail by the trustee Finance, Audit and Risk sub-committee, with regular reporting to our full trustee board. Trustees receive copies of all fundraising mailings. We are active members of the Fundraising Regulator and of the Chartered Institute of Fundraising, and our staff engage widely across the sector to support measures to increase public trust and support.

As well as employing our own professional fundraising staff, we use specialist agency support to engage new supporters for our work. The standards we expect from agencies working on our behalf are written into formal contractual obligations and include a requirement to abide by the Code of Fundraising Practice. We encourage all such agencies to be members of both the Chartered Institute of Fundraising and the Fundraising Regulator and work closely with them to ensure they treat everyone they deal with courteously and professionally.

We are particularly conscious of the need to take care when interacting with individuals who are, or may be, vulnerable and we require all staff and agencies we work with to follow our Ethical Fundraising and Fundraising and Vulnerable People policies. We also ensure that all fundraising agencies have their own Fundraising and Vulnerable People policy which is consistent with the requirements of our own. Agency staff working on our behalf receive initial and regular ongoing training which ensures they are given detailed information about the work of the charity, understand the regulations governing professional fundraising, and are equipped with the skills necessary to fundraise responsibly and respectfully.

As part of their scrutiny of our fundraising, trustees review the completed Charity Commission checklist, Charity Fundraising: A guide to trustee duties (CC20) annually. We follow rigorous processes to ensure

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all complaints and allegations of fraud are recorded and investigated within strict timeframes by a designated staff member, and that any learning is documented and acted upon.

Over the course of the year, we investigated 19 instances of potential fraud, five of which were upheld and reported to the police via Action Fraud. Our website outlines our Complaints policy and clearly explains how an individual can complain. We received 348 complaints about our fundraising activity, 336 of which related to our face-to-face supporter recruitment campaigns. To put this in context, our recruiters made contact with an estimated 11 million individuals over the course of the year, giving a complaint rate of one complaint per 31,500 contacts made. All complaints were handled in line with our Complaints policy and none required investigation by the Fundraising Regulator. We received six requests to amend communication preferences via the Fundraising Preference Service, all of which were actioned promptly on our database. Detailed complaint and fraud reports covering the above are regularly reviewed by our trustees. As part of our commitment to maintaining high standards, we set targets for the number of face-to-face interactions and outbound telephone calls which are monitored, and we receive regular reports on this. A designated Compliance Officer supports this work, and progress is monitored by trustees.

Principal risks and uncertainties

A Risk Management policy has been agreed and implemented by the trustees. Key risks are reviewed quarterly by the Executive Directors and by the relevant board committee at each committee meeting, and more frequently if required. Mitigating actions are assigned to individuals. These actions reduce the likelihood and/or impact of any detrimental events. The trustees consider the following to be the key risks facing the organisation.

- **Income drops significantly.** Recent recruitment levels have been good; despite the impact of the pandemic, there is no indication that there will be a significant drop in supporter income anytime soon. However, we are concerned about the potential impact of the cost of living crisis and we continue to monitor trends closely. We regularly review data on our supporters, updating our financial forecasts, and making sure we are ready to manage the impact of any drop in income. This is discussed regularly with trustees, with mechanisms in place for additional reporting if there is cause for concern. Trustees also oversee compliance with fundraising regulations and make sure that fundraising is carried out to high ethical standards. Investment continues in income diversification projects to mitigate the risk of reliance on a narrow range of fundraising channels where possible.
- **We are no longer relevant to our members.** Our target audiences (deaf young people, their parents, professionals and decision-makers) have different needs and many competing demands for their time and attention. If we are to achieve our ambitions, we must stand out, in an increasingly crowded marketplace, with a clear offer that is relevant to them at this time. We are investing in audience insights and marketing, as well as regularly engaging with, and responding to, our audiences through consultation on and co-production of new offers.

A safeguarding failure. We recognise the importance of safeguarding children and young people in all areas of our work, and in activities organised by affiliated local groups and our international partners. The charity has a Safeguarding policy which applies to everyone who works with or for the charity. The policy is implemented through robust procedures and supported by training programmes for staff and volunteers. In 2021/22 we also undertook a

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safeguarding culture audit and audit of our safer recruitment processes. We provide online training and require affiliated local groups to meet safeguarding standards. Similarly, we set clear standards and procedures and provide training for our international partners. There is an experienced trustee lead on safeguarding, and safeguarding work across the organisation is regularly reported to the board. All policies and procedures are regularly reviewed internally and with an external advisor. Although we believe the operational procedures have strong safeguards embedded in them, it remains a key risk on our risk register.

- **A breach of our IT security.** Cyberattacks, including phishing and malware, have significantly increased in frequency and sophistication. The fact that most staff are working remotely, and that hybrid or home working is likely to be an increasing choice for staff, emphasises our reliance on our IT systems and has the potential to increase our vulnerability. We have put protective measures in place including implementing security projects and cyber security training for all staff. We continue to monitor and review our systems, keeping them up to date. To support effective oversight by the board we are introducing reporting on cyber risks and the status of our cyber security programme.

Financial review

Following a year where our planned activity had been severely affected by the pandemic we are pleased to report that our income, charitable expenditure and fundraising investment grew in the year ended 31 March 2022 as planned and our investments ended the year with a gain of £0.3m. The deficit of £1.8m, funded from our reserves, was lower than budgeted.

Overall our income increased by £0.5m to £25.9m in 2021/22. Supporter income made up 87% of the total and legacy income 6%. Our total expenditure of £27.9 million increased by £10.5 million, with an increase of £2.7 million on charitable expenditure and £7.7m on fundraising investment which will secure income in future years to fund our charitable work. You can read about how our charitable expenditure helps us to achieve the targets we set ourselves earlier in the Directors' report and in our Impact Report.

In 2020/21 we were unable to recruit the numbers of new supporters we had planned due to the impact of the Covid-19 pandemic. As a result trustees decided to use our reserves to invest in higher levels of supporter recruitment in 2021/22, to start to make up the shortfall in planned new supporters and secure our income in future years. Although this increased our fundraising investment to £12.5m in the year, the low level of spend in 2020/21 gives an average of £8.6m over the two years. Our Fundraising team met the recruitment targets set and supporter income grew by £0.7m to over £22m, exceeding our income target. We are grateful to our thousands of generous supporters who continue to make unrestricted monthly contributions, in most cases enhanced by Gift Aid. This continues to be the principal income stream supporting our vital work and we continue to closely monitor the performance of individual giving fundraising against targets and model financial scenarios based on favourable and adverse trends, which are reviewed by trustees. We will continue to investigate suitable opportunities to diversify individual giving income streams as they arise.

Legacy income continues to be an important source of income and can be volatile year on year. In 2021/22 it increased by £0.3m to £1.4m.

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Financial position at year end

The planned deficit, increasing both our fundraising investment to secure future income streams and our charitable expenditure, reduced our net assets by £1.7 million to £14.6 million. We will continue to invest in supporter recruitment at a higher level in 2022/23 to make up for the shortfall in 2020/21 and will benefit from the additional income from supporters recruited through investment in 2021/22.

Performance of subsidiaries

NDCS Limited had a successful year and will pass a profit of £36,000 to the charity. Further details are shown in Note 3 of the financial statements.

Reserves

We have a risk-based reserves policy which is underpinned by the organisational risk register and is linked with the charity's strategy and corporate plan. This has determined that the target range of general reserves (excluding those reserves represented by restricted funds and fixed assets reserve) required by the charity is between £6.7 million and £8.9 million.

The total reserves of the charity as at 31 March 2022 were £14.7 million (2021: £16.4 million). Unrestricted reserves formed £14.0 million (2021: £16.0 million) and restricted reserves £0.5 million (2021: £0.4 million).

Of the unrestricted reserves balance of £14.0 million, £0.1 million was related to intangible and tangible fixed assets.

General reserves (excluding reserves represented by restricted funds and fixed assets stood at £14 million. This is above the target reserves range. However a £5.5 million deficit budget is planned for 2022/23 with significant investment in fundraising to secure future income and our digital transformation and this is expected to bring us within our target reserves range.

In common with most other charities we continue to operate in an uncertain world and to ensure that the possible consequences (upside and downside) are fully considered, the trustees continued to review a range of financial scenarios at each meeting. The scenarios are based on the latest assessment of risks and uncertainty facing the charity and assess how they could impact our reserves and longer-term financial sustainability. Additionally the trustees conduct an annual review of the appropriate level of general reserves, and changes to the charity's risk profile, strategy and plan are considered as part of that review. The output of the annual review informs subsequent planning and budgeting cycles.

Investments

Trustees have considered the requirements of the SORP and the Charity Commission's guidance (CC14) and remain of the opinion that there are no listed investments adverse to the purpose of the charity. The Investment policy is reviewed annually and there are no specific investment restrictions. Trustees have adopted a cautious and diversified investment strategy to balance potential return with appropriate risk and mitigate the consequences of volatility in the markets.

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Quilter Cheviot manage a medium risk, multi asset portfolio for the charity with a total return target at CPI inflation plus 3.5% pa net of fees. This is benchmarked against CPI plus 3.5% annualised, ARC Steady Growth Charity Index and a composite of market indices:

- fixed interest and government bonds: iBoxx £ UK Gilts
- UK corporate bonds: iBoxx Sterling Corporates
- UK equities: MSCI UK IMI
- overseas equities: MSCI AC World ex UK
- alternative investments: 50% iBoxx £ Gilt 1 to 5 year and 50% MSCI AC World Index (ACWI)
- cash: Bank of England Base Rate.

The market value of investments stood at £5.0 million at 31 March 2022, an increase of £0.36 million in the year after reinvestment of income. Although investments experienced volatility during the year there was an overall gain of £0.27 million.

Going Concern

The trustees have reviewed our activities, current financial position and risks on our voluntary income and planned supporter recruitment. Although we plan to run a significant but planned deficit in 2022/23 this will be funded by drawing down our reserves. Our trustees will continue to regularly review financial scenarios that model factors such as supporter recruitment levels and rates of lapsing as well as the impact of wider economic risks such as falling investment values. These currently indicate that it remains appropriate to adopt the going concern basis of accounting in preparing the financial statements. The trustees have considered several factors when forming their conclusion as to whether the use of the going concern basis is appropriate when preparing these financial statements, including a review of updated forecasts to 31 March 2025, a consideration of key risks that could impact the charity and the latest available management information. Our analysis, and our experience in recent years, is that a reduced level of supporter recruitment results in an improved short term financial position due to the associated reduction in costs, however over time there is a significant impact on income as we have fewer supporters than planned. Our plans for delivery of charitable activities reflect our increased use of digital delivery methods to support, and campaign for, deaf children and their families and this is reflected in the scenarios considered. Trustees conclude it is appropriate for the financial statements to continue to be prepared on a going concern basis.

Grant policy

As part of delivering our international charitable activities we award grants to partner organisations in line with our strategic objectives. We undertake a formal appraisal of the project and partner organisation before making a grant which is subject to a specific grant agreement. The due diligence process includes review of the governance, senior management, financial capacity and an assessment of the organisation's capacity to deliver the project objectives. Progress against targets is monitored before making further grant payments and if we are not satisfied that the grant is being managed in accordance with the partnership agreement the grant will be delayed or terminated. In 2021/22 we awarded £0.4 million in grants to partner organisations in relation to our international work.

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Corporate structure, governance and accountability

We have three subsidiary undertakings and a 25% share in a joint venture consolidated in the group. The three subsidiary undertakings are NDCS Limited and Friends for Young Deaf People, both registered in England and Wales, and Fundación Niños Sordos del Mundo, a charity registered in Spain. NDCS Limited is the only subsidiary undertaking that is actively trading and donates its trading profit to the National Deaf Children's Society. Further details are included in Note 3 to the financial statements. We have a 25% share in Childlife, a company limited by guarantee. Further details are included in Note 4 to the financial statements.

The trustee board governs the charity and has a maximum of 12 trustees. The majority of trustees must be elected by the membership. All elected trustees must be carers or parents of deaf children and members of the charity. These trustees can be appointed by the trustee board but must stand for election by the voting membership at the next Annual General Meeting (AGM). Additional trustees may be co-opted by the trustee board to enhance the skills of the board. These co-opted trustees do not have to be full members of the National Deaf Children's Society. The Honorary Chair must be the parent of a deaf child. In addition to the Honorary Chair, there are three honorary officer roles – Honorary Vice Chair, Honorary Treasurer and Honorary Deputy Treasurer.

The articles require that each year, one third of the elected trustees – those who have been in office the longest since last elected – should offer themselves for re-election. Elected and co-opted trustees may serve for a maximum of nine consecutive years. After maximum service, all trustees must have a break of three years before being eligible to stand again for election or co-option.

Potential trustees are invited to submit a written application which is considered by a nominations panel comprising the Chair, Vice Chair and an independent governance expert. We have implemented a Board Diversity Action Plan to encourage applications from a wider section of the community. Suitable applicants are interviewed before being proposed as a trustee. All new trustees undertake an induction programme which involves an introduction to their responsibilities and to the operation of the charity. They are offered the opportunity to have an existing trustee as a mentor in their first year.

The trustees provide leadership and direction for the charity, setting the vision, mission and strategy, which are delivered by the Chief Executive and their team. The trustees are legally responsible for making sure that resources are used prudently and only in support of our objectives, for stewardship of our assets and for ensuring that the charity complies with all relevant legislation and regulation. The trustee board operates a Conflicts of Interest policy. A Declaration of Interest form is completed annually by trustees, senior management and fundraising staff, and new declarations are made and recorded at the start of every trustee committee meeting.

The trustee board meets four times a year. It is supported by four committees, each of which has specific terms of reference. The Finance, Audit and Risk Committee, which meets four times a year, oversees all financial and administrative matters of the charity. The Services and Campaigns Committee, which meets four times each year, provides strategic support and direction to the development of services for beneficiaries and for advocacy. The International Committee, which meets three times each year, provides strategic support and direction to the development of our international work; and the Governance Committee, which meets four times each year, and is responsible for ensuring the Trustee Board has an effective governance framework and an appropriate skills mix. The committees are chaired by trustees with a minimum of three trustee members. Committee meetings are also attended by relevant staff. Each committee has its decisions ratified by the trustee board where appropriate.

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The day-to-day running of the National Deaf Children's Society and the exercise of executive responsibility are delegated to the Chief Executive for operational matters, including finance, employment and service delivery.

Each year, the Governance Committee reviews our governance practices in detail against the Governance Code using an 'apply or explain' approach. The review has led to the development of the Board Diversity Action Plan to address the weakest areas. Progress and outcomes of the action plan are reported to the Governance Committee. This is being updated in response to the revised Governance Code (2020).

There are clear distinctions between the role of the trustees and of senior management. Matters such as policy and strategic plans are prepared by senior management for consideration and approval by the trustees. All trustees give up their time freely and no trustee remuneration was paid in the year. Details of trustee expenses are disclosed in Note 6 of the financial statements. There were no related party transactions.

Employees

We continued our focus on staff wellbeing to support colleagues through the later stages of the pandemic. This included recruitment and training of our first cohort of Mental Health First Aiders. We listened to their feedback on the positive aspects of flexible and home working and adopted a framework of smarter working. We continue to place equality, diversity and inclusion at the heart of all we do and our ED&I working group, drawn from across the charity, carried out a pulse survey to identify actions to support this. These included rolling out ED&I e-learning, carrying out a data collection exercise to increase our diversity data and committing to a deaf development programme to support our deaf colleagues. We invested in our internal communications and learning and development offer to support our digital transformation journey. We continued our online programme of seminars to update staff on work across the teams as well as sharing information through our intranet, Facebook workplace and a weekly digital newsletter 'In the Loop', which included an update from the CEO and a member of the senior leadership team each week. Our periodic virtual meetings, drawing together managers from across teams to give training and support while providing a forum for issues to be raised, continued to be popular and effective. We also continued to run pulse surveys to obtain staff feedback.

Our induction events, which have continued online, enable the chief executive and other senior members of staff to explain to new starters how their teams support deaf children and their families, ensure that safeguarding is highlighted and that new starters benefit from deaf awareness training. All staff are encouraged to build on this initial deaf awareness training to improve their sign language and communication skills.

We support equal opportunities and are a Level 2 Disability Confident Employer. We encourage applications from disabled persons and will liaise with them to identify and provide the adjustments to support their application and if successful, their employment with us. We recruit and promote on the basis of aptitude and ability without discrimination. We support the continued employment and retraining of employees who become disabled during employment with us, working with them to identify and deliver the appropriate support and training required.

We have a behaviours framework which details expected behaviours in job descriptions, recruitment, performance achievement reviews and the 1:1 framework used for line management across the charity.

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Report of the Directors

for the year ended 31 March 2022

The behaviours are broken down as (i) Supports the National Deaf Children's Society, (ii) Accountability, (iii) Continuous Improvement and (iv) Personal Effectiveness.

Remuneration

The charity recognises the contribution of every employee and our policy on remuneration is to ensure that the reward package offered is both sustainable and competitive with other organisations so that we can recruit, retain and develop staff with the skills to deliver our strategy. In setting pay levels for our staff we take account of pay practice in other similar sized charities, the public sector and, where necessary, the private sector for specialist and technical roles. The Finance, Audit and Risk Committee reviews a recommendation from the CEO for an annual pay increase as part of the annual budget approval process. Trustees consider affordability, economic trends and external market pay movement and make a recommendation for approval by the Trustee Board.

We operate a defined contribution group personal pension scheme, to which all eligible employees are auto-enrolled. We make a contribution of 5.5% of salary with staff contributing 1.5%, with an option to contribute more.

Information on the maximum and minimum remuneration levels for each grade, and all benefits (including pension) are available to all employees.

The total remuneration of the Executive team (as defined below) was £512,876 (£499,069 in 2020/21). This included pension contributions of £13,986 (£16,514 in 2020/21). There were no benefits in kind. The Executive team were awarded the same increase as other staff with annual increments awarded to eligible staff. The Executive team consists of: Susan Daniels (CEO), Jane Foreman (Deputy CEO and Director People, Finance and Business Solutions), Maria Chambers (Interim Director of Services and Innovation), Mike Hobday (Executive Director of Policy and Campaigns) and Mike Wade (Director of Fundraising and Communications).

Members of the Trustee Board 2021/2022

Tim Polack	(Chair)
Dominic Holton	(Vice Chair)
Helen Selwood	(Treasurer)
Sheila McKenzie	(Deputy Treasurer)
Suzanne Beese	
Jennie Rayson	
Jan Rutherford	
Lorraine Wapling	
Lynn Gadd	
Damian Proctor	
Altaf Kassam	
Katherine Binns	(Resigned 19 August 2022)

As well as trustees, we are supported by our President Sir Christopher Benson JP, DL, FRICS, FRSA.

The National Deaf Children's Society
Report of the Directors
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Members

There are the following categories of membership:

Full members

Full members have the right to attend, speak and vote at general meetings. The following shall be qualified for full membership:

- Parents or carers of deaf children aged 0 to 25 years, and deaf people aged 18 to 25 years, living in the United Kingdom.

Supporter members

Supporter members have the right to attend and speak, but not to vote at, general meetings. They retain the benefit of all other rights under company law and all other facilities and advantages of supporter membership. The following shall be qualified for supporter membership:

- any individual aged 18 or over, who is not a full member, making at least a minimum subscription to the charity and who is a participant in the charity's Supporter Scheme.

Associate members

Associate members have the right to attend and speak, but not to vote at, general meetings. An associate member shall be either an individual, who is not a full member, or a supporter member, or an organisation that falls into one of the following categories:

- professional members – professionals working in fields related to the education and relief of deaf children
- affiliate members – any group or organisation based in the UK which adheres to the charity's vision and values statement
- board members – co-opted members of the trustees who have been appointed by the existing members of the trustee board (and are known as the co-opted trustees)
- international individual members – any individual living outside the UK. (Adopted by a resolution of the trustees made on 12 September 2009.)
- international affiliate members – any group or organisation based outside the UK which adheres to the charity's vision and values statement
- family members – anyone who is a family member of a deaf person
- parent/carer members – anyone who is a parent or carer of a deaf person aged over 25 years
- adult deaf members – anyone who is a deaf person aged over 25 years
- young deaf members – anyone who is a deaf person aged 16 to 18 years
- other members – any individual aged 16 or above living in the United Kingdom.

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Volunteers

We have 466 volunteers who help us support deaf children and young people. There were 87 presenter volunteer assignments over 65 events across the year, including 38 deaf presenter opportunities, working with teams across the organisation. We had over 750 hours of support from team supporter volunteers who helped teams across the organisation with their office work, including supporting the Deaf Children Today survey analysis, and a proposal to the BBC resulting in subtitles for 'Newsround'. A further 59 volunteers supported our work through volunteering for over 336 hours with families and deaf children and young people involved in initiatives including our Pen Pals project, positive future mentors, mentoring video moderation, Bristol peer to peer mentors, Your Community, and community activity supporters. We also had 11 assignments for youth support volunteers at two face-to-face events for deaf children and young people. We developed and delivered new e-learning training modules for volunteers for which we received positive responses with 87% saying that the training increased their confidence to do their volunteer role.

In addition, legal volunteers have provided 511 pro bono hours of legal support during the financial year. The value of these volunteers is estimated at £8,200.

The trustees would like to take this opportunity to thank all our volunteers for their continued support. Without their time and skills, and their continued commitment in the face of a global pandemic, our activities and events would not be as extensive and successful as they are, nor our teams as well supported.

Statement of trustees' responsibilities

The trustees (who are also directors of the National Deaf Children's Society, for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires 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 and the group, and of the incoming or outgoing resources and application of resources, including the income and expenditure of the charitable group, for that period. In preparing these financial statements the trustees are required to:

- select suitable accounting policies and apply them consistently
- observe the methods and principles in the Charities SORP
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards 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 presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that disclose, with reasonable accuracy at any time, the financial position of the charitable company, and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and the group, and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information, and to establish that the auditor is aware of that information.

Auditors

Crowe UK LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

By order of the Board

In approving this report, the trustees are also approving the Strategic Report included here in their capacity as company directors.



Tim Polack
Director and Trustee

Date: 5 November 2022

The National Deaf Children's Society

Report of the Independent Auditors

for the year ended 31 March 2022

Independent Auditor's Report to the Members and Trustees of the National Deaf Children's Society

Opinion

We have audited the financial statements of the National Deaf Children's Society ('the charitable company') and its subsidiary ('the group') for the year ended 31 March 2021 which comprise Consolidated Statement of Financial Activities (including the Consolidated Income and Expenditure Account), the Consolidated and Charity Balance Sheets, the Consolidated Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 March 2022 and of the group's income and expenditure, for the year then ended
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005 and Regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (amended).

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial

The National Deaf Children's Society
Report of the Independent Auditors
for the year ended 31 March 2022

statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the Directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate and proper 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.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 24 the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate

The National Deaf Children's Society

Report of the Independent Auditors

for the year ended 31 March 2022

the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 and The Charities and Trustee Investment (Scotland) Act 2005 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company and the group for fraud. The laws and regulations we considered in this context for the UK operations were: General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, Taxation legislation, Employment legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities,

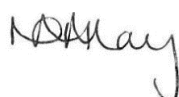
The National Deaf Children's Society
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for the year ended 31 March 2022

including fraud, to be within the timing of recognition of income, and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Finance, Audit & Risk Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 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 and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Nicola May
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor

London

Date: 11 November 2022

The National Deaf Children's Society
Consolidated statement of financial activities
(including consolidated income and expenditure account)
for the year ended 31 March 2022

Income and expenditure	Note	Unrestricted funds £000s	Restricted funds £000s	Total 2022 £000s	Total 2021 £000s
Income and endowments from:					
Donations and legacies					
Regular donations and subscriptions from individuals		22,242	239	22,481	21,735
Legacy income	5(a)	1,429	15	1,444	1,087
Other donations and gifts		1,003	140	1,143	1,119
		24,674	394	25,068	23,941
Charitable activities	5(b)	54	459	513	567
Other trading activities	5(c)	54	-	54	82
Investments	5(d)	218	-	218	200
Other income	5(e)	3	-	3	561
		25,003	853	25,856	25,351
	4	-	-	-	24
Total		25,003	853	25,856	25,375
Expenditure on:					
Raising funds	7(a)	12,463	-	12,463	4,756
Charitable activities:					
Overcoming barriers in local and national services		7,993	164	8,157	5,780
Overcoming barriers in the early years		2,521	178	2,699	2,662
Overcoming barriers to independence		2,592	311	2,903	2,636
Other charitable activities		1,604	33	1,637	1,596
Total charitable activities	7(a)	14,710	686	15,396	12,674
Share of net loss in joint venture	4	23	-	23	-
Total	7(a)	27,196	686	27,882	17,430
Net gain on investments	10(c)	268	-	268	908
Net (expenditure)/income and Net movement in funds before transfers	7(e)	(1,925)	167	(1,758)	8,853
Net (expenditure)/income and Net movement in funds after transfers		(1,925)	167	(1,758)	8,853
Fund balances brought forward		16,056	382	16,438	7,585
Fund balances carried forward		14,131	549	14,680	16,438

All amounts relate to continuing activities.

There were no recognised gains or losses other than those dealt with in the above Statement of Financial Activities.

The National Deaf Children's Society
Consolidated balance sheet and balance sheet
for the year ended 31 March 2022

	Note	Group 2022 £000s	Group 2021 £000s	Charity 2022 £000s	Charity 2021 £000s
Fixed assets					
Intangible assets	8	4	12	4	12
Tangible assets	9	33	43	33	43
Investment in joint venture - share of net assets	4	106	129	-	-
Other investments	10	5,006	4,643	5,006	4,643
		<u>5,149</u>	<u>4,827</u>	<u>5,043</u>	<u>4,698</u>
Current assets					
Debtors	11	3,464	1,858	3,491	1,907
Cash at bank and in hand		8,540	11,044	8,502	10,987
		<u>12,004</u>	<u>12,902</u>	<u>11,993</u>	<u>12,894</u>
Creditors: amounts falling due within one year	12	<u>2,473</u>	<u>1,291</u>	<u>2,463</u>	<u>1,282</u>
Net current assets		<u>9,531</u>	<u>11,611</u>	<u>9,531</u>	<u>11,612</u>
Net assets		<u>14,680</u>	<u>16,438</u>	<u>14,574</u>	<u>16,310</u>
The funds of the charity					
Unrestricted funds					
Fixed asset reserve		37	55	37	55
General funds		14,094	16,001	13,988	15,873
		<u>14,131</u>	<u>16,056</u>	<u>14,025</u>	<u>15,928</u>
Restricted funds	13	<u>549</u>	<u>382</u>	<u>549</u>	<u>382</u>
	15	<u>14,680</u>	<u>16,438</u>	<u>14,574</u>	<u>16,310</u>

The deficit for the financial year dealt with in the financial statements of the parent company was £1,735,428 (2021: surplus of £8,829,361).

The financial statements were approved by the Board and authorised for issue on 5 November 2022 and signed on its behalf by:



.....
Tim Polack
Director and Trustee

Date: 5 November 2022

The notes on pages 33 to 53 form part of the financial statements.

The National Deaf Children's Society
Consolidated statement of cash flows
for the year ended 31 March 2022

	2022	2021
	£000s	£000s
Cash flow from operating activities:		
Net income (expenditure) for the year	(1,758)	8,853
<i>Adjustments for:</i>		
Depreciation/amortisation	25	53
Gain on investments	(268)	(908)
Income from investments	(218)	(200)
Investment management fees	33	27
Share of net loss/(gain) in joint venture	23	(24)
(Increase)/decrease in debtors	(1,606)	300
Increase/(decrease) in creditors	1,182	(839)
Net cash (used in)/provided by operating activities	<u>(2,587)</u>	<u>7,262</u>
Cash flows from investing activities:		
Interest on cash deposits	10	5
Income from joint venture	80	63
Purchase of intangible fixed assets	-	(12)
Purchase of tangible fixed assets	(7)	(43)
Net cash provided by investing activities	<u>83</u>	<u>13</u>
(Decrease)/increase in cash and cash equivalents in the year	(2,504)	7,275
Cash and cash equivalents at 1 April 2021	<u>11,044</u>	<u>3,769</u>
Cash and cash equivalents at 31 March 2022	<u>8,540</u>	<u>11,044</u>

The National Deaf Children's Society
Notes forming part of the financial statements
for the year ended 31 March 2022

1 Company information

The National Deaf Children's Society is a private company, limited by guarantee, registered in England and Wales, registration number 02752456. The registered office is Ground Floor South, Castle House, 37-45 Paul Street, London, EC2A 4LS. The company is a registered charity, registered in England & Wales, registration number 1016532, and in Scotland, registration number SC040779.

2 Accounting policies

a) Basis of preparation and assessment of going concern

The financial statements have been prepared under the historical cost convention, with the exception of listed investments which are included on a market value basis.

The financial statements have been prepared in accordance with the Statement of Recommended Practice Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Second Edition) (SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006, The Charities Act 2011 and the Companies Act 2006.

The charity meets the definition of public benefit entity under FRS 102.

As detailed in the going concern commentary in the Directors' Report the trustees have reviewed the charity's activities, financial position and risks. They perform regular reviews of financial scenarios that incorporate a range of fundraising outcomes and wider economic risks. The going concern basis of accounting continues to be adopted in preparing the financial statements.

The trustees have assessed the charity's ability to continue as a going concern. The trustees have considered several factors when forming their conclusion as to whether the use of the going concern basis is appropriate when preparing these financial statements, including a review of updated forecasts to 31 March 2024, a consideration of key risks – including the impact of Covid-19 – that could impact the charity and the latest available management information. These forecasts took account of the further restrictions on fundraising activity and also reflected the increased use of digital delivery methods to support and campaign for deaf children and their families.

Trustees conclude it is appropriate for the financial statements to continue to be prepared on a going concern basis.

b) Critical accounting estimates and areas of judgement

In the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements, nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year. With respect to the next accounting period the most significant area of uncertainty that affects the carrying value of assets held by the charitable company is the performance of the investment market.

c) Currencies

The financial statements are presented in sterling (£).

Transactions denominated in foreign currencies are translated at the rate of exchange prevailing at the time of the transaction. Monetary items denominated in foreign currencies at the end of the reporting period are translated at the rate of exchange prevailing at that date.

d) Group financial statements

These financial statements consolidate the results of the charity and its subsidiary undertakings. The results of the wholly-owned subsidiaries, NDCS Limited and Friends for Young Deaf People, are consolidated on a line-by-line basis. In the group financial statements the joint venture is accounted for using the equity method under FRS 102 so that the consolidated SOFA includes the group's net share of profit or loss, while the group's share of the net assets of the joint venture is shown in the consolidated Balance Sheet. The results included for the joint venture in Childlife are derived from audited accounts.

The National Deaf Children's Society
Notes forming part of the financial statements
for the year ended 31 March 2022

2 Accounting policies (continued)

No separate Statement of Financial Activities has been presented for the National Deaf Children's Society as permitted by Section 408 of the Companies Act 2006. The charity has taken advantage of the exemptions in FRS 102 from the requirements to present a charity only Cash Flow Statement and certain disclosures about the charity's financial instruments.

e) Fund accounting

Unrestricted funds – these are accumulated surpluses and deficits on general funds which can be used in furtherance of the general objectives of the charity at the discretion of the trustees. They include a fixed asset reserve, equivalent in value to the net book value of fixed assets.

Designated funds – these are unrestricted funds which have been set aside by trustees for specific future purposes or projects.

Restricted funds – these are funds that have restrictions imposed by donors and can only be applied for the particular purposes specified by donors. The funds are not available for work performed by the National Deaf Children's Society other than that specified by the donor.

f) Income recognition

All income is recognised and accounted for in the SOFA when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured reliably. The following specific policies apply to categories of income:

Legacies – legacies are recognised when there is entitlement, it is probable that the legacy will be received and when it can be measured with sufficient reliability. Specifically, residual legacies are recognised when probate has been granted, any conditions pertaining to the legacy over which the charity has control have been met and either cash or estate accounts are received. Pecuniary legacies are recognised when probate has been granted. Legacies received after the year end are reviewed and, where material, are accrued where entitlement had been met at the balance sheet date. Income is not recognised for legacies which remain subject to a life interest.

Income from trading and merchandising – is accounted for when earned. Activity income received in advance is deferred until entitlement to the income has arisen (the activity has taken place) at which time it is credited to the SOFA.

Donated services and facilities – are included at the value to the charity where this can be quantified. No amounts are included in the financial statements for services donated by volunteers. The trustees' report includes further detail of the contribution from volunteers.

Investment income – is accounted for on a receivable basis.

Grants and contractual payments – are included on a receivable basis. Income received for expenditure in future accounting periods is deferred. Where entitlement occurs before income is received the income is accrued. Capital grants are accounted for as income as soon as they are receivable. Government grants are recognised on the performance model, when the charity has complied with any conditions attaching to the grant and the grant will be received.

g) Expenditure recognition

All expenditure is accounted for on an accruals basis and includes irrecoverable VAT where applicable. It is classified under headings in the accounts that aggregate all costs related to the category.

Expenditure on raising funds include the costs incurred in generating voluntary income and fundraising trading costs. These costs are regarded as necessary to generate funds that are needed to finance charitable activities. They do not include the costs of disseminating information.

The National Deaf Children's Society
Notes forming part of the financial statements
for the year ended 31 March 2022

2 Accounting policies (continued)

Charitable activities expenditure includes the costs identified as wholly or mainly attributable to achieving the charitable objects of the charity, including the costs of disseminating information in support of charitable activities. These costs include direct staff costs, wholly or mainly attributable support costs and an apportionment of general overheads allocated on a basis consistent with the use of resources.

Grants payable are accounted for when awarded except where future payments are conditional on performance and specific deliverables of the project. In such cases, amounts payable are accounted for as expended when the reporting criteria are satisfactorily met.

Support costs, including governance costs, are those costs that assist the work of the charity but are not directly on fundraising or charitable activities. Governance costs are associated with the governance arrangements of the charity and include audit, legal advice for trustees and costs associated with meeting constitutional and statutory requirements such as the cost of trustee meetings and the preparation of the statutory accounts. This category also includes costs associated with the strategic management of the charity's activities. Other support costs include central office functions such as budgeting and accounting, payroll administration, human resources, information systems, communications, property management and legal costs. Support and governance costs have been allocated to an activity cost on a basis consistent with the use of resources. The basis is explained in the notes to the accounts.

Redundancy costs are recognised as an expense in the period in which the charity becomes irrevocably committed to incurring the costs and the main features of the plans have been announced to affected employees.

h) Operating leases

Expenditure on operating leases is accounted for in the period in which the lease charge arises.

The benefit of lease incentives received to enter an operating lease are recognised as a reduction to the expense on a straight line basis over the period of the lease, except as noted below.

The charity has taken advantage of the transitional exemption for lease incentives in existence on the date of transition to FRS 102 (1 April 2014) and continues to credit such lease incentives to income and expenditure over the period to the first rent review date on which the rent is adjusted to market rates.

i) Intangible fixed assets

Computer software is stated at cost less accumulated amortisation and accumulated impairment losses. Software is amortised on a straight line basis over its estimated useful life of three years. Computer software costs of less than £10,000 are not capitalised.

j) Tangible fixed assets

Tangible fixed assets costing less than £10,000 are not capitalised and are written off in the year of purchase. Tangible fixed assets which are capitalised are included at cost, including any incidental expenses of acquisition. They are stated at cost less accumulated depreciation. Depreciation is provided on all tangible fixed assets, except freehold land, at rates calculated to write off the cost less estimated residual value of each asset on a straight line basis over its expected useful economic life. The rates are as follows:

Plant, machinery, fixtures and fittings:	five years
Computers and ancillary equipment:	three years

A full year's worth of depreciation is charged in the year of acquisition.

Plant, machinery, fixtures and fittings are eliminated from the accounts when no longer in use.

The National Deaf Children's Society
Notes forming part of the financial statements
for the year ended 31 March 2022

2 Accounting policies (continued)

k) Assets in the course of construction

Payments on account of intangible and tangible fixed assets which are not operational at the balance sheet date are recorded in separate fixed asset categories "Assets in the course of construction". No depreciation is charged on assets in the course of construction until they are brought into operational use, at which point the asset is transferred into the relevant fixed asset category and depreciated/amortised over their useful economic life.

l) Investments

Investments in subsidiaries are stated in the company accounts at cost less impairment.

Listed investments are initially measured at cost and subsequently at fair value (using market value). The SOFA includes the net gains and losses arising on movements in fair value and disposals throughout the year.

m) Stock

Stocks of publications and Christmas cards are written off in the year of purchase as net realisable value is estimated at nil.

n) Taxation

The National Deaf Children's Society is a registered charity and as such is potentially exempt from taxation of its income and gains to the extent that they fall within the exemptions available to charities under the Taxes Act and are applied to its charitable objectives. N.D.C.S. Limited is subject to Corporation Tax but it remits by Gift Aid its taxable profit to the National Deaf Children's Society.

Tax credits, tax deducted from income and receipts under deed of covenant or Gift Aid are recorded on a receivable basis. They are recorded as part of the income to which they relate.

o) Pensions

The group makes payments into a group defined contribution personal pension scheme. These pension costs are allocated to activities and between restricted/unrestricted funds in proportion to the related staffing costs incurred.

At 31 March 2021 contributions amounting to £57,257 (2021: £51,314) were payable.

p) Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

Basic financial assets which are receivable within one year, which include trade and other receivables and accrued income were £1,814,000 (2021: £1,027,000) and cash and bank balances of £8,502,000 (2021: £11,044,000) are initially measured at transaction price and subsequently carried at settlement amount.

Basic financial liabilities which are payable within one year, which include trade and other payables and accruals were £2,241,000 (2021: £1,057,000) are initially measured at transaction price and subsequently carried at settlement amount.

q) Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with bank and other short term liquid investments with original maturities of three months or less.

The National Deaf Children's Society
Notes forming part of the financial statements
for the year ended 31 March 2022

3 Results of subsidiaries

a) N.D.C.S. Limited

The charity has a wholly owned trading subsidiary, N.D.C.S. Limited, a company registered in England and Wales, company number 00893232. The registered address of N.D.C.S. Limited is 37-45 Paul Street, Ground Floor South, Castle House, London, EC2A 4LS. The principal activity of the company is the sale of advertising, cards, and other goods and services and the company pays all of its profits to the charity under the Gift Aid scheme. A summary of its results is shown below:

	2022	2021
	£000s	£000s
Turnover	57	82
Cost of sales	(14)	(27)
Gross profit	43	55
Administrative expenses	(7)	(6)
Net income	36	49
Amount Gift Aided to the National Deaf Children's Society	(36)	(49)
	<u>-</u>	<u>-</u>
The assets and liabilities of the subsidiary were:		
Current assets	57	62
Creditors: amounts falling due within one year	(57)	(62)
Total net assets	<u>-</u>	<u>-</u>
Equity shareholders' funds	<u>-</u>	<u>-</u>

At the end of the year, N.D.C.S. Limited paid £36,427 (2021 – £48,987) to the charity by Gift Aid.

In these consolidated accounts, turnover consolidated in activities for generating funds is £56,840 (2021: £82,466) and investment income is £6 (2021: £15) with the associated costs included under fundraising expenditure.

b) Friends for Young Deaf People

The charity has a wholly owned charity, Friends for Young Deaf People, a charitable company registered in England and Wales (company number 3029501, registered charity number 1045011). The registered address of Friends for Young Deaf People is 37-45 Paul Street, Ground Floor South, Castle House, London, EC2A 4LS. Friends for Young Deaf People was dormant throughout the year ended 31 March 2022, as well as the year ended 31 March 2021.

At the end of the year, no amounts were due between the National Deaf Children's Society and Friends for Young Deaf People.

c) Fundacion Ninos Sordos del Mundo

Throughout the year, the National Deaf Children's Society had one other wholly owned subsidiary, Fundacion Ninos Sordos del Mundo, a charity registered in Spain, which was dormant for the year ended 31 March 2022. The registered address of Fundacion Ninos Sordos del Mundo is Plaza Villa de Castelldefels 4, Picasso Business Center, Oficina ABN, 29006 Malaga, Costa del Sol, Spain.

The National Deaf Children's Society
Notes forming part of the financial statements
for the year ended 31 March 2022

4 Share in joint venture

Childlife

The National Deaf Children's Society has a 25% share in Childlife, a company limited by guarantee. The registered office of Childlife is Westmead House, Westmead, Farnborough, Hampshire, GU14 7LP. This is accounted for in the consolidated accounts of the National Deaf Children's Society as a joint venture.

2022
£000s

2021
£000s

The 25% share of Childlife's results for the year is shown below:

Income from:

Voluntary income	293	249
Other trading activities	-	-
	293	249

Expenditure on:

Raising funds	234	144
Charitable activities	80	66
Other expenditure	2	15
	316	225

Net (expenditure)/income

Funds balances brought forward	(23)	24
	129	105
Fund balances carried forward	106	129

Income receivable from Childlife for the year of £80,000 (2021: £62,500) is included in investment income (see note 5d).

2022
£000s

2021
£000s

The 25% share of assets and liabilities of Childlife were:

Fixed assets	1	-
Current assets	118	142
Gross assets	119	142
Gross liabilities	(13)	(13)
Total assets less total liabilities – share of net assets	106	129
Unrestricted funds		
Other charitable funds	106	129

5 Income

a) Legacy income

At 31 March 2022 the charity had been notified of legacies amounting to an estimated £1,012,981 (2021: £382,308) which have not been included within the accounts as the recognition criteria had not been met at the year end date.

The National Deaf Children's Society
Notes forming part of the financial statements
for the year ended 31 March 2022

5 Income (continued)

b) Income from charitable activities

	Grants £000s	Fees from non-statutory sources £000s	Total £000s
Overcoming barriers in local and national services	25	29	54
Overcoming barriers in the early years	54	13	58
Overcoming barriers to independence	365	4	369
Other charitable activities	24	8	32
Total 2022	<u>459</u>	<u>54</u>	<u>513</u>
Total 2021	<u>389</u>	<u>178</u>	<u>567</u>

Further information about the above grant income is provided in note 13.
Other government grants, included in other income, are detailed in note 5e.

c) Other trading activities

	2022 £000s	2021 £000s
Gross income from trading	54	82
Income from training and services	-	-
	<u>54</u>	<u>82</u>

d) Investment income

	2022 £000s	2021 £000s
Interest on cash deposits	10	5
Income from listed investments	128	132
Income receivable from joint venture	80	63
	<u>218</u>	<u>200</u>

e) Other income

	2022 £000s	2021 £000s
UK Government Coronavirus Job Retention Scheme	<u>3</u>	<u>561</u>

The National Deaf Children's Society
Notes forming part of the financial statements
for the year ended 31 March 2022

6 Staff costs, trustee remuneration and expenses and costs of key management personnel

a) Staff costs comprise:

	2022	2021
	£000s	£000s
Wages and salaries	8,041	7,943
Social security costs	813	797
Pension costs	431	416
	<u>9,285</u>	<u>9,156</u>

The average number of employees during the year was as follows:	2022	2022	2021	2021
	No.	(FTE)	No.	(FTE)
Charitable activities	180	156	182	156
Fundraising	27	26	27	26
Administration and support services	47	45	38	37
	<u>254</u>	<u>227</u>	<u>247</u>	<u>219</u>

The above staff numbers include an average of 11 (2021: 14) casual workers who primarily worked on our events programme.

b) During the year, redundancy and termination payments totalling £77,614 (2021: £190,222) were payable. All payments were settled at the year end. These related to redundancy payable at the end of the fixed term contracts for specific projects and restructures within departments.

c) Employee benefits, excluding employer pension costs and employer's NI, of higher paid staff within the following scales were:

	2022	2021
	No.	No.
£60,000 – £69,999	3	2
£80,000 – £89,999	1	–
£90,000 – £99,999	2	2
£100,000 – £109,999	<u>1</u>	<u>1</u>

d) The charity trustees were not paid nor received any other benefits from employment with the charity or its subsidiary in the year (2021: £nil). Reasonable expenses for travel, subsistence and incidentals reimbursed to five trustees (2021: 8 trustees) during the year totalled £538 (2021: £1,256) are included in note 7(e) below.

e) The key management personnel of the group, other than the trustees, comprise the Chief Executive, the Deputy CEO and Director People, Finance and Business Solutions, the Director Children, Young People and Families, the Director Policy and Campaigns and the Director Fundraising and Communications. Their total employee benefits, including employer pension costs and employer's NI, for the year ended 31 March 2022 was £512,876 (2021: £499,069).

The National Deaf Children's Society
Notes forming part of the financial statements
for the year ended 31 March 2022

7 Analysis of expenditure

a) Expenditure on:	Direct costs £000s	Grants payable £000s	Support costs £000s	Total 2022 £000s	Total 2021 £000s
<i>Raising funds</i>					
Regular donations and subscriptions from individuals	11,109	-	363	11,472	3,837
Legacies	286	-	43	329	323
Other fundraising costs *	395	-	234	629	568
	<u>11,790</u>	<u>-</u>	<u>640</u>	<u>12,430</u>	<u>4,728</u>
Investment management fees	33	-	-	33	28
	<u>11,823</u>	<u>-</u>	<u>640</u>	<u>12,463</u>	<u>4,756</u>
<i>Charitable activities</i>					
Overcoming barriers in local and national services	7,040	128	989	8,157	5,780
Overcoming barriers in the early years	1,925	136	638	2,699	2,662
Overcoming barriers to independence	2,092	124	687	2,903	2,636
Other charitable activities	1,162	-	475	1,637	1,596
	<u>12,219</u>	<u>388</u>	<u>2,789</u>	<u>15,396</u>	<u>12,674</u>
<i>Net share of loss in joint venture</i>	23	-	-	23	-
	<u>24,065</u>	<u>388</u>	<u>3,429</u>	<u>27,882</u>	<u>17,430</u>
Total expenditure 2022	<u>24,065</u>	<u>388</u>	<u>3,429</u>	<u>27,882</u>	<u>17,430</u>
Total expenditure 2021	<u>13,776</u>	<u>520</u>	<u>3,134</u>		<u>17,430</u>

* Other fundraising costs includes costs of challenge events, community and corporate fundraising and other trading activities

b) Analysis of grants payable

	2022 £000s
UK grants	
Grants to University of Manchester (three research grants)	70
Grant to University of Edinburgh	6
Grants to affiliated local registered Deaf Children's Societies *	7
Grants to NHS National Services Scotland	8
	<u>91</u>

* Each grant was for a maximum of £500, while the maximum received by any one local Deaf Children's Society was £500.

The National Deaf Children's Society
Notes forming part of the financial statements
for the year ended 31 March 2022

7 Analysis of expenditure (continued)

b) Analysis of grants payable (continued)

	2022 £000s
International grants	
Cini Asha Deaf Way	27
Khagenhat Welfare Organisation	27
Samuha – Deaf children and families	28
Centre for Disability in Development	58
Sadhana	30
Citizens Association for Rural Development	28
SNDAYP	14
Lipica	21
Graham Bell Centre for the Deaf	17
Deaf Empowerment Kenya	19
National Association of Parents of Deaf Children	28
	297
	388
Total grants	

There are no grant commitments.

c) Allocation of support costs

	Governance £000s	Finance and legal £000s	Human resources £000s	IT £000s	Facilities management and shared premises £000s	Total £000s
<i>Raising funds</i>	-	89	92	166	293	640
<i>Charitable activities</i>						
Overcoming barriers in local and national services	125	160	165	298	241	989
Overcoming barriers in the early years	36	115	118	214	155	638
Overcoming barriers to independence	39	124	128	230	166	687
Other charitable activities	20	85	88	158	124	475
Total support costs 2022	220	573	591	1,066	979	3,429
Total support costs 2021	198	592	444	917	983	3,134

Costs directly attributable to fundraising and charitable activities are allocated to direct costs. Those costs not directly attributable are included in support costs. Finance and legal costs, human resources and IT costs are allocated on the basis of full time equivalent staff. Facilities management and shared premises costs are allocated based on floor area. Governance costs are allocated to charitable activity categories in proportion to their direct costs.

The National Deaf Children's Society
Notes forming part of the financial statements
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7 Analysis of expenditure (continued)

d) Governance costs

	2022	2021
	£000s	£000s
Audit fees	19	18
Trustee costs	15	11
Other costs supporting governance activities	186	169
	220	198

e) Net income/expenditure for the year

	2022	2021
	£000s	£000s
Net income/expenditure for the year is stated after charging:		
Auditor's remuneration		
Statutory audit	19	18
Other	5	5
Amortisation	8	53
Depreciation	17	-
Operating lease rentals	778	825
	778	825

8 Intangible fixed assets

Charity and group

	Computer software	Total
	£000s	£000s
Cost		
As at 1 April 2021	1,265	1,265
Transfers from assets under construction	-	-
Additions	-	-
Disposals	(27)	(27)
As at 31 March 2022	1,238	1,238
Amortisation		
As at 1 April 2021	1,253	1,253
Charge for the year	8	8
Adjustment for disposals	(27)	(27)
As at 31 March 2022	1,234	1,234
Net book value		
As at 31 March 2022	4	4
As at 31 March 2021	12	12

The National Deaf Children's Society
Notes forming part of the financial statements
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9 Tangible fixed assets

Charity and group	Assets in the course of construction £000s	Plant and machinery £000s	Fixtures, fittings and equipment £000s	Total £000s
Cost				
As at April 2021	43	222	1,452	1,674
Transfers from assets under construction	(43)	-	43	43
Additions	-	-	7	7
Disposals	-	-	(180)	(180)
As at 31 March 2022	<u>-</u>	<u>222</u>	<u>1,322</u>	<u>1,544</u>
Depreciation				
As at April 2021	-	222	1,452	1,674
Charge for the year	-	-	17	17
Adjustment for disposal	-	-	(180)	(180)
As at 31 March 2022	<u>-</u>	<u>222</u>	<u>1,289</u>	<u>1,511</u>
Net book value				
As at 31 March 2022	<u>-</u>	<u>-</u>	<u>33</u>	<u>33</u>
As at 31 March 2021	<u>43</u>	<u>-</u>	<u>-</u>	<u>43</u>

10 Fixed assets investments

a) **Childlife**

The National Deaf Children's Society has a 25% share in Childlife, a company limited by guarantee whose object is to promote the relief of children who are in need, by enabling the member charities to meet their respective charitable purposes, through the provision of grant payments. This is accounted for in the consolidated accounts of the National Deaf Children's Society as a joint venture. See note 4 for details of the National Deaf Children's Society share of Childlife's results for the year.

b) **Other investments**

	Group		Charity	
	2022 £000s	2021 £000s	2022 £000s	2021 £000s
Listed investments at market value (see note 10c)	<u>5,006</u>	<u>4,643</u>	<u>5,006</u>	<u>4,643</u>
Investments in subsidiary (NDCS Limited) £100 – see note 3				

c) **Listed investments**

	2022 £000s	2021 £000s
Market value at 1 April 2021	4,643	3,630
Reinvested income	128	132
Management fees paid	(33)	(27)
Realised gain on investments	<u>268</u>	<u>908</u>
Market value as at 31 March 2022	<u>5,006</u>	<u>4,643</u>
Listed investments at historic cost	<u>4,209</u>	<u>4,020</u>

The National Deaf Children's Society
Notes forming part of the financial statements
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10 Fixed asset investments (continued)

d) Listed investments by type

	2022 £000s	2021 £000s
Equities	3,551	3,236
Alternative investments	804	710
Fixed interest	549	584
Cash	102	113
Market value as at 31 March 2022	<u>5,006</u>	<u>4,643</u>

11 Debtors

	Group 2022 £000s	Group 2021 £000s	Charity 2022 £000s	Charity 2021 £000s
Due within one year:				
Trade debtors	32	27	14	22
Due from subsidiary undertaking	-	-	47	64
Other debtors	1,843	561	1,843	561
Prepayments and accrued income	1,589	1,270	1,587	1,260
	<u>3,464</u>	<u>1,858</u>	<u>3,491</u>	<u>1,907</u>

12 Creditors: amounts falling due within one year

	Group 2022 £000s	Group 2021 £000s	Charity 2022 £000s	Charity 2021 £000s
Trade creditors	1,104	524	1,104	524
Social security and other taxes	226	211	226	209
Other creditors	97	72	97	72
Accruals	1,040	466	1,029	459
Deferred income	6	18	6	18
	<u>2,473</u>	<u>1,291</u>	<u>2,463</u>	<u>1,282</u>

Deferred income mainly consists of deposits for events taken in advance and funds raised for challenge events which will take place in future years. All amounts at the year end related to new deferrals in the year.

	2022 £000s	2021 £000s
Deferred income reconciliation		
At 1 April 2021	18	54
Recognised in the year	(18)	(54)
Deferred in the year	<u>6</u>	<u>18</u>
At 31 March 2022	<u>6</u>	<u>18</u>

The National Deaf Children's Society
Notes forming part of the financial statements
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13 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations, gifts and grants to be applied for restricted purposes.

	Balance at 1 April 2021 £000s	Income £000s	Expenditure £000s	Balance at 31 March 2022 £000s
National Lottery Community Fund (England) – <i>#iWill Fund</i>	-	340	(122)	218
Dept. for Communities Northern Ireland, Sign Language Partnership Group – <i>Family Sign Online</i>	-	22	(17)	5
Scottish Government – <i>Managed Clinical Networks</i>	8	-	(8)	-
Scottish Government – CYPFEIF & ALEC	-	98	(98)	-
Scottish Government – <i>Equality Funding, Sign of the Future</i>	1	-	-	1
Scottish Government – <i>PECF, Deaf Sector Partnership</i>	32	-	(32)	-
	<u>41</u>	<u>460</u>	<u>(277)</u>	<u>224</u>
Deaf Child Worldwide	-	243	(243)	-
Dr A Evans Trust Fund	42	-	-	42
Eveson Charitable Trust	-	35	(15)	20
Garfield Weston Foundation	-	30	(7)	23
Estate of David Griffith	3	-	(3)	-
Ovingdean Hall Foundation	-	7	(7)	-
The P F Charitable Trust	10	-	(9)	1
Richard Lumley Charitable Trust	3	-	-	3
Legacy for work in Bristol and the surrounding area	69	-	(1)	68
Other restricted funds	<u>214</u>	<u>78</u>	<u>(124)</u>	<u>168</u>
	<u><u>382</u></u>	<u><u>383</u></u>	<u><u>(686)</u></u>	<u><u>549</u></u>

Other restricted funds comprise a number of funds, each of which are immaterial for disclosure purposes but further details are available on request.

The restricted funds are held for the following purposes:

The National Lottery Community Fund – #iWill Fund – The #iWill fund is an initiative of The National Lottery Community fund, the Department for Digital, Culture, Media and Sport funded by the National Lottery Community Fund and the Cabinet Office. Match funding from the #iWill fund will allow the National Deaf Children's Society to support deaf young people reach their full potential and close the gap on their hearing counterparts.

Department for Communities Northern Ireland – Sign Language Partnership Group – a grant to support the Family Sign Online project for 2022/23. This is a model of remote delivery in NI in that we will provide a mostly online programme to increase the use of and awareness of British Sign Language (BSL) as a family-friendly, inclusive means of communicating with deaf children and young people.

The National Deaf Children's Society
Notes forming part of the financial statements
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13 Restricted funds (continued)

Scottish Government – Managed Clinical Networks – grant funding contributes towards salary costs of a Managed Clinical Network (MCN) Manager and Local Groups Coordinator to explore the viability of a Children's Hearing Managed Clinical network via multi-agency partners; and to build capacity within local groups and Children's Hearing Services Working Groups (CHSWGs) to support ongoing local sensory impairment work. The National Deaf Children's Society has passed the remaining funding to the Hearing Impairment Network for Children and Young People which began operation in autumn 2019.

Scottish Government CYPFEIF and ALEC Fund – Children Young People and Families Early Intervention Fund – grant contributes towards infrastructure costs of the National Deaf Children's Society Scotland to ensure deaf children, young people and their families have access to high quality services and support that address the attainment gap and improve life outcomes for deaf children.

Scottish Government Equalities Funding – Equality Funding, Sign of the Future – grant funding contributes towards the costs of delivering our Sign of the Future project to support families in developing effective communication and language skills with their deaf child. The Scottish Government has agreed that the National Deaf Children's Society can use the remaining funding to deliver Family Sign Language Level 2 and create signed vocabulary videos.

Scottish Government Promoting Equality and Cohesion Fund (PECF) 2016 – 2017 – grant funding contributes towards costs of our BSL Act Partnership project to youth and parent participation and inform delivery of the British Sign Language (BSL) Act in Scotland.

Deaf Child Worldwide is the international arm of the National Deaf Children's Society. Supporter income and other donations are generated for Deaf Child Worldwide specifically and this is used to fund a sustainable international programme.

Dr A Evans Trust Fund – funding provides for costs associated with the delivery of Family Sign Language training in Wales.

Eveson Charitable Trust – a grant to support our Helpline, Advice and Guidance Officers and Appeals Specialists across the West Midlands.

Garfield Weston Foundation – a grant to support deaf children and young people through the work of our Positive Futures Programme. Positive Futures helps young people navigate the road to become happy, independent adults. From digital workshops, mentoring, recreational activities and activism, we support young people to discover their ambition, make friends and find their voice as they transition to adulthood.

Estate of David Griffith – bequest applied to activities in North Wales, in accordance with the terms of the legacy.

Ovingdean Hall Foundation – a grant to help the Young Inspectors break down communication barriers for thousands of deaf children and young people online and set a precedent for a more inclusive digital world.

The P F Charitable Trust – funding contributes to the purchase of software for a project to research the impact that radio aids have on language development in pre-school deaf children.

Richard Lumley Charitable Trust – Active and Ready to Learn project in Wales to support the development of communication and language skills to help increase the provision and support for deaf babies and young children.

The Robertson Trust – funding contributes to salary costs for the children and family support officers supporting deaf children and young people and their families living in North East Scotland.

Scottish Power Foundation – grant funding towards costs of delivering Roadshow workshops and outreach sessions to deaf children and young people and their hearing peers.

Estate of Sylvia Whitby – bequest to be applied to a variety of activities in Bristol and the surrounding area, in accordance with the terms of the legacy.

The National Deaf Children's Society
Notes forming part of the financial statements
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14 Movement on unrestricted funds

	Fixed asset reserve £000s	General funds £000s	Total Unrestricted funds £000s
Balance at 1 April 2021	55	16,001	16,056
Income	-	25,003	25,003
Expenditure	(18)	(27,178)	(27,196)
Gains on investments	-	268	268
Balance at 31 March 2022	<u>37</u>	<u>14,094</u>	<u>14,131</u>

15 Analysis of group net assets between funds at 31 March 2022

	Unrestricted funds £000s	Fixed asset funds £000s	Restricted funds £000s	Total funds £000s
Intangible and tangible fixed assets	-	37	-	37
Investments	5,112	-	-	5,112
Current assets	11,455	-	549	12,004
Current liabilities	<u>(2,473)</u>	<u>-</u>	<u>-</u>	<u>(2,473)</u>
	<u>14,094</u>	<u>37</u>	<u>549</u>	<u>14,680</u>

16 Parent undertaking's income and expenditure

As permitted by Section 408 of the Companies Act 2006, the income and expenditure account of the parent undertaking is not presented as part of these accounts. The consolidated Income and Expenditure Account includes a deficit of £2,165,285 (2021: surplus of £8,829,361) which is dealt with in the accounts of the parent undertaking.

17 Share capital

The National Deaf Children's Society is a company limited by guarantee and has no share capital. Every member of the company guarantees to contribute a maximum of £1 on winding up, including up to one year after ceasing to be a member.

18 Financial commitments

The future minimum payments under non-cancellable operating leases are payable as follows:

	2022 £000s	2021 £000s
Within one year	761	777
Between two and five years	1,533	1,530
After five years	-	763
	<u>2,294</u>	<u>3,885</u>

The National Deaf Children's Society
Notes forming part of the financial statements
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19 Capital and other commitments

At 31 March 2022 there were no capital commitments (2021: none).

20 Related party transactions

Expenses paid to trustees in their capacity as directors of the charity are disclosed in Note 6 to the accounts. Transactions with subsidiaries and the joint ventures are disclosed in Notes 3 and 4. One of the trustees, Jan Rutherford is a Partner of Scottish Equity Partners LLP, *which is the manager of the SEP IV LP fund* which held a significant shareholding in Purepromoter Ltd up until November 2021. The National Deaf Children's Society spent £12,991 with Purepromoter Ltd (Trading as Pure 360) for marketing purposes during 2021/22.

The National Deaf Children's Society
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The following pages represent comparative figures for the year ended 31 March 2021, in accordance with paragraph 2.29 of the SORP.

The National Deaf Children's Society
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21 Comparative SOFA

Income and expenditure	Unrestricted funds £000s	Restricted funds £000s	Total 2021 £000s
<u>Income and endowments from:</u>			
Donations and legacies			
Regular donations and subscriptions from individuals	21,473	262	21,735
Legacy income	1,077	10	1,087
Other donations and gifts	834	285	1,119
	23,384	557	23,941
Charitable activities	178	389	567
Other trading activities	82	-	82
Investments	200	-	200
Other income	561	-	561
	24,405	946	25,351
Total	24,405	946	25,351
Share of net gain in joint venture	24	-	24
	24	-	24
Total	24,429	946	25,375
<u>Expenditure on:</u>			
Raising funds	4,756	-	4,756
Charitable activities:			
Overcoming barriers in local and national services	5,493	287	5,780
Overcoming barriers in the early years	2,386	276	2,662
Overcoming barriers to independence	2,424	212	2,636
Other charitable activities	1,490	106	1,596
	11,793	881	12,674
Total charitable activities	11,793	881	12,674
Net share of loss in joint venture	-	-	-
	-	-	-
Total	16,549	881	17,430
Net gain on investments	908	-	908
Net income/(expenditure)	8,788	65	8,853
Transfer of funds	-	-	-
	-	-	-
Net income/(expenditure)	8,788	65	8,853
Fund balances brought forward	7,268	317	7,585
	7,268	317	7,585
Fund balances carried forward	16,056	382	16,438

The National Deaf Children's Society
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22 Comparative restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations, gifts and grants to be applied for restricted purposes.

	Balance at 1 April 2020 £000s	Income £000s	Expenditure £000s	Balance at 31 March 2021 £000s
National Lottery Community Fund (England) – <i>Coronavirus Community Support Fund</i>	-	173	(173)	-
Dept. for Communities Northern Ireland – <i>Sign Language Covid-19 Support Funding</i>	-	28	(28)	-
Dept. for Communities Northern Ireland – Sign Language Partnership Group – <i>Family Sign Online</i>	-	18	(18)	-
Dept. for Communities Northern Ireland, Signed Partnership Group – <i>Signs for the Future Twenty Twenty</i>	11	-	(11)	-
Scottish Government – <i>Managed Clinical Networks</i>	18	-	(10)	8
Scottish Government – <i>CYPFEIF & ALEC</i>	-	98	(98)	-
Scottish Government – <i>Equality Funding, Sign of the Future</i>	11	-	(10)	1
Scottish Government – <i>PECF, Deaf Sector Partnership</i>	27	38	(33)	32
Careers & Enterprise Company – <i>My Future: Careers Guidance</i>	-	33	(33)	-
	67	388	(414)	41
Barclays – 100x100k UK Covid-19 Community Relief Funding	-	100	(100)	-
Deaf Child Worldwide	-	263	(263)	-
Dr A Evans Trust Fund	42	-	-	42
Estate of David Griffith	41	-	(38)	3
The P F Charitable Trust	10	-	-	10
Richard Lumley Charitable Trust	4	-	(1)	3
The Robertson Trust	11	-	(11)	-
ScottishPower Foundation	5	-	(5)	-
Legacy for work in Bristol and the surrounding area	69	-	-	69
Other restricted funds	68	195	(49)	214
	317	946	(881)	382

The National Deaf Children's Society
Notes forming part of the financial statements
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23 Comparative movement on unrestricted funds

	Fixed asset reserve £000s	General Funds £000s	Total Unrestricted funds £000s
Balance at 1 April 2020	53	7,215	7,268
Income	-	24,429	24,429
Expenditure	2	(16,551)	(16,549)
Gains on investments	-	908	908
Balances at 31 March 2021	<u>55</u>	<u>16,001</u>	<u>16,056</u>

24 Comparative analysis of group net assets between funds at 31 March 2021

	Unrestricted funds £000s	Fixed asset funds £000s	Restricted funds £000s	Total funds £000s
Intangible and tangible fixed assets	-	55	-	55
Investments	4,772	-	-	4,772
Current assets	12,520	-	382	12,902
Current liabilities	(1,291)	-	-	(1,291)
	<u>16,001</u>	<u>55</u>	<u>382</u>	<u>16,438</u>