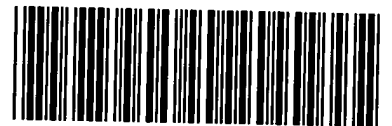


Registered number: 01830587
Charity number: 289243

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

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COMPANIES HOUSE

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

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

Trustees.

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

Company registered number.

01830587

Charity registered number.

289243

Registered office.

1 Friar Street
Reading
RG11 1DA

Independent auditor.

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

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

Bankers.

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

Solicitors

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

Executive Officers:

Chief Executive:

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

President:

The Lord Addington

Vice Presidents:

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

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**CHAIRMAN'S STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023**

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

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

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

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

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

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

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

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



.....
Michelle Catterson

Chair

Date: 8 November 2023

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2023

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

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

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

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

OBJECTIVES AND ACTIVITIES

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

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

Vision, Mission and Values

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

Vision

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

Mission

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

- We raise awareness

We inform and educate to encourage inclusion and inspire change.

- We promote understanding

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

- We empower people

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

Values

- Excellence

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

- Respect

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

- Team work

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

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

- **Innovation**

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

ACHIEVEMENTS AND PERFORMANCE

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

The need

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

#MyDyslexiaStory contributors

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

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

Donovan's story

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

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

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

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

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

Our activities 2022-2023

1. Raising awareness

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

Our impact in numbers

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

- **Digital Outreach**

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

In addition, we introduced a monthly e-newsletter from November 2022 in order to provide regular information and updates to a more bespoke audience of beneficiaries and supporters opting in.

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

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

- **Dyslexia Awareness Week**

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

- **Brand refresh**

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

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

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

Elizabeth, BDA Member

- **In-person events**

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

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

- **Local Dyslexia Associations**

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

- **Fundraisers**

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

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

James' story

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

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

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

- **Dyslexia Friendly Quality Mark**

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

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

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

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

Anita Ellis, Headteacher, Royal Wootton Bassett Academy

2. Promoting understanding

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

Our impact in numbers

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

- **Training**

We provide a broad range of training to a wide audience across society to promote understanding of dyslexia and other specific learning difficulties. This includes:

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

Alison and Ros' story

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

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

- **Accreditation**

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

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

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

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

- **Research**

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

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

- **Conferences**

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

Delegates from our November 2022 conference:

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

Delegates from our March 2023 conference:

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

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

- **Membership**

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

3. Empowering

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

Our impact in numbers

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

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

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

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

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

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

Helpline story

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

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

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

- **Assessment services**

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

Assessment stories:

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

- **Policy advocacy**

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

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

part of the #SENDintheSpecialists campaign.

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

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

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

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

FINANCIAL REVIEW

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

Income

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

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

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

Expenditure

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

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

Balance sheet

Net current assets decreased by £247k to £900k (2022: £1,147k).

Total reserves decreased by £251k to £920k in the year (2022: £1,171), reflecting the operational deficit.

Reserves policy and going concern

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

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

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

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

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

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

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

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

Related party Transactions

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

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

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

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

Trustee selection

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

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

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

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

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

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

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

Finance Committee

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

Accreditation Board

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

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

The Accreditation Board meets at least twice each year.

Local Association Board

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

Advisory Groups

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

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

Charity management

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

Group Structure

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

Corporate Governance

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

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

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

- identification and management of key risks.

Risk Management

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

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

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

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

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

Plans for the future

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

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

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

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

Statement of Trustees' responsibilities.

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

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

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

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

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

Disclosure of information to auditor.

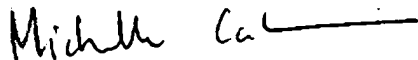
Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

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

Auditors.

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

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



.....
Michelle Catterson

Chair

Date: 8 November 2023

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

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

Opinion.

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

In our opinion the financial statements:

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

Basis for opinion.

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

Conclusions relating to going concern.

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

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

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

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

Other information.

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006.

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

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

Matters on which we are required to report by exception.

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

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

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

Responsibilities of trustees.

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

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

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

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

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

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

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

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

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

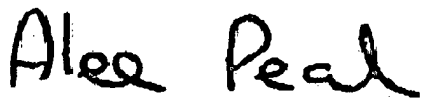
A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

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

Use of our report.

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



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

Date: 20 November 2023

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

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

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

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

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

CONSOLIDATED BALANCE SHEET
AS AT 31 MARCH 2023


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

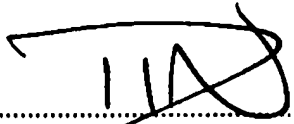
The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

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

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


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


.....
Timothy Neale
Trustee

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

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


CHARITY BALANCE SHEET
AS AT 31 MARCH 2023

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


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

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

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



Michelle Catterson
 Chair
 Date: 8 November 2023



Timothy Neale
 Trustee

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

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

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

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

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

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

1. Accounting policies.

1.1 Basis of preparation of financial statements.

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

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

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

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

1.2 Fund accounting.

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

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

1.3 Basis of consolidation.

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

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

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

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

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

1. Accounting policies. (continued)

1.4 Incoming resources.

Gift Aid.

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

Donations and grants.

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

Legacy income.

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

Publications.

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

Conferences and training.

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

Membership income.

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

Interest receivable.

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

Donated services and facilities.

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

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

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

1. Accounting policies. (continued)

1.4 Incoming resources. (continued)

Deferred income.

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

1.5 Resources expended.

Raising funds.

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

Charitable expenditure.

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

Helpline.

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

Development.

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

Support costs.

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

Governance costs.

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

Irrecoverable VAT.

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

Comparative amounts.

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

BRITISH DYSLEXIA ASSOCIATION
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting policies. (continued)

1.5 Resources expended. (continued)

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

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

1.6 Termination payments.

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

1.7 Tangible fixed assets and depreciation.

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

Depreciation is provided on the following bases:

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

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

1. Accounting policies. (continued)

1.8 Investments.

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

1.9 Stocks.

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

1.10 Debtors.

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

1.11 Cash at bank and in hand.

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

1.12 Creditors.

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

1.13 Financial instruments.

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

1.14 Contributions to pension funds.

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

1.15 Leases.

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

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

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

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

Critical accounting estimates and assumptions:

Bad debts.

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

3. Income from donations and legacies.

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Donations	57,985	57,985	290,731
	<hr/>	<hr/>	<hr/>
Total 2022	290,731	290,731	
	<hr/>	<hr/>	

4. Investment income.

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Bank interest	2,459	2,459	192
	<hr/>	<hr/>	<hr/>
Total 2022	192	192	
	<hr/>	<hr/>	

BRITISH DYSLEXIA ASSOCIATION
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

5. Commercial trading operations.

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

	2023 £	2022 £
Profit and loss account.		
Turnover	461,781	798,820
Cost of sales	(293,165)	(536,923)
	<hr/> 168,616	<hr/> 261,897
Gross profit		
Other operating income	-	1,500
Administrative expenses	(5,790)	(2,256)
	<hr/> 162,826	<hr/> 261,141
Operating profit		
Interest payable and similar charges	268	20
	<hr/> 163,094	<hr/> 261,161
Net profit		
Gift aid donations to the British Dyslexia Association	(163,094)	(261,161)
Transfer to reserves	-	-
	<hr/> <hr/>	<hr/> <hr/>

6. Net income/ (expenditure).

This is stated after charging:

	2023 £	2022 £
Depreciation of tangible fixed assets - owned by the charitable group	13,064	11,124
Auditors remuneration - audit services	13,760	9,280
	<hr/> <hr/>	<hr/> <hr/>

BRITISH DYSLEXIA ASSOCIATION
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

7. Analysis of total expenditure.

	Direct Staff costs 2023 £	Support costs 2023 £	Other Direct costs 2023 £	Total funds 2023 £	Total funds 2022 £
Raising funds					
Voluntary income and fundraising	40,628	41,352	43,096	125,076	85,230
Commercial trading operations	50,973	82,704	165,277	298,954	368,198
Other trading costs	8,638	6,891	1,206	16,735	46,958
	<u>100,239</u>	<u>130,947</u>	<u>209,579</u>	<u>440,765</u>	<u>500,386</u>
Charitable activities					
Membership, policy and information projects	135,687	127,502	112,834	376,023	400,552
Projects (education, quality mark)	40,619	10,337	5,677	56,633	153,382
Conferences and training	791,755	420,413	91,310	1,303,478	1,065,180
Governance costs	-	-	23,891	23,891	8,950
	<u>1,068,300</u>	<u>689,199</u>	<u>443,291</u>	<u>2,200,790</u>	<u>2,128,450</u>
Total 2022	<u><u>1,130,030</u></u>	<u><u>413,536</u></u>	<u><u>584,884</u></u>	<u><u>2,128,450</u></u>	

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

8. Support costs.

	Marketing & communications 2023 £	Finance 2023 £	Management & overhead 2023 £	Total funds 2023 £	Total funds 2022 £
Voluntary income and fundraising	10,274	11,828	19,250	41,352	20,332
Commercial trading operations	20,548	23,656	38,500	82,704	-
Other trading costs	1,712	1,971	3,208	6,891	11,202
Membership, policy and information	31,678	36,470	59,354	127,502	95,554
Projects (education, quality mark)	2,568	2,957	4,812	10,337	32,344
Conferences and training	104,452	120,252	195,709	420,413	254,104
	<u>171,232</u>	<u>197,134</u>	<u>320,833</u>	<u>689,199</u>	<u>413,536</u>
Total 2022	<u>-</u>	<u>181,251</u>	<u>232,285</u>	<u>413,536</u>	

9. Trustees and employees.

	2023 £	2022 £
Wages and salaries	1,266,349	1,132,277
Social security costs	122,063	99,565
Pension costs	63,740	59,821
	<u>1,452,152</u>	<u>1,291,663</u>

No Trustee or any party related to them received any remuneration during the period. Out of pocket expenses totalling £2,505 (2022: £542) in respect of travelling, subsistence and telephone charges, directly associated with the running of the charity were reimbursed to 6 Trustees (2022: 4 Trustees).

0 employee received remuneration in between of £70,000 - £80,000 (2022: 1 between £70,000 - £80,000). Pension paid on behalf of this employee totalled £Nil (2022: 3,000).

The average number of persons employed by the charity during the year was 47 (2022: 45 restated) of which 20 (2022: 19) were full time and 27 (2022: 26) were part time. The full time equivalent of the part time staff is 17 (2022: 11).

Two employees were made redundant during the year (2022: Nil)

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

	2023	2022
Chief executive	1	2
Conference and events	2	2
Finance and operations	5	5
Fundraising	1	1
Marketing & communications	4	1
Professional practice	34	34
	<u>47</u>	<u>45</u>

During the year remuneration paid to key management totalled £366,881 (2022: £270,508).

10. Tangible fixed assets.

Group and Charity

	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation			
At 1 April 2022	384	78,547	78,931
Additions	-	10,044	10,044
Disposals	-	(2,994)	(2,994)
At 31 March 2023	<u>384</u>	<u>85,597</u>	<u>85,981</u>
Depreciation			
At 1 April 2022	333	54,812	55,145
Charge for the year	51	13,013	13,064
On disposals	-	(1,893)	(1,893)
At 31 March 2023	<u>384</u>	<u>65,932</u>	<u>66,316</u>
Net book value			
At 31 March 2023	<u>-</u>	<u>19,665</u>	<u>19,665</u>
At 31 March 2022	<u>51</u>	<u>23,735</u>	<u>23,786</u>

BRITISH DYSLEXIA ASSOCIATION
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

11. Fixed asset investments.

	Investments in subsidiary companies £
Charity	
Cost or valuation	
At 1 April 2022	2
	<hr/>
At 31 March 2023	2
	<hr/> <hr/>
Net book value	
At 31 March 2023	2
	<hr/>
At 31 March 2022	2
	<hr/> <hr/>

Principal subsidiaries.

The following was a subsidiary undertaking of the Charity:

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

The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Profit/(Loss) for the year £	Net assets £
B.D.A (Initiatives) Limited	462,049	(298,955)	163,094	2

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

12. Debtors.

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Due within one year				
Trade debtors	86,332	85,422	58,573	42,462
Amounts owed by group undertakings	-	-	193,480	412,322
Other debtors	9,810	-	9,810	-
Prepayments and accrued income	52,681	57,868	48,383	54,252
	<u>148,823</u>	<u>143,290</u>	<u>310,246</u>	<u>509,036</u>

13. Creditors: Amounts falling due within one year.

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Trade creditors	48,430	16,302	42,730	16,302
Other taxation and social security	41,018	46,527	28,864	29,497
Other creditors	11,589	11,407	11,591	11,407
Accruals and deferred income	757,045	672,861	678,073	563,305
	<u>858,082</u>	<u>747,097</u>	<u>761,258</u>	<u>620,511</u>

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

14. Deferred income.

Certain grant and other income included with "Accruals and Deferred Income" in Note 13, is recognised when the delivery of a specific performance relating to the income has been achieved. Movement on deferred income balances during the year are set out below:

	As at 1 April 2022	Received	Released	Total funds
	£	£	£	£
Training courses	493,759	864,432	(786,933)	571,258
Assessments	49,705	253,854	(256,513)	47,046
Conferences	913	36,883	(24,749)	13,047
OCN fees	55,549	41,119	(43,482)	53,186
Other	24,235	52,236	(49,806)	26,665
	<u>624,161</u>	<u>1,248,524</u>	<u>(1,161,483)</u>	<u>711,202</u>

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

15. Statement of funds.

Statement of funds - current year.

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

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

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

15. Statement of funds (continued)

Statement of funds - prior year.

	Balance at 1 April 2021 £	Income £	As restated Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
Unrestricted funds					
General Funds	836,796	2,228,510	(2,102,419)	-	962,887
Restricted funds					
Children Will Shine	37,250	730	(3,464)	-	34,516
Constable Education Trust	143,354	-	(18,027)	-	125,327
Other donations	22,738	-	(4,115)	5,874	24,497
Helpline	13,072	-	(425)	(5,874)	6,773
Malpas	17,163	-	-	-	17,163
	<u>233,577</u>	<u>730</u>	<u>(26,031)</u>	<u>-</u>	<u>208,276</u>
Total of funds	<u>1,070,373</u>	<u>2,229,240</u>	<u>(2,128,450)</u>	<u>-</u>	<u>1,171,163</u>

16. Summary of funds.

Summary of funds - current year.

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

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

16. Summary of funds (continued)

Summary of funds - prior year.

	Balance at 1 April 2021 £	Income £	As restated Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
General funds	836,796	2,228,510	(2,102,419)	-	962,887
Restricted funds	233,577	730	(26,031)	-	208,276
	<u>1,070,373</u>	<u>2,229,240</u>	<u>(2,128,450)</u>	<u>-</u>	<u>1,171,163</u>

17. Analysis of net assets between funds.

Analysis of net assets between funds - current period.

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

Analysis of net assets between funds - prior period.

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	-	23,786	23,786
Current assets	208,276	1,686,198	1,894,474
Creditors due within one year	-	(747,097)	(747,097)
Total	<u>208,276</u>	<u>962,887</u>	<u>1,171,163</u>

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

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

	Group 2023 £	Group 2022 £
Net income/expenditure for the year (as per Statement of Financial Activities)	(251,450)	100,790
Adjustments for:		
Depreciation charges	13,064	11,124
Interest from investments	(2,459)	(192)
Loss on the sale of fixed assets	1,101	-
Decrease/(increase) in debtors	(5,533)	17,097
Increase/(decrease) in creditors	110,985	(32,445)
Net cash provided by/(used in) operating activities	(134,292)	96,374

19. Analysis of cash and cash equivalents.

	Group 2023 £	Group 2022 £
Cash in hand	1,609,307	1,751,184
Total cash and cash equivalents	1,609,307	1,751,184

20. Analysis of changes in net debt.

	At 1 April 2022 £	Cash flows £	At 31 March 2023 £
Cash at bank and in hand	1,751,184	(141,877)	1,609,307
	1,751,184	(141,877)	1,609,307

21. Pension commitments.

The charity contributes to the personal pension plans of certain of its employees, which are held in defined contribution schemes. Contributions are charged in the financial statements on an accruals basis and there were £9,516 (2022: £9,334) of outstanding contributions at the balance sheet date. Pension costs charged in the year were £63,740 (2022: £60,969).

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

22. Operating lease commitments.

At 31 March 2023 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Not later than 1 year	24,916	29,041	24,916	29,041
Later than 1 year and not later than 5 years	-	28,730	-	28,730
	<u>24,916</u>	<u>57,771</u>	<u>24,916</u>	<u>57,771</u>

23. Related party transactions.

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

- Reimbursement of expenses incurred by certain Trustees in the furtherance of their activities as Trustees (see note 9).
- Donations from Trustees totalling £1,668.