

Company Registration Number 3920466  
Charity number: 1088406

CUMBRIA DEAF ASSOCIATION (WORKING AS  
CUMBRIA DEAFVISION)

FINANCIAL STATEMENTS

31 MARCH 2013

(A company limited by guarantee)

**THE REGISTRAR  
OF COMPANIES**

FRIDAY



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20/12/2013  
COMPANIES HOUSE

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**ArmstrongWatson®**  
Accountants & Financial Advisers

**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**  
**(A company limited by guarantee)**

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**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**  
**(A company limited by guarantee)**

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 31 MARCH 2013**

**Trustees**

Mrs N G Wilkinson (resigned 17 November 2012)  
Mrs J M Thompson (resigned 17 November 2012)  
Miss J M Armer (resigned 17 November 2012)  
Mr R K Bingham, Chair  
Mrs A Chesters (resigned 17 November 2012)  
Mrs M E H Kelsall  
Mr S Pollard  
Rev'd Mrs M Webster  
Mr E A Martlew (appointed 17 November 2012)  
Mr W T Turner (appointed 17 November 2012)  
Mr E G Corrie, Treasurer (appointed 17 November 2012)

**Company registered number**

3920466

**Charity registered number**

1088406

**Registered office**

3 Compton Street  
Carlisle  
Cumbria  
CA1 1HT

**Company secretary**

Mr J F Brennan

**Independent auditors**

Armstrong Watson  
Statutory Auditors  
Fairview House  
Victoria Place  
Carlisle  
Cumbria  
CA1 1HP

**Bankers**

Barclays Bank Plc  
33 English Street  
Carlisle  
Cumbria  
CA3 8JX

**Solicitors**

Burnetts Solicitors  
6 Victoria Place  
Carlisle  
Cumbria  
CA1 1ES

**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 MARCH 2013**

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the audited financial statements of Cumbria Deaf Association (the company) for the year ended 31 March 2013. The Trustees confirm that the Annual report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2005.

**Structure, governance and management**

**a. CONSTITUTION**

The company is governed by its memorandum and articles of association dated 7 February 2000, as amended by special resolutions dated 21 May 2001 and 13 October 2007, with a company registration number of 03920466. The company was registered with the Charity Commission on 12 September 2001 with a registration number of 1088406.

**b. METHOD OF APPOINTMENT OR ELECTION OF TRUSTEES**

The Association is run by a committee of members. The committee of members consists of the officers of the charity (Chair, Vice-Chair, Treasurer and Secretary) and at least six other persons. The committee can appoint anyone to fill a vacancy in the membership of the committee or can co-opt additional members of the committee, however, no more than four extra members can be co-opted.

**c. ORGANISATIONAL STRUCTURE AND DECISION MAKING**

**The Board of Trustees**

The Board of Trustees meets quarterly and is responsible for how Cumbria-DeafVision is run. The staff and volunteers are accountable to the Board through the Chief Executive Officer.

Information and training is provided to ensure that the Trustees are well briefed with the work being undertaken by the organisation and how it is developing.

The Board is advised by Finance and Personnel sub-committees. They normally meet quarterly, the former considers in detail the financial health of the association and advises members on budgetary matters, the Personnel sub-committee considers a wide range of policy and personnel issues and again advises the Board.

**Personnel Sub-Committee:**

Trustees	Roger Bingham	Eric Martlew	William Turner
	Monica Webster		

Staff	John Brennan	Ian Douglas	
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**Finance Sub-Committee:**

Trustees	Roger Bingham	Eric Corrie	Steve Pollard
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Staff	John Brennan	Ian Douglas	Ian Wilson
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**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**  
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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2013**

**Management Structure**

The management team meets monthly to review progress against our targets and take any necessary action to make sure we are working effectively. It is made up of the following staff:

John Brennan, the Chief Executive, is responsible to the Board for the overall direction and day-to-day running of Cumbria-DeafVision.

Lorraine Brown, Senior Interpreter, is responsible for the management and the day-to-day running of the Communication Support Unit.

Ann Chesters, Senior Practitioner (Social Work), is responsible for the management and the day-to-day running of the Social Work service.

Ian Douglas, Manager of Support Services, is responsible for the administration and financial management of Cumbria-DeafVision, also for ensuring that Cumbria-DeafVision's offices are properly equipped and run.

Penny Poxon, Care Packages Manager, is responsible for the management and the day-to-day running of the Care Packages service.

**d. Patrons**

We are very grateful indeed to the following Patrons for taking an interest in the work of the Association and supporting us in many ways:

Hal Bagot  
Susie Bagot  
Lord Ballyedmond, OBE JP  
Sir Chris Bonington CVO CBE DL  
Lord Bragg of Wigton  
Russell Brown MP  
Gavin Borland  
Robin Burgess OBE DL  
Lord Campbell-Savours of Allerdale  
Tom Campbell  
Mrs Olive Clark OBE JP DL  
James Cropper FCA HM Lord Lieutenant of Cumbria  
Rt Hon Lord Cunningham of Felling PC DL PhD  
Tony Cunningham MP  
The Rt Reverend Graham Dow  
John Dunning CBE JP DL  
Tim Farron MP  
John Fryer Spedding CBE DL  
Patrick Gordon Duff Pennington OBE DL  
Rt Hon Lord Hutton of Furness  
Lord Inglewood, DL  
Eric Martlew  
Elaine Murray MSP  
Ken Pallister  
Jamie R. Reed, MP  
John Wills OBE FCA DL

**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**  
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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2013**

**e. RISK MANAGEMENT**

Financial Management – in common with all voluntary organisations it is not possible to guarantee all income and expenditure will be balanced. Financial controls are in place, overseen by the Finance Sub-Committee, and a great deal is being done to ensure the financial viability of the organisation.

Funding – there remains a continuing risk that services cannot be maintained over time and the climate for obtaining grant funding, especially beyond one year, presents difficulties. That said, our bids to Cumbria County Council to continue as an approved provider for care and support services and to continue as the provider of a specialist Social Work service were both successful. In addition, during 2012/2013 we were successful in gaining financial support for work that will primarily start to be delivered during 2013/2014: a short breaks programme for deaf children and young people and work on the Neighbourhood Care Independence and Deaf Health Champions programmes.

Buildings – Cumbria-DeafVision's three buildings are the subject of ongoing discussion regarding their future. It was recognised that the Carlisle building is now too big for the scope of operations we deliver and so has been put up for sale.

Recruitment and Retention of Staff – the specialist nature of the work undertaken by Cumbria-DeafVision means that there is always a challenge to recruit and retain staff with the necessary professional skills and experience. Current reviews of our Social Work, Care Packages and Interpreting services will consider these challenges and the future proofing needs of the organisation.

**Objectives and Activities**

Cumbria-DeafVision is the major charity operating throughout Cumbria and Dumfries & Galloway for people who are deaf, deafened, hard of hearing and Deafblind.

The company's objectives include:

"The educational, physical, social and spiritual well being of Deaf, deafened, hard of hearing and Deafblind people of all ages and their families, mainly but not exclusively in Cumbria and Dumfries & Galloway."

To do this, we seek to involve people who are deaf by raising awareness of their rights and responsibilities and ensuring access to all services by:

- Promoting the place of deaf people in the community
- Providing needs led services for individuals and groups
- Promoting positive use of all sources of information and communication
- Identifying, developing and using the skills of staff and volunteers"

The trustees have considered the guidance issued by the Charity Commission in relation to public benefit and consider that their objectives and activities as noted above conform to this guidance.

**Key Activities**

Cumbria-DeafVision's services and projects are provided to benefit Deaf, deafened, hard of hearing and deafblind people of all ages as well as their families, carers, work colleagues, service providers, friends, acquaintances and local communities through a number of ways as below:

- Social Work service
- Communication Support Unit (Interpreting service)
- Care Packages service
- Children's Development service (Balloon Project)
- British Sign Language skills courses
- Deaf Awareness Training

**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2013**

**Achievements and performance**

During the period of financial reporting, Cumbria-DeafVision has sought to consolidate and expand its project and service activity to address the identified community needs and respond to emerging opportunities for service expansion

Recognising the significant financial and procurement challenges faced by many voluntary sector organisations and the tendency for commissioners to elect for fewer, larger service providers and potentially more attractive unit costs, Cumbria-DeafVision has formed a number of strategic partnerships and developed service delivery models to provide increased output and outcome profiles, whilst working with an expanded group of beneficiaries. This partnership approach has enabled Cumbria-DeafVision and partners to present a more attractive and cost efficient offer to commissioners than would have been possible working unilaterally

**Health Champions Volunteering Project**

A funding application to the Department of Health's Health and Social Care (HSC) Volunteering programme to improve volunteering opportunities within HSC activities relating to Deaf people, and create a team of Deaf Health Champions to improve the equality of Deaf community HSC access and service provision has been successful

This application developed in partnership with Sign Health, UK Council on Deafness, Merseyside Society for Deaf People and Manchester Deaf Centre, will support a thirty month programme to engage with cross sector HSC, Healthwatch and GP Commissioning bodies, to identify and develop strategic and operational priorities and interventions to improve service access, volunteering opportunities within Deaf related activity and facilitate further business development opportunities within health and social care sector

**Neighbourhood Care Independence Project.**

Aligned with this initiative Cumbria-DeafVision is also a partner within two successful applications to the County's Neighbourhood Care Independence programme. This initiative to offer community support and opportunities for volunteering and "befriending", will also support a number of community events focussed around improving health awareness, maintain independent living and encouraging community volunteering and support for residents at risk of exclusion

As a component of this partnership programme, Cumbria-DeafVision will deliver a capacity building process for NCIP organisations to improve Deaf awareness and Deaf community access to the respective service and activities provided by partner organisations

Both the Health Champions and the NCIP initiatives will provide a suitable platform and catalyst to extend partnership activity and further diversify DeafVision's services and improve the organisation's income profile

**Social Work and Children's Services**

Successful tender applications to Cumbria County Council to provide specialist Social Work services for Deaf, DeafBlind and adults with a hearing loss and Short Breaks and Respite for Deaf children have strengthened the charity's financial performance and income profile for the year

The contribution of generous legacies bequeathed to the organisation has further improved the overall financial position of the organisation. However Cumbria-DeafVision recognises that a consistent programme of efficiency savings, increased income generation and service developments will continue to be an organisational priority and embedded and reflected in the organisation's business planning and development approach, to ensure the future viability of the charity

**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**  
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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2013**

**Buildings**

Continuing evaluation of the organisations future accommodation requirements is also recognised as a key development issue as Cumbria-DeafVision seeks to identify the most cost efficient model of sustainable service delivery and charitable activity. The need to reduce non essential expenditure, increase business efficiency and develop new service opportunities to provide a sustainable financial profile for the organisation remains a priority.

A process of community consultation will continue whilst the Board and Management team seek to minimise the significant building and overhead costs of operating three buildings. Cumbria-DeafVision recognises the importance of Deaf community social activity supported by the continued availability of the charity's accommodation and will seek to find viable, sustainable and cost effective solutions and alternatives to meet future service and community needs.

**Staffing**

A workforce review will also form part of the Charity's business and service review to identify possible areas for business efficiencies and cost savings, whilst reflecting on future service requirements. Cumbria-DeafVision recognises the importance of creating a positive working environment to attract, retain and develop Cumbria-DeafVision's specialist personnel and maintain the high quality of service. The charity's quality and customer care standards, the needs of service users/ community members and the legal and Care Quality Commission standards included in Cumbria-DeafVision's contractual obligations. These elements will provide a framework to inform the organisation's work force development plan and identify personal development and training targets supported and underpinned by a comprehensive appraisal system.

**Financial review**

**Reserves Policy**

The trustees have adopted a Reserve Policy, which is that:

"Cumbria-DeafVision has a reserve fund that can, if desired, be used to make redundancy payments in circumstances where they are necessary, and to enable services to be carried out when funding applications for these services have been unsuccessful.

This reserve fund should be the equivalent of 15% of the total budgeted expenditure of the current financial year. The Finance Sub-Committee will monitor and review the position at its meetings."

**Defined Benefit Pension Scheme**

The defined benefit pension scheme is currently in deficit. This will result in increased levels of contributions in future periods which inevitably has some impact on resources available to the charity to deliver its primary objectives. Consequently the trustees made a decision that new staff will not be offered membership of the scheme. Further to this the trustees have decided that all staff, except for one, will be required to leave the defined benefit pension scheme and be enrolled instead into an alternative scheme.

**Plans for the future**

**a. FUTURE DEVELOPMENTS**

To respond to the changing and constantly evolving processes, systems and priorities for service commissioning, Cumbria-DeafVision is currently revising the organisation's business plan to reflect the contemporary "business" environment, the changes to traditional methods of service commissioning and procurement and the trend towards larger scale and more generic commissioning.

As a direct consequence of these changes, Cumbria-DeafVision is reviewing alternative ways of developing and delivering its services, exploring the potential to work more collaboratively to satisfy a broader range of Deaf and other clients and create opportunities for service development, whilst providing a stronger and more attractive profile for tendering and funding.



**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**  
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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2013**

Key business development priorities include the continued development of the organisation's Video Relay Service as a member of Deaf Network UK (DN UK), a national partnership working in collaboration with nine Deaf organisations to provide a country wide Sign on Screen interpreter support service for Deaf clients.

Cumbria-DeafVision is also committed to sustaining and developing its services to Deaf children, young people and their families through the organisation's "Balloon Project" which provides a county wide range of specialised social, leisure, educational, youth, play and family support service for Deaf service users

The opportunity to further support Deaf children and their families will also be advanced through greater collaborative working with the local authority educational and social care professionals, teachers of the Deaf children and social workers to improve service support and provide a greater equality of service access and support

The business approach will also consider the emergence of sensory service developments, where authorities attempt to commission specialist Deaf service provision within a combined dual sensory or generic commissioning approach, whilst Cumbria-DeafVision would always champion the need for specialist Deaf services to provide an equality of service to meet BSL communication and cultural needs, the organisation recognises the potential for collaborative partnership developments to maintain such specialist provision

At the same time Cumbria-DeafVision would seek to highlight the need for sensitive and informed commissioning and procurement processes developing services to reflect 21st century models with the client at the heart of the commissioning design process and not merely a "cheaper" but inferior model of service delivery

It is hoped that a closer strategic partnership approach can be developed with local authority and health and social care bodies with regard to specialist Deaf service development, identifying strategic priorities and positively engaging with emerging Healthwatch, GP commissioning and health and social care bodies to ensure that the needs of Deaf people continue to be recognised and ensure an equality of service access and provision is designed, resourced and delivered to meet the needs of Deaf residents

Continuing in this spirit of social inclusion, strategic and collaborative working, Cumbria-DeafVision will also seek to form more effective partnerships with the local Council for Voluntary services, Third Sector and Disability Networks to ensure that Deaf community issues are not omitted or excluded from critical community development initiatives and Deaf people have the opportunity to play a full, active and influencing role in civic society

## **INDEMNITY INSURANCE**

The Association has taken out Professional Indemnity Insurance with Travelers The policy provides cover against our legal liability to pay damages and costs arising out of.

- Breach of Professional duty arising from neglect, error or omission
- Dishonesty
- Libel and slander
- Loss of Third Party Documents

The policy covers all relevant staff and volunteers and the premium is based upon the total number of staff and volunteers providing advice, information or counselling

**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2013**

**ACKNOWLEDGEMENTS**

Cumbria-DeafVision is supported by a significant number of funders and individuals, without which we could not operate effectively. We are also indebted to the people who have generously remembered us in their wills.

The agencies and organisations from which we received funding during 2012/2013 included

**Social Work:**

Cumbria County Council Adult & Local Services

**Care Packages:**

Cumbria County Council Adult & Local Services

Independent Living Fund

Cumbria Primary Care Trust

Care Sector Alliance Cumbria

**Children's Development (aka Balloon Project):**

BBC Children in Need

Cumbria County Council Children's Service

Coffee Pot, Scotby

Carlisle and Eden Deaf Children's Society

**Sign Language classes:**

Carlisle College

Trinity School

**Laidlaw Bursary:**

Miss Eleanor Laidlaw

**General:**

Brampton Methodist Coffee Shop

Helen Buck

Paul Blacklock

Carlisle Citadel (BR) Welfare Club

Family and friends of Annie Armstrong

**TRUSTEES' RESPONSIBILITIES STATEMENT**

The Trustees (who are also directors of Cumbria Deaf 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 of the incoming resources and application of resources, including the income and expenditure, of the charitable company 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 judgments 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 company will continue in operation.

**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**  
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**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31 MARCH 2013**

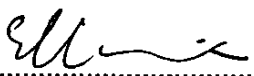
The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements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

**DISCLOSURE OF INFORMATION TO AUDITORS**

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 company's auditors are 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 company's auditors in connection with preparing their report and to establish that the charitable company's auditors are aware of that information.

This report was approved by the Trustees on and signed on their behalf by

 27 September 2013  
.....  
**Mr E G Corrie, Treasurer**  
**Trustee**

**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**  
**(A company limited by guarantee)**

**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**

We have audited the financial statements of Cumbria Deaf Association (working as Cumbria DeafVision) for the year ended 31 March 2013 which comprise the Statement of financial activities, the Balance sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charitable company's members, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. 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 Auditors' 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 opinion we have formed.

**RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITORS**

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.

The Trustees have elected for the financial statements to be audited in accordance with the Charities Act 2011 rather than the Companies Act 2006. Accordingly we have been appointed as auditors under section 144 of the Charities Act 2011 and report to you in accordance with regulations made under section 154 of that Act. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

**SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS**

A description of the scope of an audit of financial statements is provided on the Financial Reporting Council's website at [www.frc.org.uk/auditscopeukprivate](http://www.frc.org.uk/auditscopeukprivate).

**OPINION ON FINANCIAL STATEMENTS**

In our opinion the financial statements

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2013 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended,
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**  
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**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**

**MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements, or
- the company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns, or
- we have not received all the information and explanations we require for our audit

**Armstrong Watson**  
Statutory Auditors  
Chartered Accountants  
Carlisle

Date 27 September 2013

Armstrong Watson are eligible to act as auditors in terms of section 1212 of the Companies Act 2006

**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES**  
(incorporating income and expenditure account)  
FOR THE YEAR ENDED 31 MARCH 2013

	Note	Unrestricted funds 2013 £	Restricted funds 2013 £	Total funds 2013 £	Total funds 2012 £
<b>INCOMING RESOURCES</b>					
Incoming resources from generated funds:					
Voluntary income	2	150,200	10,000	160,200	34,600
Investment income	3	-	-	-	122
Incoming resources from charitable activities	4	193,697	309,171	502,868	606,788
<b>TOTAL INCOMING RESOURCES</b>		<b>343,897</b>	<b>319,171</b>	<b>663,068</b>	<b>641,510</b>
<b>RESOURCES EXPENDED</b>					
Costs of generating funds					
Costs of generating voluntary income	5	7,641	-	7,641	11,891
Charitable activities		293,651	285,581	579,232	649,831
Governance costs	7	10,738	-	10,738	5,976
<b>TOTAL RESOURCES EXPENDED</b>	10	<b>312,030</b>	<b>285,581</b>	<b>597,611</b>	<b>667,698</b>
<b>NET INCOMING RESOURCES / (RESOURCES EXPENDED) BEFORE TRANSFERS</b>		<b>31,867</b>	<b>33,590</b>	<b>65,457</b>	<b>(26,188)</b>
Transfers between Funds	19	19,064	(19,064)	-	-
<b>NET INCOME / (EXPENDITURE) FOR THE YEAR</b>		<b>50,931</b>	<b>14,526</b>	<b>65,457</b>	<b>(26,188)</b>
Actuarial gains and losses on defined benefit pension schemes		(37,000)	-	(37,000)	247,000
<b>NET MOVEMENT IN FUNDS FOR THE YEAR</b>		<b>13,931</b>	<b>14,526</b>	<b>28,457</b>	<b>220,812</b>
Total funds at 1 April 2012		72,491	98,873	171,364	(49,448)
<b>TOTAL FUNDS AT 31 MARCH 2013</b>		<b>86,422</b>	<b>113,399</b>	<b>199,821</b>	<b>171,364</b>

All activities relate to continuing operations

The Statement of Financial Activities includes all gains and losses recognised in the year

The notes on pages 14 to 26 form part of these financial statements

**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**

**(A company limited by guarantee)  
REGISTERED NUMBER: 3920466**

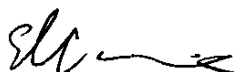
**BALANCE SHEET  
AS AT 31 MARCH 2013**

	Note	£	2013 £	£	2012 £
<b>FIXED ASSETS</b>					
Tangible assets	15		262,136		268,757
Investments	16		5,000		-
			<u>267,136</u>		<u>268,757</u>
<b>CURRENT ASSETS</b>					
Debtors	17	195,797		56,538	
Cash at bank and in hand		291,523		161,006	
		<u>487,320</u>		<u>217,544</u>	
<b>CREDITORS: amounts falling due within one year</b>	18	(233,635)		(27,937)	
<b>NET CURRENT ASSETS</b>			<u>253,685</u>		<u>189,607</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<u>520,821</u>		<u>458,364</u>
Defined benefit pension scheme liability	21		(321,000)		(287,000)
<b>NET ASSETS INCLUDING PENSION SCHEME LIABILITIES</b>			<u>199,821</u>		<u>171,364</u>
<b>CHARITY FUNDS</b>					
Restricted funds	19		113,399		98,873
Unrestricted funds					
Unrestricted funds excluding pension liability		407,422		359,491	
Pension reserve		(321,000)		(287,000)	
Total unrestricted funds			<u>86,422</u>		<u>72,491</u>
<b>TOTAL FUNDS</b>			<u>199,821</u>		<u>171,364</u>

The Trustees consider that the company is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ("the Act") and members have not required the company to obtain an audit for the year in question in accordance with section 476 of the Act. However, an audit is required in accordance with section 144 of the Charities Act 2011.

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

The financial statements were approved by the Trustees on 27 September 2013 and signed on their behalf, by



Mr E G Corrie, Treasurer

The notes on pages 14 to 26 form part of these financial statements

**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2013**

**1. ACCOUNTING POLICIES**

**1.1 Basis of preparation of financial statements**

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), 'Accounting and Reporting by Charities' published in March 2005, applicable accounting standards and the Companies Act 2006.

**1.2 Company status**

The company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

**1.3 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 company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company 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.

Investment income, gains and losses are allocated to the appropriate fund.

**1.4 Incoming resources**

All incoming resources are included in the Statement of financial activities when the company has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability. For legacies, entitlement is the earlier of the company being notified of an impending distribution or the legacy being received.

**1.5 Resources expended**

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the company and compliance with constitutional and statutory requirements.



**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2013**

**1. ACCOUNTING POLICIES (continued)**

**1.6 Tangible fixed assets and depreciation**

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	-	2% straight line
Fixtures and fittings	-	10% straight line
Office equipment	-	15% reducing balance
Computer equipment	-	33% straight line

All expenditure on acquisition or installation of fixed assets and all receipts of fixed assets by way of a gift have been capitalised and included within the balance sheet.

**1.7 Investments**

Investments are stated at market value at the balance sheet date. The Statement of financial activities includes the net gains and losses arising on revaluations and disposals throughout the year.

**1.8 Operating leases**

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

**1.9 Pensions**

The company operates a defined benefits pension scheme and the pension charge is based on a full actuarial valuation dated 19 July 2013.

**1.10 Grants**

Grants in respect of capital expenditure are capitalised and amortised over the life of the asset to which they relate. Other grants are accounted for on an accruals basis.

**2. VOLUNTARY INCOME**

	Unrestricted funds 2013 £	Restricted funds 2013 £	Total funds 2013 £	Total funds 2012 £
Donations	6,154	10,000	16,154	11,997
Legacies	144,046	-	144,046	22,603
	<hr/>	<hr/>	<hr/>	<hr/>
Voluntary income	150,200	10,000	160,200	34,600
	<hr/>	<hr/>	<hr/>	<hr/>

**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2013**

**3. INVESTMENT INCOME**

	Unrestricted funds 2013 £	Restricted funds 2013 £	Total funds 2013 £	Total funds 2012 £
Investment income	-	-	-	122

**4. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES**

	Unrestricted funds 2013 £	Restricted funds 2013 £	Total funds 2013 £	Total funds 2012 £
Charitable activities	193,697	309,171	502,868	606,788

	2013 £	2012 £
<b>Grants Receivable</b>		
Care Packages	193,793	214,425
Cumbria County Council	210,934	234,461
Access to Work	-	3,841
Scottish Development Project	-	12,705
BBC Children in Need	18,635	32,439
	423,362	497,871
<b>Other Charitable Activities</b>		
Fees	79,506	108,917
	502,868	606,788

**5. COSTS OF GENERATING VOLUNTARY INCOME**

	Unrestricted funds 2013 £	Restricted funds 2013 £	Total funds 2013 £	Total funds 2012 £
Other costs	940	-	940	656
Voluntary income staff costs	6,701	-	6,701	11,235
	7,641	-	7,641	11,891

**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2013**

**6. EXPENDITURE BY CHARITABLE ACTIVITY**

**SUMMARY BY FUND TYPE**

	Unrestricted funds 2013 £	Restricted funds 2013 £	Total funds 2013 £	Total funds 2012 £
Statutory Services	261,677	224,157	485,834	485,248
Community Services	25,576	57,765	83,341	146,494
Training Services	6,398	3,659	10,057	18,089
	<u>293,651</u>	<u>285,581</u>	<u>579,232</u>	<u>649,831</u>

**SUMMARY BY EXPENDITURE TYPE**

	Staff costs 2013 £	Other costs 2013 £	Total 2013 £	Total 2012 £
Statutory Services	357,238	128,596	485,834	485,248
Community Services	56,156	27,185	83,341	146,494
Training Services	6,128	3,929	10,057	18,089
	<u>419,522</u>	<u>159,710</u>	<u>579,232</u>	<u>649,831</u>

**7. GOVERNANCE COSTS**

	Unrestricted funds 2013 £	Restricted funds 2013 £	Total funds 2013 £	Total funds 2012 £
Audit and accountancy	6,220	-	6,220	5,976
Meeting expenses	4,518	-	4,518	-
	<u>10,738</u>	<u>-</u>	<u>10,738</u>	<u>5,976</u>

**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2013**

**8. DIRECT COSTS**

	<b>Statutory Services £</b>	<b>Community Services £</b>	<b>Training Services £</b>	<b>Total 2013 £</b>	<b>Total 2012 £</b>
Other finance income	8,000	-	-	8,000	16,000
Light and heat	-	-	-	-	921
Repairs and maintenance	-	-	-	-	312
Insurance	5,588	1,338	-	6,926	645
Depreciation	6,621	-	-	6,621	6,621
Travel costs	8,827	8,199	1,128	18,154	27,085
Exam costs	-	-	1,484	1,484	1,293
Room hire and premises costs	-	-	-	-	564
Stationery, postage, phone and sundries	5,665	1,710	263	7,638	10,096
Training and recruitment	1,363	1,853	-	3,216	17,170
ICT support	7,352	3,134	-	10,486	10,909
Marketing	2,454	981	-	3,435	4,153
Project specific direct costs	14,371	5,741	264	20,376	16,255
Impairment loss on fixed asset investments	5,000	-	-	5,000	-
Wages and salaries	209,388	48,628	5,229	263,245	314,278
National insurance	17,940	3,046	332	21,318	25,175
Pension cost	26,000	-	-	26,000	41,000
	<b>318,569</b>	<b>74,630</b>	<b>8,700</b>	<b>401,899</b>	<b>492,477</b>

**9. SUPPORT COSTS**

	<b>Statutory Services £</b>	<b>Community Services £</b>	<b>Training Services £</b>	<b>Total 2013 £</b>	<b>Total 2012 £</b>
Support costs	63,355	4,229	790	68,374	43,049
Wages and salaries	103,910	4,482	567	108,959	114,305
	<b>167,265</b>	<b>8,711</b>	<b>1,357</b>	<b>177,333</b>	<b>157,354</b>

**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2013**

**10. ANALYSIS OF RESOURCES EXPENDED BY EXPENDITURE TYPE**

	Staff costs 2013 £	Other costs 2013 £	Total 2013 £	Total 2012 £
Costs of generating voluntary income	6,701	940	7,641	11,891
<b>Costs of generating funds</b>	<b>6,701</b>	<b>940</b>	<b>7,641</b>	<b>11,891</b>
Statutory Services	357,238	128,596	485,834	485,248
Community Services	56,156	27,185	83,341	146,494
Training Services	6,128	3,929	10,057	18,089
<b>Charitable activities</b>	<b>419,522</b>	<b>159,710</b>	<b>579,232</b>	<b>649,831</b>
<b>Governance</b>	<b>-</b>	<b>10,738</b>	<b>10,738</b>	<b>5,976</b>
	<b>426,223</b>	<b>171,388</b>	<b>597,611</b>	<b>667,698</b>

**11. ANALYSIS OF RESOURCES EXPENDED BY ACTIVITIES**

	Activities undertaken directly 2013 £	Support costs 2013 £	Total 2013 £	Total 2012 £
Statutory Services	318,569	167,265	485,834	485,248
Community Services	74,630	8,711	83,341	146,494
Training Services	8,700	1,357	10,057	18,089
<b>Total</b>	<b>401,899</b>	<b>177,333</b>	<b>579,232</b>	<b>649,831</b>

**12. NET INCOMING RESOURCES / (RESOURCES EXPENDED)**

This is stated after charging

	2013 £	2012 £
Depreciation of tangible fixed assets - owned by the charity	6,621	6,621
Auditors' remuneration	6,240	5,976

During the year, no Trustees received any remuneration (2012 - £NIL)

3 Trustees received reimbursement of expenses amounting to £826 in the current year, (2012 - 3 Trustees - £270)

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2013**

**13. STAFF COSTS**

Staff costs were as follows

	2013 £	2012 £
Wages and salaries	378,905	439,818
Social security costs	21,318	25,175
Other pension costs (Note 21)	26,000	41,000
	<u>426,223</u>	<u>505,993</u>

The average monthly number of employees during the year was as follows

	2013 No.	2012 No
Administrative staff	<u>31</u>	<u>33</u>

No employee received remuneration amounting to more than £60,000 in either year

**14. OTHER FINANCE INCOME**

	2013 £	2012 £
Expected return on pension scheme assets	115,000	127,000
Interest on pension scheme liabilities	(123,000)	(143,000)
	<u>(8,000)</u>	<u>(16,000)</u>

**15. TANGIBLE FIXED ASSETS**

	Freehold property £	Fixtures and fittings £	Office equipment £	Total £
<b>Cost</b>				
At 1 April 2012 and 31 March 2013	<u>326,904</u>	<u>30,307</u>	<u>104,580</u>	<u>461,791</u>
<b>Depreciation</b>				
At 1 April 2012	60,316	30,301	102,417	193,034
Charge for the year	6,239	-	382	6,621
At 31 March 2013	<u>66,555</u>	<u>30,301</u>	<u>102,799</u>	<u>199,655</u>
<b>Net book value</b>				
At 31 March 2013	<u>260,349</u>	<u>6</u>	<u>1,781</u>	<u>262,136</u>
At 31 March 2012	<u>266,588</u>	<u>6</u>	<u>2,163</u>	<u>268,757</u>

**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2013**

**15. TANGIBLE FIXED ASSETS (continued)**

On 29 June 2012 the properties were professionally valued by a firm of Chartered Surveyors at a value of £405,000. This valuation is not reflected in the accounts and the properties remain at the value of £260,349 being historical cost less depreciation.

**16. FIXED ASSET INVESTMENTS**

	Unlisted securities £
<b>Market value</b>	
At 1 April 2012	-
Additions	10,000
At 31 March 2013	<u>10,000</u>
<b>Impairment</b>	
At 1 April 2012	-
Charge for the year	5,000
At 31 March 2013	<u>5,000</u>
<b>Net book value</b>	
At 31 March 2013	<u>5,000</u>
At 31 March 2012	<u>-</u>
<b>Investments at market value comprise:</b>	
	2013 £
Unlisted investments	<u>5,000</u>

All the fixed asset investments are held in the UK

**17. DEBTORS**

	2013 £	2012 £
Other debtors	36,060	52,893
Prepayments and accrued income	159,737	3,645
	<u>195,797</u>	<u>56,538</u>

**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2013**

**18. CREDITORS:**  
Amounts falling due within one year

	2013 £	2012 £
Other creditors	220,166	16,591
Accruals and deferred income	13,469	11,346
	<u>233,635</u>	<u>27,937</u>

**19. STATEMENT OF FUNDS**

	Brought Forward £	Incoming resources £	Resources Expended £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
<b>Unrestricted funds</b>						
Unrestricted funds	359,491	343,897	(315,030)	19,064	-	407,422
Pension reserve	(287,000)	-	3,000	-	(37,000)	(321,000)
	<u>72,491</u>	<u>343,897</u>	<u>(312,030)</u>	<u>19,064</u>	<u>(37,000)</u>	<u>86,422</u>
<b>Restricted funds</b>						
Kendal Extension	62,402	-	(2,958)	-	-	59,444
Care Packages	13,699	193,793	(197,120)	-	-	10,372
Barrow						
Development	7,021	-	(141)	-	-	6,880
Carlisle						
Development	6,785	-	(179)	-	-	6,606
Technical						
Equipment	18,373	-	-	(18,373)	-	-
Mental Health	1,865	-	-	(691)	-	1,174
Sign Language						
Instruction	(3,756)	7,415	(3,659)	-	-	-
Interpreting	(9,362)	69,564	(57,765)	-	-	2,437
Children & Young						
People Services	1,846	38,399	(23,759)	-	-	16,486
Laidlaw Bursary	-	10,000	-	-	-	10,000
	<u>98,873</u>	<u>319,171</u>	<u>(285,581)</u>	<u>(19,064)</u>	<u>-</u>	<u>113,399</u>
<b>Total of funds</b>	<u>171,364</u>	<u>663,068</u>	<u>(597,611)</u>	<u>-</u>	<u>(37,000)</u>	<u>199,821</u>

**Transfers between funds**

Transfers have been made from restricted to unrestricted funds as a result of the restriction on these funds being satisfied.



**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2013**

**Restricted funds**

Barrow, Carlisle & Kendal Centre Development (Kendal extension) - these were funds set up to carry out work to the fabric of the buildings, such as the roof repairs at the Barrow Centre, accessibility work at the Carlisle Centre and rewiring and decorating work, all of which were carried out in the last decade. At the Kendal Centre, thanks to the fund raising efforts of the Friends of Kendal Deaf Centre, a programme of work took place in two phases. Phase 1 of the work was undertaken in 2004 and resulted in the whole of the ground floor becoming fully accessible. Phase 2, which involved the demolition of the existing kitchen, its relocation to the ground floor office space, and erection of a large conservatory to the rear of the building, took place during 2007/2008.

Care Packages - this service exists to enable people to achieve maximum independence within the community for as long as possible. We provide a support service geared to centre on the needs of service users. This may be for one or two hours each week or it may be full 24 hour support. Sixteen clients were supported during the year, mainly funded by Cumbria County Council and Independent Living Funds.

Rehabilitation & Technical Equipment - this service promoted independent living within the home to prevent isolation by offering assessment, advice and an equipment loan service. The service ended in August 2011.

Mental Health - this fund supported the work of our Deaf Awareness service and helped to fund a Deafness/Mental Health conference and some research.

Sign Language Classes (Sign Language Instruction) - working in partnership with Carlisle College and Cumbria County Council Adult Education, our qualified tutors provide a range of both accredited and non-exam classes throughout Cumbria. These include British Sign Language Level 1 and Introduction to Sign Language classes.

Interpreting/CSU - our Communication Support Unit provides an extensive interpreting service by experienced and qualified Interpreters in a wide variety of settings. Funding comes from fees received.

Children's Development (Children & Young People Services) - this countywide service, a partnership with local Deaf Children's Societies, supports families and focuses on networking opportunities for children and siblings to meet up and share activities. The project is based on extensive consultation in order to identify the needs and aspirations of families and respond in partnership with other key agencies. Funding was provided by the BBC Children in Need Appeal and Cumbria County Council Children's Service.

The Laidlaw Bursary - a founding donation for this bursary was received from Miss Eleanor Laidlaw in September 2012. The bursary will be used to support sign language tuition and our work with parents of deaf children.

**SUMMARY OF FUNDS**

	Brought Forward £	Incoming resources £	Resources Expended £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
General funds	72,491	343,897	(312,030)	19,064	(37,000)	86,422
Restricted funds	98,873	319,171	(285,581)	(19,064)	-	113,399
	<u>171,364</u>	<u>663,068</u>	<u>(597,611)</u>	<u>-</u>	<u>(37,000)</u>	<u>199,821</u>

**CUMBRIA DEAF ASSOCIATION (WORKING AS CUMBRIA DEAFVISION)**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2013**

**20. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Unrestricted funds 2013 £	Restricted funds 2013 £	Total funds 2013 £	Total funds 2012 £
Tangible fixed assets	189,206	72,930	262,136	268,757
Fixed asset investments	5,000	-	5,000	-
Current assets	457,194	30,126	487,320	217,544
Creditors due within one year	(243,978)	10,343	(233,635)	(27,937)
Provisions for liabilities and charges	(321,000)	-	(321,000)	(287,000)
	<u>86,422</u>	<u>113,399</u>	<u>199,821</u>	<u>171,364</u>

**21. PENSION COMMITMENTS**

The company operates a Defined benefit pension scheme

The charity contributes to the Cumbria Local Government pension scheme on behalf of some of its employees to provide benefits based on final pensionable pay. Contributions are charged to the income and expenditure account so as to spread the cost of pensions over employees' working lives with the company. The contributions are determined by a qualified actuary on the basis of triennial valuations using the projected unit method.

The amounts recognised in the Balance sheet are as follows

	2013 £	2012 £
Present value of funded obligations	(2,738,000)	(2,437,000)
Fair value of scheme assets	<u>2,417,000</u>	<u>2,150,000</u>
Net liability	<u>(321,000)</u>	<u>(287,000)</u>

The amounts recognised in the Statement of financial activities are as follows.

	2013 £	2012 £
Current service cost	(26,000)	(41,000)
Interest on obligation	(123,000)	(143,000)
Expected return on scheme assets	<u>115,000</u>	<u>127,000</u>
Total	<u>(34,000)</u>	<u>(57,000)</u>

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2013**

**21. PENSION COMMITMENTS (continued)**

Movements in the present value of the defined benefit obligation were as follows.

	2013 £	2012 £
Opening defined benefit obligation	2,437,000	2,636,000
Current service cost	26,000	41,000
Interest cost	123,000	143,000
Contributions by scheme participants	13,000	15,000
Actuarial Losses/(gains)	211,000	(270,000)
Benefits paid	(72,000)	(128,000)
	<u>2,738,000</u>	<u>2,437,000</u>

Changes in the fair value of scheme assets were as follows

	2013 £	2012 £
Opening fair value of scheme assets	2,150,000	2,116,000
Expected return on assets	115,000	127,000
Actuarial gains and (losses)	174,000	(23,000)
Contributions by employer	37,000	43,000
Contributions by scheme participants	13,000	15,000
Benefits paid	(72,000)	(128,000)
	<u>2,417,000</u>	<u>2,150,000</u>

The major categories of scheme assets as a percentage of total scheme assets are as follows

	2013	2012
European equities	55.40 %	51.60 %
European bonds	31.70 %	32.00 %
Property	5.60 %	6.40 %
Cash	0.60 %	1.60 %
Other assets	6.70 %	8.40 %

Principal actuarial assumptions at the Balance sheet date (expressed as weighted averages)

	2013	2012
Discount rate at 31 March	5.00 %	5.00 %
Expected return on scheme assets at 31 March	5.00 %	5.00 %
Future salary increases	3.00 %	3.00 %
Future pension increases	2.00 %	2.00 %
Inflation	2.00 %	2.00 %

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2013**

**21. PENSION COMMITMENTS (continued)**

**Mortality assumptions**

The assumptions relating to mortality rate underlying the pension scheme liabilities at the balance sheet date are based on standard actuarial tables projected to 2033 for future pensioners aged 65. The assumed life expectations on retirement at age 65 are as follows:

Current pensioners 22.2 years for males and 21.8 years for females  
Future pensioners 24.1 years for males and 23.2 years for females

Amounts for the current and previous four periods are as follows:

**Defined benefit pension schemes**

	2013 £	2012 £	2011 £	2010 £	2009 £
Defined benefit obligation	(2,738,000)	(2,437,000)	(2,636,000)	(2,719,000)	(1,914,000)
Scheme assets	2,417,000	2,150,000	2,116,000	1,912,000	1,457,000
Deficit	(321,000)	(287,000)	(520,000)	(807,000)	(457,000)
Experience adjustments on scheme liabilities	(211,000)	270,000	94,000	(640,000)	490,000
Experience adjustments on scheme assets	174,000	(23,000)	63,000	325,000	(432,000)