

Breakthrough (Deaf-Hearing Integration)  
(Company Limited by Guarantee)

Working Names:

deaf+PLUS vision+PLUS  
--- breaking through barriers ---

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\*A6ZX5K00\*  
A20 16/02/2018 #469  
COMPANIES HOUSE  
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LD7 29/12/2017 #71  
COMPANIES HOUSE

Report and Accounts  
31 March 2017

Registered Charity Number: 1073468  
(Charity Registered in England & Wales)

Registered Company Number: 03680467  
(Company Registered in England & Wales)

142-119

**BREAKTHROUGH (DEAF-HEARING INTEGRATION)**

**FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2017**

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**BREAKTHROUGH (DEAF-HEARING INTEGRATION)**

**ANNUAL REPORT**

**FOR THE YEAR ENDED 31 MARCH 2017**

Company Information

**Directors (Trustees)**

Kevin Powell	Chair
David Packham	Treasurer
Sheila Gibson	
Angela Walker	
Thomas Lichy	
David Connolly	

**Company Secretary**

Hayri Z. Korkmaz

(Appointed 27<sup>th</sup> September 2017)

**Auditors**

Knox Cropper  
Chartered Accounts & Registered Auditors  
8/9 Well Court  
London  
EC4M 9DN

**Registered office**

Trinity Centre  
Key Close  
Whitechapel  
London  
E1 4HG

**Registered Charity number**

1073468

**Registered Company number**

03680467

## **BREAKTHROUGH (DEAF-HEARING INTEGRATION)**

### **ANNUAL REPORT**

#### **FOR THE YEAR ENDED 31 MARCH 2017**

#### **STRUCTURE GOVERNANCE AND MANAGEMENT**

The charity is managed by a Board of Trustees who set and oversee the strategy for the management and development of the organisation.

The Board meets a minimum of 4 times per year and individual trustees, in particular the Chair, meet and communicate with key staff on a regular basis to ensure that the strategy is being implemented.

#### **OBJECTIVES AND ACTIVITIES**

deafPLUS (also known as Breakthrough Deaf-Hearing Integration) was set up 47 years ago with the objective of deaf and hearing people working together to achieve equality. During our lifetime we have introduced many new concepts to benefit deaf people in the UK, including deaf awareness training, digital inclusion training, and textphones. We continue to innovate, and recently launched groundbreaking BSL video helplines, allowing deaf people to access our information and advice service from any part of the country, and our employment support service across the Home Counties. We are delighted that, in November 2017, our national BSL advice helpline was recognised in the Helplines Partnership Awards, winning the 'Technical Innovation' award.

The work of the charity has four key objectives:

**Promoting independence:** Helping deaf and visually impaired people to choose equipment that will help them in their daily routines, and also help keep them safe. Providing information, advocacy and advice that facilitates their full engagement with and participation in society. Not being able to access information that the rest of the world both takes for granted and assumes everyone can access is one of the greatest barriers to full participation and equality in society.

**Developing potential:** Supporting clients into employment / their own businesses, and helping them to prosper once they are there; providing skills training and volunteering opportunities.

**Promoting Wellbeing:** Providing social and cultural opportunities to overcome isolation. Providing health workshops and materials.

**Promoting Change and Understanding:** Working to improve awareness of deaf and visually impaired people's needs. Working with key decision makers to ensure that barriers to the achievement of social and economic potential are dismantled.

Our staff are all appropriately qualified and/or experienced in Information, Advice, Guidance and Advocacy. 75% of our team are Deaf or living with a hearing loss themselves, which gives us the ability to empathise with our client group, having had personal experience of many of the issues our clients face.

The Charitable Company, which is limited by guarantee, was incorporated on 8 December 1998 under registration number 3680467 and is governed by its Memorandum and Articles of Association. The Company was registered with the Charity Commission on 25 January 1999 and given the number 1073468.

The Trustees delegate the day to day running of the company to the Chief Executive, supported by the staff team and volunteers, meeting and communicating on a regular basis to monitor the financial and administrative progress of the charity, and ensure adherence of the charity's activities to the objects stated above.

## **BREAKTHROUGH (DEAF-HEARING INTEGRATION)**

### **ANNUAL REPORT**

#### **FOR THE YEAR ENDED 31 MARCH 2017**

None of the Trustees/Directors have any beneficial interest in the company.

There are no connected entities, this report and financial statements embraces all the activities of the Charity.

#### **PUBLIC BENEFIT**

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

*The charity's aims to promote and maintain "positive" and "inclusive" role model practice between deaf, hearing, visually impaired and sighted people within deafPLUS/visionPLUS and to train and support people outside deafPLUS/VisionPLUS in achieving equal status and recognition.*

Our aims and objectives of the charity are embodied in the services we provide, namely:

- Information, Advice, Guidance
- Advocacy
- Employment
- Sensory Loss Rehabilitation
- Equipment Demonstration, Assessment and Installation
- Education on Lip reading and Sensory Loss Issues
- Art, Leisure, Personal Development and Social Activities
- Working to raise understanding

deafPLUS, through its programmes, works to improve the lives of deaf and visually impaired people, helping them to overcome problems and make the most of opportunities. We also raise public awareness of both deafness and visual impairment.

#### **QUALITY ACCREDITATION**

deafPLUS has been successfully recredited under Matrix, the Advice Quality Standard (AQS), the Advocacy Quality Performance Mark and Disability Confident. Supported by our quality assurance system, funders and users can maintain their confidence in the services we provide across the country. We are also a Living Wage Employer, registered with the Living Wage Foundation.

## **BREAKTHROUGH (DEAF-HEARING INTEGRATION)**

### **ANNUAL REPORT**

#### **FOR THE YEAR ENDED 31 MARCH 2017**

##### **ACHIEVEMENTS AND PERFORMANCE**

In 2016-17:

- deafPLUS supported 4,508 people across the country (up from 3,592 in previous year), enquiries via 7,138 interactions.
- Our London employment service secured life-transforming jobs for 29 people. 40 people had their career progression supported.
- Our Mobile Advisory Service teams continued to reach out to isolated, mainly rural communities, providing 3,072 deaf / VI people across Hampshire and Somerset with practical advice on deafness and visual impairments, including equipment that will support their independence in the home, and raising awareness among the general public about deafness and how to communicate with deaf people. Our MAS teams dealt with 3,862 enquiries in total.
- Our visionPLUS teams continued to support those with visual impairment in Bath & North East Somerset and Ealing.
- Our new BSL video general welfare advice line supported 272 people with 781 unique cases during the year – people in all parts of the country, most of whom were beyond the geographic reach of our regional centres. Although not during the reporting year, we were delighted when, in November 2017, the service won a prestigious national 'Helplines Partnerships' Award, and the service was mentioned in a Parliamentary debate by the Minister of Health.
- We responded to 3,932 enquiries about assistive / adaptive equipment.
- Our Information, advice and advocacy service dealt with the following cases:
  - 643 Health and medical issues
  - 932 Welfare benefits
  - 507 Housing issues
  - 413 Translation
  - 158 Debt / money advice
  - 149 Transport
  - 512 Legal matters
  - 84 People were signposted to other services

We delivered 395 'Lipreading classes.

##### **INFORMATION, ADVICE AND GUIDANCE**

Those with a sensory loss have some specific needs that differ considerably from those of the general population. Those who are Deaf, for example, do not pick up verbalised incidental information.

Deaf people who use sign language leave school with an average reading age of nine. Many are dependent throughout life on others to translate written information for them. Such day-to-day activities as accessing benefits, sorting out money problems or writing job applications can require significant support.

## **BREAKTHROUGH (DEAF-HEARING INTEGRATION)**

### **ANNUAL REPORT**

#### **FOR THE YEAR ENDED 31 MARCH 2017**

People who have lost their hearing or sight will need to access guidance on adapting to life with such a major change in circumstances. This may include the use of new equipment or how to access support.

deafPLUS / visionPLUS delivers in-person information, advice and guidance services to meet the needs of our clients in Bath & North East Somerset, Birmingham, Bromley, Ealing, Hackney, Hampshire, Somerset, and Tower Hamlets.

During the year we continued to deliver our innovative, award-winning national British Sign Language (BSL) advice helpline. This remains available through deafplus.org. Clients speak directly to an advisor who is a native BSL user. We have harnessing the power of Skype, Facetime and Oovoo— allowing clients to use popular services which they already enjoy, rather than requiring the download of yet another app.

Across the country our staff continued to support clients by providing advice and support on issues ranging from adaptive equipment to tax credits, housing and utility issues, benefit changes, access to interpreters and debt agreements.

Our two Mobile Advisory Service (MAS) vehicles, fitted with a selection of equipment of particular benefit to those affected by hearing loss assisted 3,072 people with 3,862 enquiries. These range from advising on telephones, door bells and smoke alarms that meet the needs of those who cannot hear standard items, to TV devices that enable an individual with hearing loss to enjoy television with their family at a level of sound acceptable to all. MAS staff also assisted with basic hearing aid maintenance including retubing and provision of batteries.

#### **ADVOCACY**

During the year we supported 864 different advocacy cases. Worry about financial, family, health and housing issues can lead to significant stress, and lead to difficulties relating to emotional and mental wellbeing. Deaf people can often feel significantly isolated, not knowing who to turn to with a problem.

Advocacy can help individuals through improved involvement in decision making, allowing informed choices and facilitating better access to the services they need.

Deaf people sometimes need independent advocacy in health, mental health, education, employment and social care services so as to ensure that each individual can fully participate in any assessment which is being made on their behalf, and participate in discussion about services they need to access, making informed choices. Such advocacy should be provided by specialist officers with appropriate credentials and expertise in supporting deaf people. This is precisely what we deliver.

Our advocacy services support Deaf and hard of hearing clients to realise their legal and civil rights, responsibilities and entitlements, and generally assist people in their day to day journeys through the bureaucratic maze.

Where necessary, our officers help with negotiations with third parties and act for clients who are unable to do so themselves, communicating with our clients in British Sign Language if that is their preferred method of communication.

Benefits, housing, legal and community interaction continue to dominate the support clients need assistance with and clearly demonstrate the ongoing need of such services.

Advocacy interactions are very personalised and range from one or two hours through to many hours over a number of months.

## **BREAKTHROUGH (DEAF-HEARING INTEGRATION)**

### **ANNUAL REPORT**

#### **FOR THE YEAR ENDED 31 MARCH 2017**

Staff not only support clients with matters they bring to our advocates' attention but advocates also promote self advocacy; sign posting or referring clients to workshops and training that will enable them to develop their self advocacy skills, and pathways to improving their lives through employment or volunteering.

#### **EMPLOYMENT**

We continued to work across London to improve the job prospects of our deaf clients. We negotiated job placements, helped prepare applicant's CVs, build their confidence about the interview process and help them to work on their own employability 'soft skills', such as time keeping, attitude and expectations, health and safety etc.

We assist employers by providing an understanding of their rights and responsibilities with regards the Equality Act 2010. We understand that employers (especially small companies) may be concerned about employing a deaf or disabled person, so we explain what such concepts as 'reasonable adjustments' mean, and how they can support their prospective new member of staff to ensure they are a happy and productive addition to their team. We also explain in-work benefits that might be available to support the deaf person in their role (eg Access to Work payments from DWP).

As part of our commitment to both our client and their employer, we continue to support the client and employer with any issues that arise whilst a work placement is in place or during the early months of employment.

Deaf Awareness sessions were provided for employers and our officers were able to help employers understand how they could make reasonable adjustments which would enable them to both support, and get the most out of their new staff member.

Employers and employees were also provided with information and assistance on how Access To Work can support their staff member, and how to book British Sign Language Interpreters in necessary.



## **BREAKTHROUGH (DEAF-HEARING INTEGRATION)**

### **ANNUAL REPORT**

#### **FOR THE YEAR ENDED 31 MARCH 2017**

##### **EDUCATION, TRAINING & LIFESKILLS**

Hearing loss affects one in six of the UK population and 55% of people over 60. The effects of hearing loss are profound for many people and include becoming cut off from family and friends, increasing social isolation, inability to live independently and, in more extreme cases, mental health problems affecting whole families. We were able to provide 395 Living With Hearing Loss classes during the year,

Deaf people need accessible services and activities to support their social, emotional and psychological well being and to reduce their social isolation and loneliness, thus enhancing their self-esteem and reducing impact on their mental health.

deafPLUS provide a variety of opportunities for Deaf and hard of hearing people to enhance their skills, personal wellbeing sense of self-worth. These range from talks at coffee mornings, through to bingo clubs, workshops, sports and leisure activities and skills training. In total, we ran 569 such events and workshops.

We also provide Deaf Awareness training and information to many organisations including Councils, Employers, Housing Associations and other interested parties.

Centres also hold events to gain feedback and understand what clients are finding difficult in the wider community, in order that our services continue to respond to changing needs.

##### **PARTNERSHIPS THAT HAVE ENHANCED OUR WORK**

During the year we were hard at work building new consortia and alliances, through which we can deliver our work in future. These will help to secure and further improve our services, as well as enabling us to expand geographically.

We thank London Borough of Tower Hamlets for the provision of premises in Whitechapel and Rushmoor Borough Council for office accommodation in Aldershot.

Ashurst LLP and Covington & Burling LLP provided pro bono legal advice and support during the year for which we are most grateful.

Additionally deafPLUS has been supported by many volunteers and expert contacts who have given freely of their time and knowledge to support all areas of the organisation ranging from the teams in the regions to advising the Board of Trustee/Directors.

We would like to thank all our partners and volunteers. Their support in assisting us to run an organisation as diverse as deafPLUS and visionPLUS is invaluable.

## **BREAKTHROUGH (DEAF-HEARING INTEGRATION)**

### **ANNUAL REPORT**

#### **FOR THE YEAR ENDED 31 MARCH 2017**

We would also like to thank the following funders for their philanthropic investment in our services:

Eveson Charitable Trust  
Peacock Charitable Trust  
Susanna Peake Charitable Trust  
P F Charitable Trust  
Souter Charitable Trust  
Lillie Johnson Charitable Trust  
*D'Oyly Carte Charitable Trust*  
The W.E.D Charitable Trust  
Roger Raymond Charitable Trust  
The Goldsmiths Company Charity  
The Francis Winham Foundation  
Kate Wilson Oliver  
The *Ruffield* Charitable Trust  
The G J W Turner Trust  
The Edward and Dorothy Cadbury Trust  
John Ellerman Foundation

#### **FUTURE PLANS**

We have continued to adapt to a rapidly changing funding landscape, building partnerships with other organisations and working to create dynamic new consortia through which we can bid for local grants and contracts, and also deliver important new services. New alliances will also help us to develop innovative new services, as well as expand geographically in the coming year.

During the year we joined the YOUchoose consortium lead by CQC registered provider Action Deafness, and began offering Personal Assistant community support service. This service allows individuals to use their personal independence budgets to purchase the personal support they need in their day to day lives. In future, we will continue to develop new transactional services of this kind, allowing people to access services which are shaped specifically to their needs.

We have increased our efforts to broaden our funding base, investing in fundraising in order to reduce reliance upon local authority funding.

We have also begun to develop new national projects and activities, which will help us to raise our national profile whilst also diversifying our funding base, allowing us to pursue grants which are targeted at country-wide work. In doing so, we are able to respond to demand for our services beyond our existing 'highstreet' locations. We will be continuing to develop our digital offer, enabling deaf people to access our information and advice services wherever they are. This will build upon the success of our award-winning BSL Advice Helpline. We have also worked with an external consultancy to ensure that we have a broadly based, relevant and rigorous approach to the development of our charity.

## **BREAKTHROUGH (DEAF-HEARING INTEGRATION)**

### **ANNUAL REPORT**

#### **FOR THE YEAR ENDED 31 MARCH 2017**

##### **FINANCIAL REVIEW**

deafPLUS, as with all charities, faces strong financial challenges in the future; not least the expected pressure on Council funding arising from a weakening economic situation throughout the country.

During the year the Trustees reviewed the charity's Reserves Policy and examined the charity's requirements for reserves following their review of risks facing the charity. The Trustees have agreed to designate the following funds:

- Assets renewals to cover the costs of much needed updating of the charity's website, photocopiers and other fixed assets, the reserve balance at 31<sup>st</sup> March 2017 was £50,000.
- Redundancy Reserve will be used only to meet the potential cost of redundancy in the unfortunate event of termination of employment contract due to contract cessation for existing staff. The designated fund balance at 31 March 2017 was £43,256.

The unrestricted general reserves balance at 31 March 2017, excluding the pension liability, was £184,991, equivalent to approximately three months annual expenditure.

##### **RISK MANAGEMENT**

Each year, and as necessary, the trustees undertake a comprehensive Risk Assessment to enable them to keep under review the systems and practices that we have in place to manage major strategic, business and operational risks to which the Charity is exposed.

Additionally, the trustees keep in focus their statutory obligations, including considering the strategy for the organisation and its financial probity.

## **BREAKTHROUGH (DEAF-HEARING INTEGRATION)**

### **ANNUAL REPORT**

#### **FOR THE YEAR ENDED 31 MARCH 2017**

##### **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The trustees (who are also directors of the charity 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 which 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 estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to
- prepare the financial statements on the going concern basis unless it is inappropriate

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

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

##### **DISCLOSURE OF INFORMATION TO THE AUDITORS**

Each of the Trustee/Directors has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware.


They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

In so far as the trustees are aware:

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

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

Approved by the Trustees and signed on their behalf.

  
K Powell  
Chair

2017

13<sup>th</sup> December 17

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF**  
**BREAKTHROUGH (DEAF-HEARING INTEGRATION)**

We have audited the financial statements of Breakthrough (Deaf-Hearing Integration) for the year ended 31st March 2017 which comprises the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows 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), including the small entity provisions of Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

This report is made solely to the Charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken, so that we might state to the Charity'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 Charity and the Charity's members as a body, for our audit work, for this report or for the opinion we have formed.

**Respective responsibilities of trustees and auditor**

As explained more fully in the Statement of Directors' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

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

**Scope of the audit of the financial statements**

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

**Opinion on financial statements**

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st March 2017 and of its incoming resources and application of resources, including its income and expenditure, for the period then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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

In our opinion the information given in the Directors' Report (Trustees' Annual Report) for the financial period for which the financial statements are prepared is consistent with the financial statements.

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

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; 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 exemption from the requirement to prepare a strategic report.

8/9 Well Court  
London  
EC4M 9DN

*Kevin Lally*

Kevin Lally (Senior Statutory Auditor)  
For and on behalf of Knox Cropper  
Chartered Accountants, Statutory Auditor

*13<sup>th</sup> December 2017*

**BREAKTHROUGH (DEAF-HEARING INTEGRATION)**

**STATEMENT OF FINANCIAL ACTIVITIES**

**(INCLUDING THE INCOME AND EXPENDITURE ACCOUNT)**

**FOR THE YEAR ENDED 31 MARCH 2017**

	<b>Note</b>	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total 2017</b>	<b>Total 2016</b>
		<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Income and Endowments:</b>					
Donations and Legacies	2	113,679	-	<b>113,679</b>	<b>67,699</b>
Investment Income		4,595	-	<b>4,595</b>	<b>4,108</b>
Amounts from Deaf Access	21	-	-	<b>-</b>	<b>132,827</b>
<b>Charitable Activities</b>	3	30,021	887,353	<b>917,374</b>	<b>755,431</b>
<b>Total Income</b>		<b>148,295</b>	<b>887,353</b>	<b>1,035,648</b>	<b>960,066</b>
<b>Expenditure:</b>					
<b>Costs of Raising Funds</b>		(81,363)	-	<b>(81,363)</b>	<b>(3,851)</b>
<b>Charitable Activities</b>	5	(29,403)	(837,338)	<b>(866,741)</b>	<b>(720,718)</b>
<b>Total Expenditure</b>		<b>(110,766)</b>	<b>(837,338)</b>	<b>(948,104)</b>	<b>(724,569)</b>
<b>Net Income/(Expenditure)</b>		<b>37,529</b>	<b>50,015</b>	<b>87,544</b>	<b>235,497</b>
Transfers between Funds		(3,205)	3,205	<b>-</b>	<b>-</b>
<b>Net Movement in Funds</b>		<b>34,324</b>	<b>53,220</b>	<b>87,544</b>	<b>235,497</b>
<b>Total Funds Brought Forward</b>		<b>246,047</b>	<b>252,699</b>	<b>498,746</b>	<b>263,249</b>
<b>Total Funds Carried Forward</b>		<b>280,371</b>	<b>305,919</b>	<b>£586,290</b>	<b>£498,746</b>

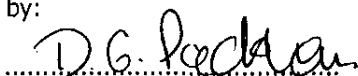
**BREAKTHROUGH (DEAF-HEARING INTEGRATION)**

**BALANCE SHEET AS AT 31 MARCH 2017**

	Note	2017		2016	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible Fixed Assets	9		<u>34,261</u>		<u>53,958</u>
<b>CURRENT ASSETS</b>					
Stock		15,475		14,286	
Debtors	10	141,746		195,303	
Cash At Bank and In Hand		<u>729,475</u>		<u>605,270</u>	
		886,696		814,859	
<b>CREDITORS:</b>					
Amounts falling due within one year	11	<u>(98,667)</u>		<u>(123,070)</u>	
<b>NET CURRENT ASSETS</b>			788,029		691,789
<b>CREDITORS:</b>					
Amounts falling due more than one year	12		(236,000)		(247,000)
<b>TOTAL NET ASSETS</b>			<u>£586,290</u>		<u>£498,746</u>
<b>FUNDS</b>	15				
Restricted			305,919		252,697
Designated			95,380		95,380
Unrestricted			184,991		150,669
<b>TOTAL FUNDS</b>			<u>£586,290</u>		<u>£498,746</u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

These financial statements were approved by the Board of Trustees on 13/12/17 and were signed on its behalf by:



D Packham - Treasurer

Registered Company No.: 03680467

Registered Charity No.: 1073468

The Notes on pages 18 to 27 form part of these financial statements



**BREAKTHROUGH (DEAF-HEARING INTEGRATION)**

**STATEMENT OF CASH FLOWS**

**FOR THE YEAR ENDED 31 MARCH 2017**

	Note	2017 £	2016 £
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>			
Net cash provided by (used in) operating activities	20	124,205	105,456
<b>CASH FLOWS FROM INVESTING ACTIVITIES :</b>			
Purchase of property, plant and equipment		-	(73,602)
Net cash provided by (used in) investing activities		-	(73,602)
Change in cash and cash equivalents in the reporting period		124,205	31,854
Cash and cash equivalents at the beginning of the reporting period		605,270	573,416
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING PERIOD</b>		<b>729,475</b>	<b>605,270</b>

**BREAKTHROUGH (DEAF-HEARING INTEGRATION)**  
**NOTES TO THE ACCOUNTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2017**

**1. Accounting Policies**

**1.1 Basis of preparation of Accounts**

The financial statements are prepared under the historical cost convention. The financial statements have been prepared in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (Charities SORP (FRS 102)), applicable UK accounting standards and the Companies Act 2006. The principal accounting policies adopted in the preparation of the financial statements are set out below:

**1.2 Incoming resources**

Incoming resources are accounted for on a receivable basis

All grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are receivable.

Legacies are recorded when they can be quantified and have been confirmed by a third party.

Rental income is included in the income and expenditure account net of collection charges on a receivable basis.

Bank Interest received is included on an actual receipts basis.

**1.3 Deferred income**

In accordance with the Statement of Recommended Practice for Accounting and Reporting (FRS 102) issued by the Charity Commissioners for England & Wales, grants received in advance and specified by the donor as relating to specific accounting periods or alternatively which are subject to conditions which are still to be met, and which are outside the control of the charity or where it is uncertain whether the conditions can or will be met, are deferred on an accruals basis to the period to which they relate. Such deferrals are shown in the notes to the accounts and the sums involved are shown as creditors in the accounts.

**1.4 Recognition of liabilities**

Liabilities are recognised on the accruals basis in accordance with normal accounting principles, modified where necessary in accordance with the guidance given in the Statement of Recommended Practice for Accounting and Reporting (FRS 102) issued by the Charity Commissioners for England & Wales

**1.5 Pensions**

The charity operates a scheme to contribute a defined amount to individual employees' pension schemes and the pension charge represents the amounts payable by the charity to the pensions schemes in respect of the year. Contributions payable in respect of past service deficits are fully provided for.

**1.6 Tangible Fixed Assets**

All tangible fixed assets are stated at historical cost less depreciation.

Depreciation has been provided at the following rates in order to write off the assets (less their estimated residual value) over their estimated useful economic lives.

Motor Vehicles	25% straight line
Fixtures & Equipment	33% straight line

**BREAKTHROUGH (DEAF-HEARING INTEGRATION)**  
**NOTES TO THE ACCOUNTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2017**

**1.7 Funds**

The charity maintains a general unrestricted fund which represents funds which are expendable at the discretion of the trustees in furtherance of the objects of the charity. Such funds may be held in order to finance both working capital and capital investment.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the board of trustees to carefully monitor the application of those funds in accordance with the restrictions placed upon them.

There is no formal policy of transfer between funds or on the allocation of funds to designated funds, other than that described above.

**2. GRANTS AND DONATIONS**

	<b>2017</b>	<b>2016</b>
	£	£
Donations	32,667	67,699
Legacies	81,012	-
	<b><u>£113,679</u></b>	<b><u>£67,699</u></b>

**3. ANALYSIS OF CHARITABLE INCOME**

	<b>2017</b>	<b>2016</b>
	£	£
Statutory Grant Funding for Charitable Activities	876,328	732,220
Access to Work	3,036	3,864
Rental Income	(2,680)	10,271
Equipment Sales	6,143	6,203
Other Income	34,547	1,497
Notional Rent	-	1,375
	<b><u>£917,374</u></b>	<b><u>£755,431</u></b>

**4. GOVERNANCE COSTS**

	<b>2017</b>	<b>2016</b>
	£	£
Audit & Accountancy Fees	7,334	5,424
Quality Marks	8,190	-
Trustees Expenses:		
Travel & Subsistence	40	657
Staff Costs	10,458	10,108
	<b><u>£26,022</u></b>	<b><u>£16,189</u></b>

**BREAKTHROUGH (DEAF-HEARING INTEGRATION)**  
**NOTES TO THE ACCOUNTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2017**

**5. CHARITABLE ACTIVITIES**

	<b>-----2017-----</b>			
	<b>Direct</b>	<b>Support</b>	<b>Total</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Information & Advice	201,462	109,987	<b>311,449</b>	<b>278,632</b>
Advocacy	20,978	2,148	<b>23,126</b>	<b>19,202</b>
Employment	56,906	28,332	<b>85,238</b>	<b>60,787</b>
Education, Wellbeing, Reablement & Lifeskills	290,628	156,300	<b>446,928</b>	<b>362,096</b>
	<b>£569,974</b>	<b>£296,767</b>	<b>£866,741</b>	<b>£720,718</b>

**6. SUPPORT COSTS**

	<b>Information &amp; Advice</b>	<b>Advocacy</b>	<b>Employment</b>	<b>Education, Wellbeing, Reablement &amp; Lifeskills</b>	<b>Total 2017</b>	<b>Total 2016</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Staff	53,610	1,047	13,810	76,184	144,651	29,931
Premises	21,705	424	5,591	30,845	58,565	62,644
Administration	25,028	489	6,447	35,565	67,529	42,758
Governance	9,644	188	2,484	13,706	26,022	16,189
	<b>£109,987</b>	<b>£2,148</b>	<b>£28,332</b>	<b>£156,300</b>	<b>£296,767</b>	<b>£151,522</b>

Support costs are allocated against charitable activities based on the percentage of income received for each.

**7. NET INCOMING RESOURCES**

	<b>2017</b>	<b>2016</b>
	<b>£</b>	<b>£</b>
The net incoming resources is stated after charging:		
Depreciation of Tangible Fixed Assets	19,697	19,645
Operating Lease rentals - hire of equipment	-	919
Auditor's remuneration – audit and other services	<u>7,337</u>	<u>5,424</u>

## **BREAKTHROUGH (DEAF-HEARING INTEGRATION)**

### **NOTES TO THE ACCOUNTS (CONTINUED)**

#### **FOR THE YEAR ENDED 31 MARCH 2017**

#### **8. STAFF COSTS AND KEY MANAGEMENT PERSONNEL**

No remuneration was paid to directors during the year. Expenses reimbursed to them in the year in their capacity as directors amounted to £40 (2016: £657). The staff costs were:

	<b>2017</b>	<b>2016</b>
	<b>£</b>	<b>£</b>
Wages and Salaries	516,624	390,020
Social Security Costs	40,405	24,068
Pension Costs	38,404	31,196
	<b><u>£595,433</u></b>	<b><u>£445,284</u></b>
	<b>Nos.</b>	<b>Nos.</b>
Full Time Staff Equivalent	<b><u>18</u></b>	<b><u>14</u></b>

Total emoluments paid to key management personnel during the year amounted to £42,500 (2016: £40,900). No employee received remuneration of more than £60,000 (2016: Nil).

#### **9. TANGIBLE FIXED ASSETS**

	<b>Fixtures and Equipment</b>	<b>Motor Vehicles</b>	<b>Total 2017</b>	<b>Total 2016</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost:</b>				
At 1 <sup>st</sup> April 2016	194,425	118,565	312,990	239,387
Additions	-	-	-	73,603
Disposals	-	-	-	-
<b>At 31<sup>st</sup> March 2017</b>	<b><u>194,425</u></b>	<b><u>118,565</u></b>	<b><u>312,990</u></b>	<b><u>312,990</u></b>
<b>Accumulated Depreciation</b>				
At 1 <sup>st</sup> April 2016	184,005	75,027	259,032	239,387
Charge for the period	5,184	14,513	19,697	19,645
Disposals	-	-	-	-
<b>At 31<sup>st</sup> March 2017</b>	<b><u>189,189</u></b>	<b><u>89,540</u></b>	<b><u>278,729</u></b>	<b><u>259,032</u></b>
<b>Net Book Values</b>				
<b>At 31<sup>st</sup> March 2017</b>	<b><u>£5,236</u></b>	<b><u>£29,025</u></b>	<b><u>£34,261</u></b>	<b><u>£53,958</u></b>
<b>At 31<sup>st</sup> March 2016</b>	<b><u>£10,420</u></b>	<b><u>£43,538</u></b>	<b><u>£53,958</u></b>	<b><u>-</u></b>

#### **10. DEBTORS**

	<b>2017</b>	<b>2016</b>
	<b>£</b>	<b>£</b>
Trade debtors	137,740	183,970
Other debtors	3,000	6,272
Prepayments and Accrued Income	1,006	5,062
	<b><u>£141,746</u></b>	<b><u>£195,303</u></b>

## **BREAKTHROUGH (DEAF-HEARING INTEGRATION)**

### **NOTES TO THE ACCOUNTS (CONTINUED)**

#### **FOR THE YEAR ENDED 31 MARCH 2017**

##### **11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>2017</b>	<b>2016</b>
	£	£
Trade Creditors	22,003	32,279
Accruals and Deferred Income	14,200	32,814
Other Creditors	-	6,335
Taxation and Social Security	33,464	19,642
Pension Liability	29,000	32,000
	<b><u>£98,667</u></b>	<b><u>£123,070</u></b>

##### **12. CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR**

	<b>2017</b>	<b>2016</b>
	£	£
Pension Liability	236,000	247,000
	<b><u>£236,000</u></b>	<b><u>£247,000</u></b>

##### **13. PENSION TRUST GROWTH PLAN**

deafPLUS participates in The Pensions Trust's Growth Plan (the Plan). The Plan is funded and is not contracted-out of the State scheme. The Plan is a multi-employer pension plan.

Contributions paid into the Plan up to and including September 2001 were converted to defined amounts of pension payable from Normal Retirement Date. From October 2001 contributions were invested in personal funds which have a capital guarantee and which are converted to pension on retirement, either within the Plan or by the purchase of an annuity. The rules of the Plan allow for the declaration of bonuses and/or investment credits if this is within the financial capacity of the Plan assessed on a prudent basis. Bonuses/investment credits are not guaranteed and are declared at the discretion of the Plan's Trustee.

The Trustee commissions an actuarial valuation of the Plan every three years. The purpose of the actuarial valuation is to determine the funding position of the Plan by comparing the assets with the past service liabilities as at the valuation date. Asset values are calculated by reference to market levels. Accrued past service liabilities are valued by discounting expected future benefit payments using a discount rate calculated by reference to the expected future investment returns.

The rules of the Plan give the Trustee the power to require employers to pay additional contributions in order to ensure that the statutory funding objective under the Pensions Act 2004 is met. The statutory funding objective is that a pension scheme should have sufficient assets to meet its past service liabilities, known as Technical Provisions. If the actuarial valuation reveals a deficit, the Trustee will agree a recovery plan to eliminate the deficit over a specified period of time either by way of additional contributions from employers, investment returns or a combination of these.

The Pension Trust Trustees have exercised its power to require employers to pay additional contributions over 10 years. The additional contributions paid by deafPLUS during the year is £29,403 (2016: £31,196), this figure will increase by 3% per annum.

deafPLUS paid contributions at the rate of 3% during the accounting period. Members paid contributions at the rate of 0-1% during the accounting period. As at the balance sheet date there were 3 active members of the Plan employed by deafPLUS.

**BREAKTHROUGH (DEAF-HEARING INTEGRATION)**

**NOTES TO THE ACCOUNTS (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2017**

**13. PENSION TRUST GROWTH PLAN CONTINUED**

It is not possible in the normal course of events to identify on a reasonable and consistent basis the share of underlying assets and liabilities belonging to individual participating employers. The Plan is a multi-employer scheme, where the assets are co-mingled for investment purposes, and benefits are paid out of the Plan's total assets. Accordingly, due to the nature of the Plan, the accounting charge for the period under FRS 102, in relation to current service, represents the employer contribution payable.

The valuation results at 30 September 2011 were completed in 2012 and have been formalised. The valuation of the Plan was performed by a professionally qualified Actuary using the Projected Unit Method. The market value of the Plan's assets at the valuation date was £780 million and the Plan's Technical Provisions (i.e. past service liabilities) were £928 million. The valuation therefore revealed a shortfall of assets compared with the value of liabilities of £148 million, equivalent to a funding level of 84%. Under FRS 102 full provision is made for the contributions payable in respect of the past service deficit.

This plan is now closed, future contributions will be paid to the Pension Trust defined contribution scheme which is available to all staff.

**14. FINANCIAL COMMITMENTS**

As at 31 March 2017 the Charity had the following total minimum lease payments under non-cancellable operating leases for each of the following periods:

	<b>2017</b>	<b>2016</b>
	<i>£</i>	<i>£</i>
<b>Property Leases</b>		
Within one year	32,268	24,440
Between two to five years	96,984	51,760
More than five years	29,199	38,820
	<u>£158,451</u>	<u>£115,020</u>

# **BREAKTHROUGH (DEAF-HEARING INTEGRATION)**

## **NOTES TO THE ACCOUNTS (CONTINUED)**

### **FOR THE YEAR ENDED 31 MARCH 2017**

#### **15. FUNDS**

	<b>Balance B/F £</b>	<b>Incoming Resources £</b>	<b>Expenditure £</b>	<b>Transfers £</b>	<b>Balance C/F £</b>
<b>Restricted Funds</b>					
Information & Guidance	100,666	324,783	(300,552)	-	124,897
Advocacy	13,366	6,342	(22,913)	3,205	-
Employment	32,736	83,662	(82,431)	-	33,967
Education, Wellbeing, Reablement & Lifeskills	44,130	461,540	(422,913)	-	82,757
MAS Van Appeal	9,054	-	-	-	9,054
Restricted Legacy	26,571	-	-	-	26,571
Restricted Small Grants	3,511	3,036	-	-	6,547
Deaf Access	22,665	-	(8,529)	-	14,136
Other	-	7,990	-	-	7,990
	<b>252,699</b>	<b>887,353</b>	<b>(837,338)</b>	<b>3,205</b>	<b>305,919</b>
<b>Designated Funds</b>					
Asset Repairs & Renewal	50,000	-	-	-	50,000
Redundancy Reserve	43,256	-	-	-	43,256
Bromley Xmas Appeal	2,124	-	-	-	2,124
	<b>95,380</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>95,380</b>
<b>Unrestricted Funds</b>					
General Reserves	429,667	148,295	(110,766)	(17,205)	449,991
Pension Liability	(279,000)	-	-	14,000	(265,000)
	<b>150,667</b>	<b>148,295</b>	<b>(110,766)</b>	<b>(3,205)</b>	<b>184,991</b>
<b>Total Reserves</b>	<b>£498,746</b>	<b>£1,035,648</b>	<b>£(948,104)</b>	<b>£-</b>	<b>£586,290</b>

#### **Information & Advice**

Funding provided to enable deafPLUS to support deaf and visually impaired clients with improved access to information helping service users realise their legal and civil rights, responsibilities and entitlements. The funding is used to provide drop-in sessions and pre-arranged appointments where advisors can provide confidential information, advice and guidance to service users. Information provided is on all aspects of deafness including equipment, tips and advice and where necessary, who to contact for further advice and guidance. Information is also produced in other community languages to meet the needs of people from non-English speaking BME backgrounds.



## **BREAKTHROUGH (DEAF-HEARING INTEGRATION)**

### **NOTES TO THE ACCOUNTS (CONTINUED)**

#### **FOR THE YEAR ENDED 31 MARCH 2017**

#### **15. FUNDS CONTINUED**

##### **Advocacy Services**

Funding received provides deaf and hard of hearing people with advice and support, such as:

- Guidance with Applications, for example Income Support, Disability Living Allowance (DLA) and Attendance Allowance (AA)
- Housing advice, including Housing Benefit
- Council Tax Benefit and applying for housing.
- Advice on access to council services
- Access to legal services
- Providing support at meetings with other agencies

##### **Employment**

The funding is to provide deaf and hard of hearing service users with basic Employment Support such as assisting them into employment and training opportunities, encourage client participation in vocational training courses and work placements as well as provide advice on the Access to Work programme. deafPLUS also supports prospective employers with advice on all aspects of deafness including deaf awareness and work-based BSL training. This service helps remove barriers faced by deaf and hard of hearing people when trying to access the labour market by providing support and communication in a way they that meets their needs such as having documents translated into a form that deaf people with low level English literacy skills can access and providing communication in BSL or clear spoken English.

##### **Education, Wellbeing, Reablement and Lifeskills**

Funding received to provide Lipreading classes where a qualified lip reading tutor provides the service users with some structured support to improve their lip reading skills. Funding is also used to provide other activities and workshops, such as opportunity for users to participate in drama workshops, deaf clubs for BME groups and elderly clients, event volunteering, training in deaf awareness, Health & Safety, First Aid and IT.

##### **MAS Van Fund Appeal**

This appeal seeks to raise funds to replace the existing two vans which are over ten years old now.

#### **16. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	<b>Fixed Assets</b>	<b>Net Current Assets</b>	<b>Long Term Creditors</b>	<b>Total</b>
	<b>£</b>	<b>£</b>		<b>£</b>
Restricted Funds	-	305,919	-	<b>305,919</b>
Designated Funds	-	95,380	-	<b>95,380</b>
Unrestricted Funds	34,261	386,730	(236,000)	<b>184,991</b>
	<u>34,261</u>	<u>788,029</u>	<u>(236,000)</u>	<b><u>586,290</u></b>

**BREAKTHROUGH (DEAF-HEARING INTEGRATION)**

**NOTES TO THE ACCOUNTS (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2017**

**17. TAXATION**

The company is a registered charity and no provision is considered necessary for taxation.

**18. RELATED PARTY TRANSACTIONS**

There were no related party transactions during the year

**19. NOTES TO THE CASH FLOW STATEMENT**

	2017 £	2016 £
<b>Reconciliation of net movement in funds to net cash flow from operating activities</b>		
<b>Net movement in funds for the reporting period (as per the statement of financial activities)</b>	87,544	235,497
<b>Adjustments for:</b>		
Depreciation charges	19,697	19,645
(Increase)/decrease in stock	(1,189)	(1,924)
(Increase)/decrease in debtors	53,557	(117,769)
Increase/(decrease) in creditors	(35,404)	(29,993)
<b>Net cash provided by (used in) operating activities</b>	<b>£124,205</b>	<b>£105,456</b>

**BREAKTHROUGH (DEAF-HEARING INTEGRATION)**

**NOTES TO THE ACCOUNTS (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2017**

**20. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted £	Restricted £	Total 2016 £
<b>Income and Endowments:</b>			
Donations and Legacies	67,699		<b>67,699</b>
Investment Income	4,108		<b>4,108</b>
Amounts from Deaf Access	106,331	26,496	<b>132,827</b>
<b>Charitable Activities</b>	<b>25,356</b>	<b>730,076</b>	<b>755,431</b>
<b>Total Income</b>	<b>203,494</b>	<b>756,572</b>	<b>960,066</b>
<b>Expenditure:</b>			
Costs of Raising Funds	(393)	(3,458)	<b>(3,851)</b>
Charitable Activities	(118,926)	(601,792)	<b>(720,718)</b>
<b>Total Expenditure</b>	<b>(119,319)</b>	<b>(605,250)</b>	<b>(724,569)</b>
<b>Net Income/(Expenditure)</b>	<b>84,175</b>	<b>151,322</b>	<b>235,497</b>
Transfers between Funds	58,050	(58,050)	-
<b>Net Movement in Funds</b>	<b>142,225</b>	<b>93,272</b>	<b>235,497</b>
<b>Total Funds Brought Forward</b>	<b>103,824</b>	<b>159,425</b>	<b>263,249</b>
<b>Total Funds Carried Forward</b>	<b>£246,049</b>	<b>£252,697</b>	<b>£498,746</b>

**21. TRANSFER OF ASSETS**

On 1st January 2016, the net assets of Deaf Access were transferred to DeafPLUS. The total transferred amounted to £132,827.