

Registered number: 01830587
Charity number: 289243

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES. AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2024

Trustees.

Michelle Catterson, Chair
Delia Hazell
Fauzia Jan (resigned 12 August 2024)
Timothy Neale
Dr Georgia Niolaki
Enrico Riva
Dr Helen Ross (resigned 28 August 2024)
Nathan Davies (resigned 28 May 2024)
Arran Smith
Barry Stanton
Shoshana Whybrow (appointed 23 August 2023)
Marcia Brissett-Bailey (appointed 23 August 2023)
Helen Ashley Taylor (appointed 23 August 2023)

Company registered number.

01830587

Charity registered number.

289243

Registered office.

1 Friar Street
Reading
RG1 1DA

Independent auditor.

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

Bankers.

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

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES. AND ADVISERS
(CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Solicitors

Boyes Turner LLP
Abbotts House
Reading
RG1 3BD

Executive Officers:

Chief Executive:

Chivonne Preston (until 30 September 2024),
Ellen Broomé (from 30 September 2024)

President:

The Lord Addington

Vice Presidents:

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

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**CHAIRMAN'S STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024**

It is with pleasure that I present the British Dyslexia Association's 2023-2024 trustee report. This has been a year of consolidation and stabilisation following changes in our leadership team and against the backdrop of a challenging third sector landscape and pressures in the education sector which have been intensifying over the past few years. Nevertheless, we have launched a number of new initiatives which, together with our ongoing activities, have enabled us to support more beneficiaries and reach wider audiences than ever before.

This year we piloted and then launched in full a rolling programme of free webinars targeting a variety of audiences: parents, educators, adults with dyslexia and workplaces. Our 24 sessions have reached a staggering 19,693 beneficiaries. Feedback has been extremely positive and it is clear that there is an urgent need for the provision of accessible, good quality information and advice.

This picture is also reinforced by the constant stream of enquiries to our national Helpline and visitors to our media channels. Our Helpline volunteers have supported over 5,500 people in total in this period, an increase on prior years. We had over 1.7 million new users accessing information on our website, and our social media audiences grew by 11.9%. These rising figures indicate the urgent need for support felt across all parts of society.

I am therefore glad that we are working with more organisations seeking to achieve our Dyslexia Friendly Quality Mark and must mention the dedication of Wiltshire Council and the Wiltshire Specialist SEN Service in rolling out the Quality Mark across over 25 schools. We have also trained over 3,000 people across our training programmes which is a considerable feat, and we continue to work with organisations from all over the UK to increase awareness about dyslexia and related specific learning difficulties.

This year we were also able to introduce a limited Diagnostic Assessment Bursary Scheme for individuals from low-income households. We were overwhelmed by applications and are currently seeking funding to extend this scheme.

It was a real highlight to be able to meet several of our beneficiaries, volunteers, advocates and supporters at our Annual Awards dinner held in June. Our award winners had accomplished so much, often in the face of significant adversity. It was an inspiration to be able to hear their stories, and a delight to be able to celebrate their achievements in style.

We are especially grateful to our volunteers, members, fundraisers, donors and funders who make it possible for us to continue this work. I would also like to extend my sincere thanks to my fellow Trustees, our staff, our partners and suppliers for their unwavering efforts and commitment to our charity. On behalf of the Board, I would like to express my gratitude to our outgoing CEO, Chivonne Preston, for her hard work and steady approach, and express a warm welcome to our new CEO, Ellen Broomé, who joined us on 30th September 2024.

M. C.

.....
Michelle Catterson

Chair

Date: 6/11/24

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2024

The Trustees are pleased to present their annual report together with the consolidated financial statements of the charity and its subsidiary for the year ended 31 March 2024, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

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

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

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

OBJECTIVES AND ACTIVITIES

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

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

Vision, Mission and Values

Vision

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

Mission

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

- We raise awareness

We inform and educate to encourage inclusion and inspire change.

- We promote understanding

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

- We empower people

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

Values

- Excellence

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

- Respect

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

- Team work

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

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

- Innovation

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

ACHIEVEMENTS AND PERFORMANCE

Our activities 2023-2024

Our strategic objectives for the three years 2023-2026 are:

1. To build a sustainable organisation with demonstrable impact.

Our impact – a summary

- We responded to **5,507** enquiries via our Helpline
- We provided **24** free information webinars which have reached **19,693** beneficiaries
- Our online information pages had over **5.6 million views**
- Over **1.7 million new users** accessed information on our website
- Our monthly e-newsletter reaches an audience of **36,648** and has an **open rate of just under 40%**
- Our social media channel audiences grew 11.9% from last year to **125,122 followers**
- We supported **37** Local Dyslexia Associations
- We worked with **103** schools and educational settings seeking our Dyslexia Friendly Quality Mark
- We facilitated **2,329** diagnostic assessments and provided 25 bursaries to individuals from low-income households
- We accredited **31** courses of study and **over 2,000** individual professionals
- We trained **2,772** delegates at **74** live training events
- **Over 320** individuals successfully completed accredited e-learning training courses
- We ensured that **15 speakers** were able to present evidence to parliamentarians in Westminster

2. Promoting the advancement and dissemination of knowledge about dyslexia and related specific learning difficulties

Helpline

We run a national Helpline which answers enquiries from members of the general public via telephone, email, our social media platforms and in the post. We aim to provide support and advice on matters relating to education, work and living in society, and we receive the majority of enquiries from parents, adults with dyslexia (both in and out of work) and employers. During this period, we responded to 5,507 enquiries (a small increase of 1% on the prior year) received across all channels:

Telephone	3,086
Email	1,808
Facebook	383
Instagram	228
Letter	2
Total	5,507

Our Helpline is staffed by a team of volunteers who are trained and supervised by our Helpline Manager. Emails and direct messages via social media are responded to throughout the working week, with monthly 'Instagram takeovers' where questions are invited on Instagram, are answered by Helpline and posted publicly. Helpline

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

volunteers undergo a substantial training programme and are monitored closely to ensure the advice and information provided is accurate and consistent. This year we welcomed new volunteers to the team and also extended our telephone helpline opening hours.

"Thank you for the prompt and comprehensive reply to my request. Our hope would be for [child] to stay in mainstream education with extra reading support targeting dyslexia. I hope that this is not a pipe dream. Again, many thanks for your help."

"I have had a fantastic written response to an enquiry about my son's dyslexia screening result. I am so grateful for this help and support. It's really difficult to know how to move forward and whether we should pursue things further for our son and this has helped enormously. Thank you so much."

"The promptness of the response has been exceptional. The personalised response, specifically addressing our situation, was very much appreciated and the additional information and links were more than helpful! Thank you."

"Just to say a massive Thank You to the lady who helped she was simply amazing"

- Feedback from Helpline users

Free Information Events

During this period, we introduced a programme of regular free information webinars taking place every few weeks. Each session lasts approximately one hour and aims to provide an introduction to dyslexia, dyscalculia and related challenges, strengths and strategies for support. The target audience is a wide cross section of society: educators and professionals working with learners in primary, secondary, further and higher and alternative education, parents of all age children, adults with dyslexia and employers.

In 2023-2024 we provided 24 free webinars which reached an audience of 19,693: 6,468 watched live and 13,225 watched the recording after the event.

In addition, we had a large stall at the Dyslexia Show in Birmingham in March 2024 which was well attended with lots of visitors seeking information and advice. We also delivered a specialist talk and participated in the opening panel discussion.

"A really valuable session, informative, thought provoking and left me wanting to learn more."

"I got a lot out of the hour webinar. I have new resources and ideas to explore. Thank you."

"Very informative and accessible. Good information for parents and schools."

"I have never reached out for support with understanding my dyslexia. This webinar was the first step not only to support my child who I suspect has it but also myself."

- Feedback from attendees at our free information webinars

Dyslexia Awareness Week

In October we held a successful Dyslexia Awareness Week (#DAW23) on the theme of 'Uniquely You'. We shared lived experience stories of over 60 celebrities and members of the public and published our first podcast, all of which received high engagement levels throughout the week. In addition, we provided resources and activity packs for schools featuring 'Finn the Fingerprint' and further downloadable resources for workplaces such as posters and fact sheets. Our #DAW23 media pack was widely used allowing individuals and organisations to share our messaging on their own channels.

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"It is important to raise awareness of dyslexia because...

It was traumatic being a child with dyslexia. The label of being stupid stuck hard. I have hidden in plain view all my life hoping nobody will discover I can't read, write or do maths because of the stigma I carry from school.

Even now I cry when I talk about being dyslexia because I am that vulnerable child again. I don't want anyone else to go through life thinking less of themselves as I have."

- Extract from 'What makes you #UniquelyYou – Soraya' from Dyslexia Awareness Week

Digital outreach via all channels

Our website and digital channels are the first port of call for many seeking advice, support and guidance on dyslexia and traffic continues to grow across all of our platforms. These substantial visitor numbers demonstrate the urgent need for our services and support. During the year, we have continued to develop our presence on social media with regular, topical posts promoting traffic to our website and the other services and support we offer.

In addition, we publish a monthly e-newsletter providing regular information and updates to a more bespoke audience of beneficiaries and supporters opting in.

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

	Prior year2 2022-2023	Current year 2023-2024	Growth
e-Newsletter	24,473	36,648	49.7%

Social media channel	Prior year 2022-2023	Current year 2023-2024	Growth
Facebook	40,082	43,871	9.5%
Twitter	32,242	32,776	1.7%
Instagram	19,506	24,395	25.1%
LinkedIn	19,991	24,080	20.5%
Total	111,821	125,222	11.9%

During this period, our website had **5,626,250** page views which included **1,781,442** new users.

"The absolute worst part of having a child with dyslexia is seeing the emotional upset and worry it causes your child. "Why am I stupid", "why do I have to be like this". That awful feeling in the pit of your stomach trying to make your child feel better.

- Extract from 'My journey as a mum of a dyslexic child' featured on our website

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Research

During this period, we participated directly in the Delphi Dyslexia Study, a project led by academic researchers together with the SpLD Assessment Standards Committee (SASC).

We also continued to receive information about new research underway via a dedicated page on our website. We received notification of 25 research projects and, following suitable due diligence, we shared calls for research participants via our media channels for approximately half of these.

In addition, we undertook substantial preparations for our International Conference taking place in June 2024, which showcases academic research from around the world. We established an impressive scientific committee, chaired by Professor Silvia Paracchini from the University of St Andrews, which issued a call for abstract submissions, reviewed submissions and agreed the conference programme. The first in-person international conference for six years, this event provides a crucial platform to gather together experts and specialists to learn and to identify opportunities to further advance our understanding of dyslexia and related specific learning difficulties.

3. To nurture and represent an engaged and informed community.

Membership

As a membership organisation we provide information and opportunities to attend events and training to our members. During the year we also publish a monthly general e-newsletter and provide 2 issues of Contact, our membership magazine, to members.

Following review of membership survey results, we introduced a termly e-newsletter specifically for our professional members, 'Insights' and piloted specialist teacher and assessor online support groups. We will continue to review member benefits to support the recruitment of new members and the retention of existing members.

Supporting LDAs

The BDA work alongside 37 affiliated Local Dyslexia Associations, each a separate charity, and provides training and support to their volunteers. During this period, we provided sessions on themes including: diagnostic assessments, dyslexia support in the workplace, assistive technology, dyscalculia, adult life hacks, support in higher education and home schooling.

Sadly, the number of affiliated local associations is steadily decreasing: approximately 4 close each year due to challenges recruiting volunteers and other factors. Over the past 12 months, we have been reviewing options to create alternative models to ensure that support in local communities can continue to be available. As a result, we devised a Local Hubs Pilot Project and successfully applied for funding from a charitable Trust to roll this project out in 2024. This will enable us to harness the support of community volunteers without the requirements of setting up and maintaining a local association.

We were delighted to be able to offer small grants to 6 LDAs to support with the local delivery of face-to-face teaching projects: Croydon Dyslexia Association, Dyslexia Cornwall, Hereford and Worcester Dyslexia Association, Oxfordshire Dyslexia Association, Shropshire Dyslexia Association and South Warwickshire Dyslexia Association.

Equality, Diversity and Inclusion

The charity is committed to actively creating a welcoming and supporting culture for all sections of society. We continue to use our communication channels to share stories of people from all backgrounds and are present on a variety of platforms with the aim of reaching a broad audience with stories from different lived experiences.

We raised the issue of intersectionality with the All Party Parliamentary Group in Westminster in March 2024, with five speakers providing testimony on their own experiences. This session was well attended, and feedback

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indicated this was a powerful session which resonated with many.

During the year we improved our data collection activities and issued a number of questionnaires to aim to build a clearer picture of the needs of our stakeholders and to identify gaps in our audiences, work which will continue in the next period.

Fundraising

The BDA takes a diversified approach to fundraising, generating voluntary income from individual donors, fundraisers, companies, and from trusts and foundations. We are incredibly grateful to everyone who supports our work but in particular to our fundraisers who not only raise urgently needed funds for us but also raise awareness by sharing their stories and reasons for fundraising for us.

Some individuals made personal donations and others raised funds for us via challenge events such as the Great North Run and the London Marathon. A big thank you to the remarkable individuals of all ages who have embraced extraordinary challenges and events to fundraise for us, and to the generous contributions from individuals, schools, businesses, and trusts that consistently support the BDA throughout the year.

We also received some legacy and in-memory donations and are grateful to the individuals and families who support our charity at their time of loss.

The BDA uses agencies in respect of payroll giving, plus online giving and sponsorship sites such as JustGiving.

The BDA is registered with the Fundraising Regulator and complies with the standards outlined in the Fundraising Regulator's Code of Fundraising Practice.

We have received no complaints in relation to our fundraising practices during the year.

"I donated to the British Dyslexia Association because I would love other children to know there is light at the end of the tunnel. It may feel like you're a failure and nothing you do is good enough, but that isn't down to you, we just have strengths in other areas."

"[My brother] was diagnosed with Dyslexia when he was 7 years old. He has significantly struggled throughout his schooling both academically and mentally due to stigma and misunderstanding. The support that the BDA provided him and our parents through resources, workshops and advice ensure [he] overcame these difficulties and allowed him to navigate his way through life becoming the happy and successful man he is today. We would love to give something back to the charity which gave our family so much."

- Feedback from donors and fundraisers

4. To advocate for dyslexia-friendly change across society.

We aim to influence government and other institutions to promote a dyslexia friendly society that enables dyslexia people of all ages to reach their full potential.

Dyslexia Friendly Quality Mark (DFQM)

We continued to work with schools and organisations to develop dyslexia-friendly practice. The DFQM provides a framework enabling organisations to improve their understanding of dyslexia and develop the support they offer within their settings.

There has been twice as much interest in the DFQM from educational establishments this year compared to prior year, and we are working with an expanding variety of educational settings. This year, 37 schools currently hold DFQM status and a further 66 schools are working towards achieving it. We continue to work closely with Wiltshire Council and the Wiltshire Specialist SEN Service who are supporting two cohorts of schools with their

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DFQM and are delighted that 11 schools have successfully achieved DFQ status with a further 15 on track to achieve this in 2025. We are also working with other local councils to support DFQM in their areas.

In addition, during this period we launched the Dyslexia Friendly Quality Mark for the Workplace and are delighted that by year end we already have 9 organisations listed: 5 with the Bronze award, 2 with the Silver award and 2 with the Gold award.

"Having the Dyslexia Friendly Quality Mark is our commitment to empowering every learner and creating a supportive environment where all pupils can thrive."

"I have dyslexia and I have struggled with reading and writing in the past, but in my school, they are great with support, and I have a laptop to help me with this now. I feel more confident in my writing in class."

"The strategies and interventions put in place for our pupils with Dyslexia not only support them to make accelerated progress but help develop the literacy skills of all pupils."

- Feedback from staff and pupils at West Kirby School and College, West Kirby Wirral

Policy advocacy

The BDA works collaboratively to advocate on behalf of our beneficiaries. As a member of the Special Educational Consortium (SEC), a group of just under 40 organisations in the SEND sector, we work with government departments and parliamentarians to inform policy development and comment on implementation and issues arising.

As secretariat for the APPG on Dyslexia and other SpLDs the BDA supported meetings this year where a total of 15 speakers presented on the following themes:

- Perspectives on Early Screening (May 2023)
- Reforming Assessment in Secondary education: how can we provide a fair and relevant evaluation of the knowledge and skills of all learners? (September 2023)
- Intersections of Dyslexia: ethnicity and Cultural Perspectives (March 2024)

In addition, during this year the BDA provided briefings to parliamentarians on:

- The SEND and Alternative Provision Improvement Plan
- Use of Assistive Technology to Support SEN

Finally, we submitted detailed responses to the following consultation:

- Department for Education ITT core content framework and early career framework: call for evidence

Annual Awards

We were delighted to recognise and celebrate the achievements of individuals and organisations at our Annual Awards 2023 ceremony held at the prestigious Draper's Hall in London. This event gave the opportunity to highlight the inspiring stories of young people, volunteers, professionals and members of the wider community and draw attention to the ongoing campaign for a dyslexia-friendly society.

5. To provide and model expert services.

Assessments

Our assessment services, covering England and Wales, ensure that individuals of all ages are signposted to the very best diagnostic and workplace assessments appropriate to their needs. We provide access to assessors who meet the highest standards of professional practice, holding active appropriate professional qualifications

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as well as AMBDA accreditations and Assessment Practising Certificates where required. During the period we provided information and advice about assessments and facilitated 2,329 assessments, a 14.5% increase on prior year.

Assessment Bursaries

We were pleased to be able to offer 25 bursaries to support diagnostic assessments for individuals from low-income households.

Feedback from recipients indicated that undergoing the assessment process enabled them to have a better understanding of themselves (78%) and to be more positive about their abilities and on strategies to help them with their challenges (56%). However, only a minority responded that they felt 'more hopeful about my situation' (44%).

"I feel now with the right support I will have more confidence to go back to college to further myself to get the job I want"

– Assessment bursary recipient

"(The bursary) has given us an opportunity we could not have afforded otherwise. It has given us the confirmation we needed... and we believe the school will now have to make provision for (our child)"

– Parent of assessment bursary recipient.

Accreditation

We continued to accredit courses for specialist teachers to study and for their competence to be recognised through our awards of AMBDA, ATS, APS and ALSA. Individuals successfully completing these courses of study are eligible to apply for individual accreditation by the BDA. As part of the maintenance of professional standards, we encourage professionals to undertake regular continuing professional development to stay up to date with best practice in the field. We currently accredit 2,018 individuals, an increase of over 26% on prior year.

This work is overseen by the Accreditation Board, an independent sub-committee of the Board of Trustees. During the year, Gavin Reid stepped down as Chair and Charles Hulme was welcomed as the new Chair in October 2023. We are very grateful to all members of the board for the time and expertise they have contributed this year. At the end of the year, 31 courses were accredited: 19 Level 7 Dyslexia, 1 Level 7 Dyscalculia, 3 Level 6 ALSA, 5 Level 5 Dyslexia, 1 Level 5 Dyscalculia and 2 Level 4 ALSA.

Professional Training

We provide a broad range of training to a wide audience and during this period delivered 78 bespoke training sessions to approximately 2,772 delegates. These sessions included:

- Information webinars to organisations such as schools and employers
- Half and whole day training modules, delivered both online and in person, available to the general public or on a bespoke basis to organisations of all types

In addition, we provided training courses leading to qualifications at Level 2, Level 3, Level 4, Level 5 and Level 7, available via our e-learning platforms. This is usually undertaken by professional educators and those supporting individuals in schools, further or higher education and in employment. A total of 327 individuals successfully completed accredited courses during this period and we were delighted that some of them were able to join us at our Graduation day held at Bruern Abbey Senior School in September.

We were also very pleased to host two conferences which have reached, in total, an audience of 483 people:

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- A Dyscalculia Virtual Conference 'The importance of using visual materials in maths learning' in May 2023
- Dyslexia and Dyscalculia Virtual Conference: Creating a positive learning environment in February 2024

Recordings were available after each event to facilitate greater participation.

FINANCIAL REVIEW

The Consolidated Statement of Financial Activities for the year ended 31st March 2024 shows a deficit of **£231,209** (2023: deficit of £251,450).

Income

Total income has increased by 6% to **£2,062k** (2023: £1,949k). Income from Charitable activities has increased by 3% with growth in training and accreditations.

Donations and legacies have increased by 44% mainly due to legacies received in the year. Income from fundraising events has grown by 29%.

Investment of cash during the year into short term deposits has led to an increase in investment income, and income from commercial trading operations has also shown small growth in the year.

Expenditure

Total expenditure increased by 4% to **£2,293k** (2023: £2,201k), predominantly due to increases in wages and salaries costs. This was partly due to recruitment in the year in both the management and training teams, and partly due to inflationary uplifts.

Tight control of administrative costs has reduced the impact of increases in staff costs.

Balance sheet

Net current assets decreased by £227k to **£673k** (2023: £900k). This is mainly reflected in a lower cash at bank balance.

Total reserves decreased by £231k to **£689k** in the year (2023: £920k), reflecting the operational deficit.

Reserves policy and going concern

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

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

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

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

- Risks associated with each stream of income and expenditure being different from that budgeted
- Planned activity level
- Organisational commitments
- The gap between the spending and receiving of income

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Retaining a level of funding that will allow flexibility and agility of response to business growth and development opportunities which enable the organisation to meet its strategic objectives.

On this basis, the Trustees consider that the ideal level of free reserves as 31 March 2024 is £617,000 of which at least 50% should be held as cash.

Unrestricted reserves at 31 March 2024 were £543k (2023: £739k). The Trustees have allowed reserves to fall below the target level after consideration of investment in senior employees made during the year, and future expected income growth and diversification. The Trustees have approved a break even budget for 2024-25 and forecast that target reserves will be met by the end of 2026.

Related Party Transactions

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

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

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

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

Trustee selection

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

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

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

New Trustees undertake an induction programme when they join. This includes meeting with the Chair, the CEO and the Company Secretary to review the charity's position and activities, undertaking safeguarding training as well as completing the ICAEW's online training modules, which provide an overview of charity trustees' legal and financial responsibilities and their strategic and operational considerations. As well as board and committee meetings, Trustees are invited to attend charity events and get to know the wider staff team.

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

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

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

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

Pay policy for senior staff - The charity has a pay review policy which is applicable to all staff. Pay reviews are usually conducted annually, taking into consideration value for money, affordability and the recruitment and retention of high-quality staff. The remuneration of the CEO is set by the Board, and the remuneration of all other staff is set by the CEO and then reviewed by the Board as part of the annual budget procedures.

Finance Committee

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

Accreditation Board

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

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

The Accreditation Board meets at least twice each year.

Advisory Groups

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

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

Charity management

The Chief Executive Officer is responsible for the day to day management of the Charity's affairs and for implementing policies agreed by the Board of Trustees. The Chief Executive Officer is assisted by the Senior Management Team. During the year, the new roles Head of Accredited Training and Head of Professional Standards were created. Post year end, Ellen Broomé took up the role of CEO. The Board extends its thanks to outgoing CEO, Chivonne Preston, for her service to the charity.

Group Structure

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

Corporate Governance

Internal controls over actual and committed expenditure are continually refined in order to improve efficiency. Processes are in place to ensure that performance is monitored, and that appropriate management information is prepared and reviewed regularly by both the Senior Management Team and the Board of Trustees.

The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- a strategic plan and annual budget approved by the Trustees;
- regular consideration by the Trustees of financial results; variances from budgets; non-financial targets;

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

- performance indicators and benchmarking reviews;
- delegation of day-to-day management authority and segregation of duties; and
- identification and management of key risks.

Risk Management

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

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

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

- Diversifying income, in particular increasing fundraising income from both individual and organisational donors
- Developing products and services so that they remain up to date, relevant and able to meet demand
- Failure to impact diverse and minority ethnic groups in society
- Staff wellbeing and key person risks

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

Plans for the future

The Trustees are committed to continually improving and developing activities at the BDA to maximise impact for the public benefit. With the arrival of a new CEO, the Board expects a period of transition. The past year has seen significant review of activities and various developments and improvements will take time to be fully established.

In 2024-25 there will be an ongoing focus on delivering high quality services and fundraising. In particular, the delivery of diagnostic assessments and sourcing bursary funding to make these available to individuals from low income households.

We will gather feedback from stakeholders in order to review the effectiveness of our activities. We also hope to undertake a campaign to increase our membership numbers.

With a significant change in the political landscape, we will review the new opportunities to campaign for dyslexia-friendly policy change.

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

Statement of Trustees' responsibilities.

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

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

BRITISH DYSLEXIA ASSOCIATION
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

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

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

Disclosure of information to auditor.


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

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

Auditors.

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

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


.....
Michelle Catterson
Chair
Date: 6/11/24

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

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

Opinion.

We have audited the financial statements of British Dyslexia Association (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2024 which comprise the consolidated statement of financial activities, the consolidated balance sheet, the charity balance sheet, the consolidated statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 31 March 2024 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion.

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

Conclusions relating to going concern.

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

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

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

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

Other information.

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006.

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

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

Matters on which we are required to report by exception.

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

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

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

Responsibilities of trustees.

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

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

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

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

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

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

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

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

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

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

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

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

Use of our report.

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



Alexander Peal BSc (Hons) FCA DChA (Senior Statutory Auditor)

for and on behalf of

James Cowper Kreston Audit

Chartered Accountants and Statutory Auditor

Reading Bridge House

George Street

Reading

Berkshire

RG1 8LS

Date: 15 November 2024

BRITISH DYSLEXIA ASSOCIATION

(A company limited by guarantee).

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND
EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024**

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	3	157	83,246	83,403	57,985
Charitable activities:					
Publications		-	15,914	15,914	18,254
Conferences and training		1,600	1,175,510	1,177,110	1,194,877
Membership income		-	213,247	213,247	146,325
Other trading activities:					
Fundraising		3,294	84,178	87,472	67,644
Trading activities		-	460,600	460,600	461,781
Other trading activities		1,500	1,361	2,861	15
Investments	4	-	21,008	21,008	2,459
Total income		6,551	2,055,064	2,061,615	1,949,340
Expenditure on:					
Raising funds:	7				
Voluntary income and fundraising costs		-	105,820	105,820	125,076
Trading subsidiary costs		-	332,066	332,066	298,954
Other costs of trading		-	9,125	9,125	16,735
Charitable activities:	7				
Membership, policy and information		9,592	263,438	273,030	376,023
Projects (education and quality mark)		32,191	-	32,191	56,633
Conferences and training		250	1,520,579	1,520,829	1,303,478
Governance costs		-	19,763	19,763	23,891
Total expenditure	7	42,033	2,250,791	2,292,824	2,200,790
Net (expenditure)/income		(35,482)	(195,727)	(231,209)	(251,450)
Net movement in funds.		(35,482)	(195,727)	(231,209)	(251,450)
Reconciliation of funds:					
Total funds brought forward		180,735	738,978	919,713	1,171,163
Net movement in funds		(35,482)	(195,727)	(231,209)	(251,450)
Total funds carried forward:		145,253	543,251	688,504	919,713

The notes on pages 26 to 43 form part of these financial statements.

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

CONSOLIDATED BALANCE SHEET
AS AT 31 MARCH 2024


	Note	2024 £	2023 £
Fixed assets			
Tangible assets	10	15,847	19,665
		<u>15,847</u>	<u>19,665</u>
Current assets			
Debtors	12	165,760	148,823
Investments	13	300,000	-
Cash at bank and in hand		1,019,042	1,609,307
		<u>1,484,802</u>	<u>1,758,130</u>
Creditors: amounts falling due within one year	14	(812,145)	(858,082)
Net current assets		<u>672,657</u>	<u>900,048</u>
Total assets less current liabilities		<u>688,504</u>	<u>919,713</u>
Total net assets		<u><u>688,504</u></u>	<u><u>919,713</u></u>
Charity funds			
Restricted funds	16	145,253	180,735
Unrestricted funds	16	543,251	738,978
Total funds		<u><u>688,504</u></u>	<u><u>919,713</u></u>

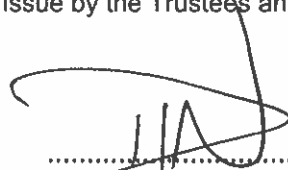
The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

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

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


.....
Michelle Catterson
Chair
Date: 6/11/24


.....
Timothy Neale
Trustee

The notes on pages 26 to 43 form part of these financial statements.

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

CHARITY BALANCE SHEET
AS AT 31 MARCH 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	10	15,847	19,665
Investments	11	2	2
		<u>15,849</u>	<u>19,667</u>
Current assets			
Debtors	12	337,310	310,246
Investments	13	300,000	-
Cash at bank and in hand		802,666	1,351,060
		<u>1,439,976</u>	<u>1,661,306</u>
Creditors: amounts falling due within one year	14	(767,319)	(761,258)
Net current assets		<u>672,657</u>	<u>900,048</u>
Total assets less current liabilities		<u>688,506</u>	<u>919,715</u>
Total net assets		<u><u>688,506</u></u>	<u><u>919,715</u></u>
Charity funds			
Restricted funds	16	145,253	180,735
Unrestricted funds	16	543,251	738,980
Total funds		<u><u>688,504</u></u>	<u><u>919,715</u></u>

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

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

BRITISH DYSLEXIA ASSOCIATION
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REGISTERED NUMBER: 01830587

CHARITY BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2024

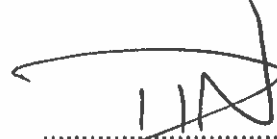
The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



.....
Michelle Catterson

Chair

Date: 6/11/24



.....
Timothy Neale

Trustee

The notes on pages 26 to 43 form part of these financial statements.

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash used in operating activities	19	(299,791)	(134,292)
Cash flows from investing activities			
Dividends, interests and rents from investments		21,008	2,459
Purchase of tangible fixed assets		(11,482)	(10,044)
Purchase of current asset investments		(300,000)	-
Net cash used in investing activities		(290,474)	(7,585)
Change in cash and cash equivalents in the year		(590,265)	(141,877)
Cash and cash equivalents at the beginning of the year		1,609,307	1,751,184
Cash and cash equivalents at the end of the year	20	1,019,042	1,609,307

The notes on pages 26 to 43 form part of these financial statements

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

1. Accounting policies.

1.1 Basis of preparation of financial statements.

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

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

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

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

1.2 Fund accounting.

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

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

1.3 Basis of consolidation.

The income and expenditure account for the year dealt with in the accounts of the Charity was a deficit of £231,209 (2023: deficit of £251,450).

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

1. Accounting policies. (continued)

1.4 Incoming resources.

Gift Aid.

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

Donations and grants.

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

Legacy income.

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

Publications.

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

Conferences and training.

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

Membership income.

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

Interest receivable.

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

Donated services and facilities.

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

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

1. Accounting policies. (continued)

1.4 Incoming resources. (continued)

Deferred income.

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

1.5 Resources expended.

Raising funds.

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

Charitable expenditure.

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

Helpline.

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

Development.

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

Support costs.

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

Governance costs.

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

Irrecoverable VAT.

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

Comparative amounts.

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

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

1. Accounting policies. (continued)

1.5 Resources expended. (continued)

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

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

1.6 Termination payments.

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

1.7 Tangible fixed assets and depreciation.

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

Depreciation is provided on the following bases:

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

BRITISH DYSLEXIA ASSOCIATION
(A company limited by guarantee).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

1. Accounting policies. (continued)

1.8 Investments.

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

1.9 Stocks.

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

1.10 Debtors.

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

1.11 Cash at bank and in hand.

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

1.12 Creditors.

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

1.13 Financial instruments.

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

1.14 Contributions to pension funds.

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

1.15 Leases.

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

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**NOTES TO THE FINANCIAL STATEMENTS
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2. Judgments in applying accounting policies and key sources of estimation uncertainty.

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

Critical accounting estimates and assumptions:

Bad debts.

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

3. Income from donations and legacies.

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Donations	157	83,246	83,403	57,985
	=====	=====	=====	=====
Total 2023	-	57,985	57,985	
	=====	=====	=====	

4. Investment income.

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Bank interest	21,008	21,008	2,459
	=====	=====	=====
Total 2023	2,459	2,459	
	=====	=====	

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**NOTES TO THE FINANCIAL STATEMENTS
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5. Commercial trading operations.

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

	2024 £	2023 £
Profit and loss account.		
Turnover	460,600	461,781
Cost of sales	(327,878)	(293,165)
	<hr/>	<hr/>
Gross profit	132,722	168,616
Administrative expenses	(4,188)	(5,790)
	<hr/>	<hr/>
Operating profit	128,534	162,826
Interest payable and similar charges	2,070	268
	<hr/>	<hr/>
Net profit	130,604	163,094
Gift aid donations to the British Dyslexia Association	(130,604)	(163,094)
Transfer to reserves	-	-
	<hr/> <hr/>	<hr/> <hr/>

6. Net income/ (expenditure).

This is stated after charging:

	2024 £	2023 £
Depreciation of tangible fixed assets - owned by the charitable group	13,800	13,064
Auditors remuneration - audit services and preparation of accounts	14,310	13,760
Auditors remuneration - non-audit services	1,150	550
	<hr/> <hr/>	<hr/> <hr/>

BRITISH DYSLEXIA ASSOCIATION
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

7. Analysis of total expenditure.

	Direct Staff costs 2024 £	Support costs 2024 £	Other Direct costs 2024 £	Total funds 2024 £	Total funds 2023 £
Raising funds					
Voluntary income and fundraising	47,384	36,460	21,976	105,820	125,076
Commercial trading operations	77,056	85,074	169,936	332,066	298,954
Other trading costs	2,039	3,038	4,048	9,125	16,735
	<u>126,479</u>	<u>124,572</u>	<u>195,960</u>	<u>447,011</u>	<u>440,765</u>
Charitable activities					
Membership, policy and information projects	166,489	67,907	38,634	273,030	376,023
Projects (education, quality mark)	5,005	5,013	22,173	32,191	56,633
Conferences and training	985,019	410,177	125,633	1,520,829	1,303,478
Governance costs	-	-	19,763	19,763	23,891
	<u>1,282,992</u>	<u>607,669</u>	<u>402,163</u>	<u>2,292,824</u>	<u>2,200,790</u>
Total 2023	<u>1,068,300</u>	<u>689,199</u>	<u>443,291</u>	<u>2,200,790</u>	

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**NOTES TO THE FINANCIAL STATEMENTS
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8. Support costs.

	Marketing & communications 2024 £	Finance 2024 £	Management & overhead 2024 £	Total funds 2024 £	Total funds 2023 £
Voluntary income and fundraising	11,450	10,597	14,413	36,460	41,352
Commercial trading operations	26,717	24,725	33,632	85,074	82,704
Other trading costs	954	883	1,201	3,038	6,891
Membership, policy and information	21,326	19,736	26,845	67,907	127,502
Projects (education, quality mark)	1,574	1,457	1,982	5,013	10,337
Conferences and training	128,814	119,211	162,152	410,177	420,413
	<u>190,835</u>	<u>176,609</u>	<u>240,225</u>	<u>607,669</u>	<u>689,199</u>
Total 2023	<u>171,232</u>	<u>197,134</u>	<u>320,833</u>	<u>689,199</u>	

9. Trustees and employees.

	2024 £	2023 £
Wages and salaries	1,426,579	1,266,349
Social security costs	133,689	122,063
Pension costs	71,247	63,740
	<u>1,631,515</u>	<u>1,452,152</u>

No Trustee or any party related to them received any remuneration during the period. Out of pocket expenses totalling £1,141 (2023: £2,505) in respect of travelling, subsistence and telephone charges, directly associated with the running of the charity were reimbursed to 5 Trustees (2023: 6 Trustees).

The average number of persons employed by the charity during the year was 51 (2023: 47) of which 20 (2023: 20) were full time and 31 (2023: 27) were part time. The full time equivalent of the part time staff is 21 (2023: 17).

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	2024	2023
Chief executive	1	1
Conference and events	2	2
Finance and operations	4	5
Fundraising	1	1
Marketing & communications	4	4
Professional practice	39	34
	<u>51</u>	<u>47</u>

During the year remuneration paid to key management totalled £391,976 (2023: £366,881).

10. Tangible fixed assets.

Group and Charity

	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation			
At 1 April 2023	384	85,597	85,981
Additions	-	11,482	11,482
Disposals	(384)	(27,551)	(27,935)
At 31 March 2024	<u>-</u>	<u>69,528</u>	<u>69,528</u>
Depreciation			
At 1 April 2023	384	65,932	66,316
Charge for the year	-	13,800	13,800
On disposals	(384)	(26,051)	(26,435)
At 31 March 2024	<u>-</u>	<u>53,681</u>	<u>53,681</u>
Net book value			
At 31 March 2024	<u>-</u>	<u>15,847</u>	<u>15,847</u>
At 31 March 2023	<u>-</u>	<u>19,665</u>	<u>19,665</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

11. Fixed asset investments.

	Investments in subsidiary companies £
Charity	
Cost or valuation	
At 1 April 2023	2
	<hr/>
At 31 March 2024	2
	<hr/> <hr/>
Net book value	
At 31 March 2024	2
	<hr/>
At 31 March 2023	2
	<hr/> <hr/>

Principal subsidiaries.

The following was a subsidiary undertaking of the Charity:

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

The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Profit/(Loss) for the year £	Net assets £
B.D.A (Initiatives) Limited	462,670	(332,066)	130,604	2

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**NOTES TO THE FINANCIAL STATEMENTS
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12. Debtors.

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Due within one year				
Trade debtors	65,630	86,332	56,990	58,573
Amounts owed by group undertakings	-	-	183,693	193,480
Other debtors	54,683	9,810	54,680	9,810
Prepayments and accrued income	45,447	52,681	41,947	48,383
	<u>165,760</u>	<u>148,823</u>	<u>337,310</u>	<u>310,246</u>

13. Current asset investments

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Term deposit	300,000	-	300,000	-

14. Creditors: Amounts falling due within one year.

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Trade creditors	16,683	48,430	13,588	42,730
Other taxation and social security	54,286	41,018	42,143	28,864
Other creditors	10,876	11,589	10,876	11,591
Accruals and deferred income	730,300	757,045	700,712	678,073
	<u>812,145</u>	<u>858,082</u>	<u>767,319</u>	<u>761,258</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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15. Deferred income.

Certain grant and other income included with "Accruals and Deferred Income" in Note 14, is recognised when the delivery of a specific performance relating to the income has been achieved. Movement on deferred income balances during the year are set out below:

	As at 1 April 2023	Received	Released	Total funds
	£	£	£	£
Training courses	571,258	784,853	(828,450)	527,661
Assessments	47,046	290,008	(291,804)	45,250
Conferences	13,047	72,213	(32,059)	53,201
OCN fees	53,186	11,720	(39,881)	25,025
Other	26,665	28,969	(36,220)	19,414
	<u>711,202</u>	<u>1,187,763</u>	<u>(1,228,414)</u>	<u>670,551</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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16. Statement of funds.

Statement of funds - current year.

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
Unrestricted funds					
General Funds	738,978	2,055,064	(2,250,791)	-	543,251
Restricted funds					
Children Will Shine	30,336	1,600	(15,799)	-	16,137
Constable Education Trust	102,696	-	-	-	102,696
Other donations	23,767	4,951	(16,643)	(2,818)	9,257
Helpline	6,773	-	(9,591)	2,818	-
Malpas	17,163	-	-	-	17,163
	180,735	6,551	(42,033)	-	145,253
Total of funds	919,713	2,061,615	(2,292,824)	-	688,504

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

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**NOTES TO THE FINANCIAL STATEMENTS
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16. Statement of funds (continued)

Statement of funds - prior year.

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

17. Summary of funds.

Summary of funds - current year.

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
General funds	738,978	2,055,064	(2,250,791)	-	543,251
Restricted funds	180,735	6,551	(42,033)	-	145,253
	919,713	2,061,615	(2,292,824)	-	688,504

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

17. Summary of funds (continued)

Summary of funds - prior year.

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

18. Analysis of net assets between funds.

Analysis of net assets between funds - current period.

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	15,847	15,847
Current assets	145,253	1,339,549	1,484,802
Creditors due within one year	-	(812,145)	(812,145)
	-	-	-
Total	<u>145,253</u>	<u>543,251</u>	<u>688,504</u>

Analysis of net assets between funds - prior period.

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

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

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

	Group 2024 £	Group 2023 £
Net expenditure for the period (as per Statement of Financial Activities)	(231,209)	(251,450)
Adjustments for:		
Depreciation charges	13,800	13,064
Interest from investments	(21,008)	(2,459)
Loss on the sale of fixed assets	1,500	1,101
Increase in debtors	(16,937)	(5,533)
Increase/(decrease) in creditors	(45,937)	110,985
Net cash used in operating activities	(299,791)	(134,292)

20. Analysis of cash and cash equivalents.

	Group 2024 £	Group 2023 £
Cash in hand	1,019,042	1,609,307
Total cash and cash equivalents	1,019,042	1,609,307

21. Analysis of changes in net debt.

	At 1 April 2023 £	Cash flows £	At 31 March 2024 £
Cash at bank and in hand	1,609,307	(590,265)	1,019,042
	1,609,307	(590,265)	1,019,042

22. Pension commitments.

The charity contributes to the personal pension plans of certain of its employees, which are held in defined contribution schemes. Contributions are charged in the financial statements on an accruals basis and there were £10,876 (2023: £9,516) of outstanding contributions at the balance sheet date. Pension costs charged in the year were £71,247 (2023: £63,740).

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23. Operating lease commitments.

At 31 March 2024 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Not later than 1 year	16,200	24,916	16,200	24,916
Later than 1 year and not later than 5 years	15,467	-	15,467	-
	<u>31,667</u>	<u>24,916</u>	<u>31,667</u>	<u>24,916</u>

24. Related party transactions.

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

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