

**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 2022**

**BRITISH DYSLEXIA ASSOCIATION**  
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES. AND ADVISERS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**Trustees.**

Michelle Catterson, Vice Chair (appointed 29 July 2022)  
Suzanne Edmond  
Colin Gallick, Chair (resigned 29 July 2022)  
Delia Hazell  
Fauzia Jan (appointed 23 October 2021)  
Timothy Neale  
Dr Georgia Niolaki  
Enrico Riva (appointed 23 October 2021)  
Dr Helen Ross  
Mark Sherin  
Arran Smith  
Liane Cox (resigned 23 October 2021)  
Dr Carolyn Dutton (resigned 11 September 2021)  
Patrick Elliot (resigned 23 October 2021)  
Patrick Keaveney (resigned 5 June 2021)

**Company registered number.**

01830587

**Charity registered number.**

289243

**Registered office.**

1 Friar Street  
Reading  
RG11 1DA

**Independent auditor.**

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

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES. AND ADVISERS**  
**(CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**Bankers.**

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

National Westminster Bank p.l.c  
Henley-on-Thames Branch  
18 Market Place  
Henley-on-Thames  
OXON, RG9 2AP.

Lloyds TSB Bank p.l.c  
1 Market Place  
Reading, RG1 2EQ.

**Solicitors**

Wansbroughs Solicitors Devizes  
Northgate House  
Devizes  
Wiltshire  
SN10 1JX.

**Executive Officers:**

**Chief Executive:**

Nick Posford (from 1 September 2020, until July 2021),  
Gillian Ashley (from July 2021, until 16 August 2022),  
Chivonne Preston (from 6 October 2022)

**President:**

The Lord Addington

**Vice Presidents:**

Diana Baring,  
Tim Caiger,  
Professor Angela Fawcett,  
Lady Jane Lloyd,  
Professor Kevin Morley,  
Ian Smith,  
Sir Jackie Stewart OBE,  
Anne Watts CBE,  
Professor Joel Talcott,  
Sharon Hodgson MP,  
Henry Smith MP

**BRITISH DYSLEXIA ASSOCIATION**  
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**CHAIRMAN'S STATEMENT**  
**FOR THE YEAR ENDED 31 MARCH 2022**

The Chair presents her statement for the period under review.

I have been acting as Vice-Chair of The British Dyslexia Association (BDA) up until 29th July 2022, when I was nominated as the Chair Designate by the Board, such appointment to be confirmed in the next general meeting.

The BDA continues to go from strength to strength, as we recover from the difficulties caused by COVID, and in spite of the many challenges we faced during the twelve months of this report. Our income increased by almost 24% on the previous year, with Training in particular increasing by more than 20%. The BDA has been the voice of dyslexic people since 1972, and as we approach our 50th year we expect this growth to continue as we work towards a dyslexia friendly society.

Key achievements by the BDA during the period include:

**Campaign and engage Government for long lasting and sustainable change for the benefit of dyslexic people.**

The BDA works collaboratively to bring about change by challenging policy development to ensure a better life for dyslexic people. The overarching aims of our work are to ensure that the rights of dyslexic adults and children are acknowledged and respected through the application of The Equality Act 2010 in both education and workplace settings. Working as part of the Special Educational Consortium (SEC), of which the BDA is a member, we work with the Department for Education, Parliament, and other decision-makers when there are proposals for changes in policy, legislation, regulations, and guidance that may impact on those with Special Educational Needs and Disabilities (SEND). Through the work of the consortium, we can have a louder voice in educational matters which impact on those with dyslexia and other Specific Learning Difficulties (SpLD)

Our work during the last financial year has included responding to the following Government consultations that will impact upon dyslexic children and young people in education, to ensure that the dyslexic voice is heard:

- highlighted the requirement for SEND training to be a compulsory element of Initial Teacher Training
- identified that Higher Education Reform proposals to make GCSE Maths and English passes a mandatory requirement to access Student Funding discriminates against those with dyslexia and dyscalculia.
- identified that the SEND Review green paper lacks the evidence to demonstrate that the Government proposals will help address the underlying causes of problems with the current system or improve the outcomes for children with dyslexia. This led us to conclude that, if implemented, the proposals will make it more difficult for families of dyslexic children to get the special educational provision and support they are entitled to. It was proposed instead that the focus be on ensuring that the existing statutory framework is put into practice, underpinned by an accountability framework that ensures compliance or imposes financial consequences for those who fail to comply.

Parliamentary work has focused on supporting our President, Lord Addington, to table amendments to the Skills and Post 16 Education Bill as it made its passage through the House of Lords. The amendments focused on highlighting the need for local skills plans to understand - and provide for - those with disabilities including dyslexia. The Act received Royal Assent on 28th April and underpins the Government's transformation of post-16 education and skills as set out in the Skills for Jobs White Paper.

The All-Party Parliamentary Group for Dyslexia (APPG) and other SpLDs is made up from MPs and Peers who want to keep up to date with issues affecting children, young people, and adults with specific learning difficulties, including dyslexia. The group keeps government apprised of the situation in schools and education in general. The group, which must meet at least twice during its reporting year, looks at what statutory and non-statutory bodies are achieving in this field. The group is chaired by Sharon Hodgson MP. The BDA has been the Secretariat for the APPG since 2017.

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**CHAIRMAN'S STATEMENT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

Meetings this year have focused on:

- Impact of Covid on the dyslexic community (June 21)
- Phonics and Learning to Read (Sept 21)
- Dyscalculia (Mar 22)

Dyslexia@Work is an Erasmus Project - Co-funded by the Erasmus+ Programme of the European Union. The BDA is proud to be working alongside the European Dyslexia Association and Associazione Italiana Dislessia of Italy, Dyslexia Association of Ireland, Fédération Française Des DYS of France, Malta Dyslexia Association and Università Dell'Insubria of Italy on this project to increase work prospects for dyslexic people.

There are two main goals of this project:

- to identify good dyslexia awareness practice amongst recruiters and employers to enable other organisations to emulate this good practice.
- to use the results from the project to form a good dyslexia friendly employment model.

The BDA team conducted virtual interviews with UK based organisations within different sectors and of varying sizes, from small businesses with less than 10 employees through to large corporations, employing 500+. Information from each of the countries involved has been collated and analysed with the results presented at a conference in the Spring of 2022. The project will end with in October 2022 with a final conference in Brussels and the development of a dyslexia friendly employment model.

**Provide impartial and objective advice and support to dyslexic people and those with whom they come into contact.**

Our assessment services, covering England and Wales, ensure that individuals of all ages are referred to the very best diagnostic and workplace assessments appropriate to their needs.

**Enable the effective, accessible, and appropriate teaching provision for all dyslexic children, young people, and adults.**

The National Tutoring Programme is a DfE programme for subsidised tuition to enable children to catch up on lost learning during Covid. The BDA was in partnership (with The Dyslexia Guild, PATOSS and Helen Arkell Dyslexia Centre) to support children, families, and schools, and this concluded in July 2021. The funding provided 15 hours tuition for children in Key Stages 1 – 4. The partnership recruited 175 tutors and benefited 863 children with face-to-face tuition and a further 271 children online. 620 schools expressed an interest in receiving support through this part of the national programme. All our tutors were trained specialist teachers, providing metacognitive strategies designed to develop independent writing, reading, spelling and maths skills.

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**CHAIRMAN'S STATEMENT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**Set the standards for and accredit dyslexia knowledge and professional expertise.**

We continued to accredit courses for specialist teachers to study and for their competence to be recognised through our awards of AMBDA and ATS. The BDA also issues Assessment Practising Certificates and Teaching Practising Certificates for professionals within the field. We are working with many organisations to meet our standards for dyslexia friendly policies and practice, including our Quality Mark award for schools.

The Quality Mark philosophy is that changing practice to accommodate dyslexic individuals results in good practice for everyone. Our Dyslexia Friendly Quality Mark provides a framework of support and understanding to ensure that everyone within a school or organisation understands the needs of the dyslexic individual and that appropriate resources and strategies for support are available. This in turn is likely to lead to greater levels of achievement for everyone. This award is only issued to schools or organisations that can demonstrate that they provide high quality education and/or practice for dyslexic individuals.

BDA courses at both L5 and L7 have been approved by the University of Chester. This means that our candidates are able to progress from our L7 Dyslexia course to complete an MA in Dyslexia Research and Practice with the University of Chester. Our candidates completing our L5 Dyscalculia course can progress to Chester to complete their L7 and MA in Dyscalculia Research and Practice.

**Increase awareness of the BDA in order to engage the Dyslexic community, as well as wider society.**

The BDA held a successful Dyslexia Awareness Week in 2021, which saw an uptake in cross-channel followers of 1061, with high engagement levels throughout the course of the week.

During the year the Marketing & Communications Team started the process of rebranding the BDA, in conjunction with the development of an organisational strategy led by the Chief Executive. A new vision, mission and purpose for the organisation was created, which will give a robust direction for strategic plans across the organisation.

**Disseminate and share best practice regionally, nationally, and internationally. Promote research.**

**We ran several successful events during the period:**

- Virtual Conferences – Due to the pandemic, we ran both our Dyscalculia Conference (October 2021) and our Literacy Conference (March 2022) virtually. Both conferences were well received especially through a time when most schools were short staffed and lacked funding.
- Funded webinars – we ran a series of funded webinars (funded in 2020-21 by the JJ Charitable Trust) between Oct 2020 – Sept 2021. There were 13 in total designed to support parents with dyslexic children at home (during the pandemic). Over the 13 sessions, more than 10,000 parents and teachers registered (3,814 during April – Sept). Webinars ranged in subject matter from “Empowering Potential” to “Understanding and Inspiring”.
- International Conference – Our International Conferences take place every 3 years. This was held virtually for the very first time, in May 2021, and was entitled “Advancing dyslexia and dyscalculia”. Over 400 people attended, and over 140 speakers contributed or conducted sessions. The very sophisticated platform used allowed us to have chat rooms, exhibitors, poster halls and auditoriums. We recorded the keynote sessions which then gave those who were not able to attend a chance to watch the presentations.
- Celebrity Festive Special – As we were unable to hold a Gala Dinner during 2021, in December we ran a free festive webinar with several of our Ambassadors. The public were given the opportunity to ask the Ambassadors about their journey with dyslexia.

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**CHAIRMAN'S STATEMENT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**Summary.**

The year has been one of significant change. We continue to develop our processes and working practices, as we strive to improve our services and make our operation more efficient. In addition, there has been a number of staff changes during the year, including the Chief Executive. Finally, we moved our Head Office to a new premises in Bracknell on the last day of the period.

We remain positive about the future for the BDA. Our financial position remains strong, thanks to our careful stewardship of funds within our care. New members of staff, including new roles within the Senior Management Team, have brought fresh ideas and enthusiasm for our planned developments. Our staff and volunteers continue to achieve a huge amount for the benefit of dyslexic people, and I am grateful to all of them; our supporters; and all who have donated to help us achieve our aim of a dyslexia friendly society.

*M Catterson*

Michelle Catterson 07 Dec 2022 12:49:53 GMT (UTC +0)

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Michelle Catterson

Chair

Date: 07 December 2022



**BRITISH DYSPLEXIA ASSOCIATION**  
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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 MARCH 2022**

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the audited financial statements of The British Dyslexia Association (the Charity and the Group) for the year ended 31 March 2022. The Trustees confirm that the Annual Report and financial statements of the Charity and the Group comply with the current statutory requirements, the requirements of the Charity and the Group's governing document and the provisions of the Statement of Recommended Practice (SORP), 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).

Since the Charity and the Group qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 has been omitted.

**Structure, governance and management.**

The Charity was incorporated on 5 July 1984 and is governed by its Memorandum and Articles of Association which were last amended by a special resolution dated 15 November 2009 in which support groups were amalgamated into Local Dyslexia Associations. 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.

The Board of Trustees are responsible for the overall governance of the Charity and have the right to exercise all the powers of the charity subject to the provisions of the Companies Act 2006, the Memorandum and Articles and directions given by special resolution.

Trustees are required to meet four times a year. They review strategy and operational performance and agree operating plans and budgets. The BDA Senior Management Team attend meetings when required.

New Trustees receive an induction which includes face-to-face training and a pack which contains extensive information to help them understand what is required of them and to facilitate effective performance.

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

**Finance Committee.**

The Finance Committee meet once a quarter, and comprises the Honorary Treasurer, Chair and Chief Executive. In addition, since February 2022 the Head of Finance has been in attendance.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**Local Association Board.**

The Local Association Board (LAB) established under a Byelaw made by the Board continues to be the regular link between the network of Local Dyslexia Associations across England, Wales and Northern Ireland and the Trustee body.

LAB representatives – or their alternates – represent the Local Associations. They meet regularly to discuss ideas and concerns covering all ages and all aspects of dyslexia in Education, Employment, and the Community. The LAB nominates four candidates for Trusteeship when they arise. Several of its members are dyslexic themselves which helps them to understand the issues and their impact.

**Organisational Members Committee.**

The Supporting Corporate Members Committee provided for in the former constitution ceased to exist formally when that constitution was replaced. The Board passed a Byelaw in October 2007 to constitute an Organisational Members Committee as a forum for those members.

**Accreditation Board.**

In educational terms, the Accreditation Board underpins the highest-level work of the BDA. Accreditation, through this Board, is recognised as the accolade in teacher training internationally and is held in high regard by UK government bodies. The constitution of the Accreditation Board is described in a byelaw passed in September 2018.

Currently, the BDA Accreditation Board fulfils a number of different roles and functions:

- It awards individual qualifications to those who successfully complete accredited courses;
- It accredits courses based on detailed assessment of course content and on inspection visits;
- It actively works with academic institutions in order to develop courses;
- It issues assessment and teaching practising certificates;
- It sets standards and criteria.

**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. Committee members give talks with demonstrations, write articles, and take part in events and exhibitions. Examples of these groups include “New Technologies”, “Music”, “Maths learning difficulties and dyscalculia” and “Cultural Perspectives”. The Trustees are grateful for the valuable contribution and specialist skills provided by those involved in these groups.

**Management.**

The Chief Executive is responsible for the day to day management of the Charity's affairs and for implementing policies agreed by the Board of Trustees. The Chief Executive is assisted by the Senior Management Team.

**Group Structure.**

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

**Corporate Governance.**

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

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

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

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

**Risk Management.**

The Trustees have developed a risk management process to assess and manage the business risks. This is regularly reviewed and updated. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors to the Headquarters in Bracknell.

**Remuneration of key management.**

Salary bands are operated throughout the BDA, including key management personnel, based on a number of factors, including levels of responsibility. These bands are monitored by the Trustees.

**Objects, Strategic Objectives and Principal Activities of the Charity.**

The current constitution, which was adopted at an Extraordinary General Meeting of the Charity in May 2005, allows for a membership organisation in which there are three classes of member:

- Local Associations;
- Individual members; and
- Organisational Members (any organisation which wishes to support the Charity).

The constitution allows the Board to make administrative arrangements under the constitution by means of Bye Laws which have to be published as the Board thinks fit, and which can be amended or annulled by a majority vote in a general meeting. So far, the Board has made a Byelaw in relation to:

- Local Associations (whose effect was to reproduce the previous arrangements relating to them); and a subsequent amendment to that byelaw in December 2006 allowing the trustee representation from the local associations to be nominated by the Local Association Board;
- Organisational Members committee whose purpose is to provide for debate concerning matters relating to Organisational Members, to improve communication between the British Dyslexia Association and Organisational Members. It also allows for the committee to nominate trustees from the Organisational Members section of the membership.
- In 2011 the BDA extended Individual Membership to include categories of Professional Membership. In 2011 the BDA also launched a Shared Membership Scheme in partnership with Local Associations, as an added benefit to Local Associations and their members.
- In 2018 the BDA formalised the functions and structure of the Accreditation Board through a byelaw.

The Charity's Objects 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."

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**Strategic Objectives.**

The BDA aims to bring about a Dyslexia Friendly Society.

Within this overall aim, the BDA Management Board has set key goals:

- To build awareness of dyslexia in all sectors of society, emphasizing strengths as well as the challenges of dyslexia and related neuro-diverse conditions, at all ages.
- Early and rapid identification of dyslexic difficulties for all in society.
- Availability of effective, accessible, and appropriate teaching provision for all dyslexic children, young people, and adults. To develop a BDA distance learning system using technology to teach reading, spelling and writing.
- Availability of appropriate, accessible assessments for all dyslexic children, young people and adults.
- Reasonable adjustments for dyslexic individuals within all sectors of society (including education, employment, training and the criminal justice system).
- Information available and accessible for dyslexic individuals across the age ranges and sectors, and for those who support them, about effective strategies to both help overcome dyslexia related difficulties, and to maximise their strengths.

These goals are translated into specific objectives for the purposes of day-to-day planning.

**Activities to complete the BDA goals.**

The BDA undertakes a range of activities to meet the BDA goals, including:

- runs the national Helpline for those seeking advice concerning dyslexia and related conditions; provides an assessments service;
- accredits training that specialist teachers undertake, and has formal systems for recognising their individual competence;
- has a registered Quality Mark to recognise organisations who are contributing to establishing a dyslexia friendly society;
- runs many events and creates publications to disseminate research findings and best practice;
- has several thematic committees run by volunteers to achieve its aims in different sectors.
- Collaborates with Local Dyslexia Associations to achieve its aims in a variety of locations

The BDA is fortunate to work alongside more than 40 affiliated Local Dyslexia Associations (each is a separate charity) and their support and assistance working together to meet the aims of the BDA is greatly appreciated and valued.

**The criteria/measures used to assess success in the reporting period.**

Success is monitored and measured through a number of ways, including regular reporting - both with outcome data and against financial budgets - to the Chief Executive and Trustee Board. Financial reporting mechanisms include internal processes and the oversight by the Finance Committee which includes a Trustee with financial expertise.

**Public Benefit Statement.**

The Trustees ensure that the Charity's objectives and work benefit the public and meet the spirit, as well as the recommendations of the Charity Commission's guidance on Public Benefit. The BDA's services are open to all and efforts are made to ensure that accessibility is constantly considered. Services such as the National Helpline, the guidance and information sheets on the website are provided without charge. We are grateful to have some donated funds for the Helpline, but it is largely paid for through areas where we can make a charge such as training, conferencing and publications. In addition, whilst there are charges for our professional services, we also try to ensure that there is provision for the poor, especially those who are dyslexic and

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

impoverished.

The charity is a membership organisation and for a small fee individuals and organisations can join. There are over 40 Local Dyslexia Associations (LDAs) who provide many free services at grass roots level and have their own members. These Associations pay a small charge to be affiliated to the BDA but receive benefits from the BDA which increase their capacity and this work is subsidised by the BDA.

We continue to offer access to some free webinars and free resources for parents, teacher trainers, teachers, Youth Offending Teams and others, which can be downloaded from our website or are provided on request.

The BDA works towards creating a dyslexia friendly society and in achieving this aim, it makes recommendations on policy and practice. This means working with Government and other decision-making bodies, providing expert staff for free to ensure that appropriate decisions are taken. These recommendations stem from research and experience and the BDA disseminates this information as widely as possible. As many of the initiatives that improve lives for dyslexic people also significantly benefit those without dyslexia, this is a gain for all in society.

The BDA has an increasing reach through multiple online channels and provides a range of e-newsletters to anyone who opts in. Through this direct mode of communications, we spread awareness, provide useful information, and promote engagement with the BDA (i.e., events, conferences, fundraisers).

The BDA does make a charge for some services such as attending a conference or training event, but these fees are kept to a minimum. Any resulting income is used to support other activities which are provided without charge and affect those who are the most vulnerable in society.

The BDA has a strong base in volunteering, in addition to the Trustees. The Helpline has a rota of volunteers to help to cover the phones and email, there are also volunteers who help with other services and who run events to disseminate information and research. The Accreditation Board is also assisted by volunteers who have provided the accreditation process for universities and colleges to run specialist teacher training courses.

Our New Technologies Committee is also staffed by volunteers. They review new technology and publish this information which creates awareness of products and software which may be helpful to dyslexic individuals. The Music Committee also provides guidance for music teachers and educators on dyslexia friendly teaching. The other BDA Committees are populated by volunteers, providing information, activities and other resources to support the mission of the BDA.

The BDA works with a number of partners including Dyslexia Scotland, the European Dyslexia Association and other dyslexia associations around the world and is the secretariat for the APPG on dyslexia and other SpLDs.

The BDA's activities are financially accounted for through the charity and the trading company – BDA (Initiatives) Limited. The Consolidated Balance Sheet show the split between the "Group" and the "Charity".

The trustees have complied with the duty in section 17(5) of the charities Act 2011 to have due regard to public benefit guidance published by the Commission.

**Achievements, Financial Performance and Future Plans.**

For a summary of key achievements, please see chair's introduction.

Financial highlights:

- The charity was the beneficiary of two significant Legacies during the year, one of which was over £232k. It is envisaged that a significant portion of this income will support the rollout of the Bursary scheme, and to enable wider access to Dyslexia Assessments.
- Income from Training has increased to £907,068 (2021:£755,828). During COVID we saw a rise in interest in our courses, such as the accredited Level 5 course, and this growth is continuing.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**Reserves Policy.**

The holding of general reserves is intended to reduce the risk of organisational disruption resulting from an interruption in income or other business risks. The BDA reserves policy is to retain 3 months of unrestricted expenditure. Based on expenditure during the period, the reserves target at year end is therefore £520,973. This target was achieved as our unrestricted reserves ended the year at £971,035.

**Related party Transactions.**

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

**Appreciation of Support.**

Trustees wish to express their gratitude to all those who have supported the charity during the course of the year, particularly those funders who have provided finance as well as those who have provided voluntary support in kind.

The following donations have provided support in excess of £1,000:

- Ernest Hecht Charitable Trust
- Home Bargains

**Risks and plans/strategies to reduce these:**

Four risks are identified as follows:

Risk 1: Lack of continuance in the stream of project funding.

Plan: The BDA has a successful strategy of teaming with other stakeholders in the sector to submit bids and deliver projects where the scale of the project would benefit from this. The BDA will continue to build such alliances as well as bidding for other projects as a separate organisation. The BDA takes pride in a robust project delivery reputation for delivering key performance indicators on time and to budget. This is achieved through rigorous project monitoring and management.

The BDA will continue to target a wide range of potential funding bids for suitable project funding, where this will meet BDA aims and increase reach. Resource allocations will be in line with the project requirements, without assuming continuance of funding after the initial allocated project period.

The BDA continues to build up a range of activities with a commercial element, e.g. training, conferences and publication sales, in order to guard against the uncertainty of future project funding.

Risk 2: Downturn in income from trading activities due to weak economic environment.

Plan: In the current economic environment of uncertainty and cuts, companies, schools and individuals who are the main purchasers of BDA activities (including membership, accreditation services, training, conferences and publications), may be less likely to be able to afford doing so. The BDA has a number of strategies to mitigate against this, including developing new, innovative services, e.g. BDA e-learning training, which meets customer needs for being affordable and easy to fit into busy lifestyles.

The BDA wishes to maximise reach for our charitable objectives and where possible periodically offers special deals (e.g. on publications during Dyslexia Awareness Week), to stimulate interest and spread valuable information.

Increasing use of social media for reach and advertising purposes is a further strategy, which meets BDA aims but also contributes to some revenue streams.



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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

Risk 3: Fundraising income negatively affected by economic environment.

Plan: The BDA is seeking to build up fundraising activities and supporters, with a view to long-term engagement and event planning, as well as maximising other mechanisms for donating, for both regular giving and one-off donations. The BDA is very grateful to both financial contributors and volunteers who support these activities.

Risk 4: Covid

Since the start of the Coronavirus pandemic March 2020, we have developed our products and services to reduce its impact on our operations. We have developed virtual training, webinars and conferences, as well as other digital technologies which will reach and support more people with dyslexia.

**Future plans.**

The BDA will celebrate its 50th anniversary in 2022, and plans are underway to mark this significant milestone.

We plan to refresh the values of the organisation, a process we have started through open and collaborative workshops with staff and Trustees. There are plans for new members of staff, including new roles within the Senior Management Team.

We plan to refresh our vision, mission, and values, along with developing a new brand fit for digital use. In order to extend our reach and support to more people, we intend to reimagine the BDA for a digital age. A Communications strategy will be created in FY22/23 with a 2-year activation plan, which will focus on developing the charitable arm of the organisation and to support the development of new income streams.

In addition, an updated Strategy for the organisation will be finalised in 2022.

**Statement of Trustees' responsibilities.**

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

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

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

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.

**BRITISH DYSLEXIA ASSOCIATION**  
**(A company limited by guarantee).**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**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, 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:

*M Catterson*

Michelle Catterson 07 Dec 2022 12:49:53 GMT (UTC +0)

.....  
**Michelle Catterson**

Chair

Date: 07 December 2022



**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 2022 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 2022 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 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**  
**(A company limited by guarantee).**

**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.

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

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

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

**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**  
**(A company limited by guarantee).**

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

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

We have been appointed as auditor under section 151 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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](http://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 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.



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

Date: 9 December 2022

**BRITISH DYSLEXIA ASSOCIATION**  
(A company limited by guarantee).

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND  
EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 MARCH 2022**

	Note	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
<b>Income from:</b>					
Donations and legacies	3	-	290,731	290,731	58,577
Charitable activities:					
Resources from government and public authorities		730	22,265	22,995	208,106
Publications		-	24,517	24,517	26,240
Conferences and training		-	906,338	906,338	755,828
Membership income		-	134,932	134,932	131,195
Other trading activities:					
Fundraising		-	49,195	49,195	20,432
Trading activities		-	798,840	798,840	589,665
Investments	4	-	192	192	595
Other income		-	1,500	1,500	-
<b>Total income</b>		<b>730</b>	<b>2,228,510</b>	<b>2,229,240</b>	<b>1,790,638</b>
<b>Expenditure on:</b>					
Raising funds:					
Voluntary income and fundraising costs		-	85,230	85,230	21,930
Trading subsidiary costs		-	368,198	368,198	318,473
Other costs of trading		-	46,958	46,958	38,667
Charitable activities:					
Membership, policy and information		-	400,552	400,552	240,052
Projects (education and quality mark)		26,031	127,351	153,382	261,825
Conferences and training		-	1,065,180	1,065,180	766,018
Governance costs		-	8,950	8,950	8,840
<b>Total expenditure</b>		<b>26,031</b>	<b>2,102,419</b>	<b>2,128,450</b>	<b>1,655,805</b>
<b>Net (expenditure)/income</b>		<b>(25,301)</b>	<b>126,091</b>	<b>100,790</b>	<b>134,833</b>
<b>Net movement in funds.</b>		<b>(25,301)</b>	<b>126,091</b>	<b>100,790</b>	<b>134,833</b>

**BRITISH DYSLEXIA ASSOCIATION**  
(A company limited by guarantee).

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND  
EXPENDITURE ACCOUNT) (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2022**

Note	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
<b>Reconciliation of funds:</b>				
Total funds brought forward.	233,577	836,796	1,070,371	935,540
Net movement in funds.	(25,301)	126,091	100,790	134,833
<b>Total funds carried forward:</b>	<u>208,276</u>	<u>962,887</u>	<u>1,171,163</u>	<u>1,070,373</u>

The notes on pages 24 to 41 form part of these financial statements.

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

**CONSOLIDATED BALANCE SHEET**  
**AS AT 31 MARCH 2022**

	Note	2022 £	2021 £
<b>Fixed assets</b>			
Tangible assets	10	23,786	19,328
		<u>23,786</u>	<u>19,328</u>
<b>Current assets</b>			
Debtors	12	143,290	160,387
Cash at bank and in hand		1,751,184	1,670,200
		<u>1,894,474</u>	<u>1,830,587</u>
Creditors: amounts falling due within one year	13	(747,097)	(779,542)
<b>Net current assets</b>		<u>1,147,377</u>	<u>1,051,045</u>
<b>Total assets less current liabilities</b>		<u>1,171,163</u>	<u>1,070,373</u>
<b>Total net assets</b>		<u><u>1,171,163</u></u>	<u><u>1,070,373</u></u>
<b>Charity funds</b>			
Restricted funds	15	208,276	233,577
Unrestricted funds	15	962,887	836,796
<b>Total funds</b>		<u><u>1,171,163</u></u>	<u><u>1,070,373</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:

*M Catterson*

Michelle Catterson 07 Dec 2022 12:49:53 GMT (UTC +0)

**Michelle Catterson**

Chair

Date: 07 December 2022

*T Neale*

Tim Neale 09 Dec 2022 09:18:43 GMT (UTC +0)

**Tim Neale**

Trustee

The notes on pages 24 to 41 form part of these financial statements.

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

**CHARITY BALANCE SHEET**  
**AS AT 31 MARCH 2022**

	Note	2022 £	2021 £
<b>Fixed assets</b>			
Tangible assets	10	23,786	19,328
Investments	11	2	2
		<u>23,788</u>	<u>19,330</u>
<b>Current assets</b>			
Debtors	12	509,036	382,303
Cash at bank and in hand		1,258,852	1,170,941
		<u>1,767,888</u>	<u>1,553,244</u>
Creditors: amounts falling due within one year	13	(620,511)	(502,200)
		<u>1,147,377</u>	<u>1,051,044</u>
<b>Net current assets</b>		<u>1,147,377</u>	<u>1,051,044</u>
<b>Total assets less current liabilities</b>		<u>1,171,165</u>	<u>1,070,374</u>
<b>Total net assets</b>		<u><u>1,171,165</u></u>	<u><u>1,070,374</u></u>
<b>Charity funds</b>			
Restricted funds	15	208,276	233,577
Unrestricted funds	15	962,889	836,797
		<u>1,171,165</u>	<u>1,070,374</u>
<b>Total funds</b>		<u><u>1,171,165</u></u>	<u><u>1,070,374</u></u>

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

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

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

*M Catterson*

Michelle Catterson 07 Dec 2022 12:49:53 GMT (UTC +0)

**Michelle Catterson**

Chair

Date: 07 December 2022

*T Neale*

Tim Neale 09 Dec 2022 09:18:43 GMT (UTC +0)

**Tim Neale**

Trustee

The notes on pages 24 to 41 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 2022**

	Note	2022 £	2021 £
<b>Cash flows from operating activities</b>			
Net cash used in operating activities	18	<b>96,374</b>	396,871
<b>Cash flows from investing activities</b>			
Dividends, interests and rents from investments		<b>192</b>	595
Purchase of tangible fixed assets		<b>(15,582)</b>	(18,926)
<b>Net cash used in investing activities</b>		<b>(15,390)</b>	<b>(18,331)</b>
<b>Change in cash and cash equivalents in the year</b>		<b>80,984</b>	<b>378,540</b>
Cash and cash equivalents at the beginning of the year		<b>1,670,200</b>	1,291,660
<b>Cash and cash equivalents at the end of the year</b>	19	<b>1,751,184</b>	1,670,200

The notes on pages 24 to 41 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 2022**

**1. Accounting policies.**

**1.1 Basis of preparation of financial statements.**

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

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

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

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

**1.2 Fund accounting.**

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

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

**1.3 Basis of consolidation.**

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

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

The income and expenditure account for the year dealt with in the accounts of the Charity was a surplus of £100,789 (2021: surplus of £134,833).

**BRITISH DYSLEXIA ASSOCIATION**  
**(A company limited by guarantee).**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**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 2022**

**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.

**Grants.**

Grants are included in the consolidated statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

**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.

**BRITISH DYSLEXIA ASSOCIATION**  
**(A company limited by guarantee).**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**1. Accounting policies. (continued)**

**1.5 Resources expended. (continued)**

**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.

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 Government grants.**

Government grants relating to tangible fixed assets are treated as deferred income and released to the consolidated statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the consolidated statement of financial activities as the related expenditure is incurred.

**1.8 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 2022**

**1. Accounting policies. (continued)**

**1.9 Investments.**

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

**1.10 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.

**1.11 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.

**1.12 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.

**1.13 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.

**1.14 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.

**1.15 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.

**1.16 Leases.**

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

**BRITISH DYSLEXIA ASSOCIATION**  
(A company limited by guarantee).

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022**

**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.**

	<b>Unrestricted funds 2022</b>	<b>Total funds 2022</b>	<b>Total funds 2021</b>
	£	£	£
Donations	290,731	<b>290,731</b>	44,456
Government grants	-	-	14,121
	<u>290,731</u>	<u><b>290,731</b></u>	<u>58,577</u>
Total 2021	<u>58,577</u>	<u>58,577</u>	

**4. Investment income.**

	<b>Unrestricted funds 2022</b>	<b>Total funds 2022</b>	<b>Total funds 2021</b>
	£	£	£
Bank interest	192	<b>192</b>	595
	<u>192</u>	<u><b>192</b></u>	<u>595</u>
Total 2021	<u>595</u>	<u>595</u>	

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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.

	<b>2022</b>	2021
	£	£
<b>Profit and loss account.</b>		
Turnover	<b>798,820</b>	589,552
Cost of sales	<b>(536,923)</b>	(477,355)
	<hr/>	<hr/>
Gross profit	<b>261,897</b>	112,197
Other operating income	<b>1,500</b>	-
Administrative expenses	<b>(2,256)</b>	(2,023)
	<hr/>	<hr/>
Operating profit	<b>261,141</b>	110,174
Interest payable and similar charges	<b>20</b>	113
	<hr/>	<hr/>
Net profit	<b>261,161</b>	110,287
Gift aid donations to the British Dyslexia Association	<b>(261,161)</b>	(110,287)
Transfer to reserves	<b>-</b>	-
	<hr/> <hr/>	<hr/> <hr/>

**6. Net income/ (expenditure).**

This is stated after charging:

	<b>2022</b>	2021
	£	£
Depreciation of tangible fixed assets - owned by the charitable group	<b>11,124</b>	8,605
	<hr/>	<hr/>
Auditors remuneration - audit services	<b>9,280</b>	8,840
	<hr/> <hr/>	<hr/> <hr/>



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**7. Analysis of total expenditure.**

	<b>Direct Staff Costs 2022</b>	<b>Support costs 2022</b>	<b>Other 2022</b>	<b>Total funds 2022</b>	<b>Total funds 2021</b>
	£	£	£	£	£
<b>Raising funds</b>					
Voluntary income	38,348	35,449	11,433	<b>85,230</b>	21,930
Commercial trading operations	-	-	368,198	<b>368,198</b>	318,473
Other trading costs	25,516	19,724	1,718	<b>46,958</b>	38,667
	<u>63,864</u>	<u>55,173</u>	<u><b>381,349</b></u>	<u><b>500,386</b></u>	<u>379,070</u>
<b>Charitable activities</b>					
Membership, policy and information projects	263,664	80,257	56,631	<b>400,552</b>	240,052
Projects (education, quality mark)	80,902	29,411	43,069	<b>153,382</b>	261,825
Conferences and training	721,600	248,695	94,885	<b>1,065,180</b>	766,018
Governance costs	-	-	8,950	<b>8,950</b>	8,840
	<u>1,130,030</u>	<u>413,536</u>	<u>584,884</u>	<u><b>2,128,450</b></u>	<u>1,655,805</u>
Total 2021	<u><u>747,119</u></u>	<u><u>300,934</u></u>	<u><u>607,752</u></u>	<u><u>1,655,805</u></u>	

**8. Support costs.**

	<b>Finance 2022</b>	<b>HR 2022</b>	<b>Total funds 2022</b>	<b>Total funds 2021</b>
	£	£	£	£
Voluntary income	8,911	11,421	<b>20,332</b>	16,911
Other trading costs	4,910	6,292	<b>11,202</b>	13,405
Membership, policy and information	41,881	53,673	<b>95,554</b>	58,280
Projects (education, quality mark)	14,176	18,168	<b>32,344</b>	24,302
Conferences and training	111,373	142,731	<b>254,104</b>	188,036
	<u>181,251</u>	<u>232,285</u>	<u><b>413,536</b></u>	<u>300,934</u>
Total 2021	<u><u>147,685</u></u>	<u><u>153,249</u></u>	<u><u>300,934</u></u>	

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**9. Trustees and employees.**

	<b>2022</b>	2021
	£	£
Wages and salaries	<b>1,132,277</b>	835,298
Social security costs	<b>99,565</b>	75,980
Pension costs	<b>59,821</b>	47,527
	<u><b>1,291,663</b></u>	<u>958,805</u>

No Trustee or any party related to them received any remuneration during the period. Out of pocket expenses totalling £542 (2021: £Nil) in respect of travelling, subsistence and telephone charges, directly associated with the running of the charity were reimbursed to 4 Trustees (2021: 0 Trustees).

1 employee received remuneration in between of £70,000 - £80,000 (2021: 1 between £70,000 - £80,000). Pension paid on behalf of this employee totalled £3,000 (2021: £831).

The average number of persons employed by the charity during the year was 45 (2021: 29) of which 19 (2021: 13) were full time and 26 (2021: 16) were part time. The full time equivalent of the part time staff is 11 (2021: 11).

No employees were made redundant during the year (2021: Nil)

	<b>2022</b>	2021
	£	£
Chief executive	<b>1</b>	1
Training & education	<b>22</b>	17
Helpline	<b>1</b>	2
Fundraising & publicity	<b>1</b>	1
Management & administration	<b>4</b>	4
	<u><b>29</b></u>	<u>25</u>

During the year remuneration paid to key management totalled £270,508 (2021: £104,647).

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**10. Tangible fixed assets.**

**Group and Charity**

	Short-term leasehold property £	Fixtures and fittings £	Computer equipment £	Total £
<b>Cost or valuation</b>				
At 1 April 2021	11,506	947	71,673	84,126
Additions	-	-	15,582	15,582
Disposals	(11,506)	(563)	(8,708)	(20,777)
At 31 March 2022	-	384	78,547	78,931
<b>Depreciation</b>				
At 1 April 2021	10,355	819	53,624	64,798
Charge for the year	1,151	77	9,896	11,124
On disposals	(11,506)	(563)	(8,708)	(20,777)
At 31 March 2022	-	333	54,812	55,145
<b>Net book value</b>				
At 31 March 2022	-	51	23,735	23,786
At 31 March 2021	1,151	128	18,049	19,328

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**11. Fixed asset investments.**

	Investments in subsidiary companies £
<b>Charity</b>	
<b>Cost or valuation</b>	
At 1 April 2021	2
	<hr/>
At 31 March 2022	2
	<hr/> <hr/>
<b>Net book value</b>	
At 31 March 2022	2
	<hr/>
At 31 March 2021	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	800,340	(539,179)	261,161	2

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**12. Debtors.**

	Group 2022	Group 2021	Charity 2022	Charity 2021
	£	£	£	£
<b>Due within one year</b>				
Trade debtors	85,422	59,901	42,462	34,377
Amounts owed by group undertakings	-	-	412,322	251,372
Other debtors	-	235	-	235
Prepayments and accrued income	57,868	100,251	54,252	96,319
	<u>143,290</u>	<u>160,387</u>	<u>509,036</u>	<u>382,303</u>

**13. Creditors: Amounts falling due within one year.**

	Group 2022	Group 2021	Charity 2022	Charity 2021
	£	£	£	£
Trade creditors	16,302	44,389	16,302	19,339
Other taxation and social security	46,527	45,872	29,497	19,034
Other creditors	11,407	8,031	11,407	8,031
Accruals and deferred income	672,861	681,250	563,305	455,796
	<u>747,097</u>	<u>779,542</u>	<u>620,511</u>	<u>502,200</u>

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**14. 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:

	<b>As at 1 April 2021</b>	<b>Received</b>	<b>Released</b>	<b>Total funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Training courses	335,317	876,713	(718,271)	<b>493,759</b>
Assessments	160,050	441,459	(551,804)	<b>49,705</b>
London Marathon	2,464	12,999	(15,463)	<b>-</b>
Conferences	44,606	28,430	(72,123)	<b>913</b>
OCN fees	63,378	31,463	(39,292)	<b>55,549</b>
Other	23,695	23,435	(22,895)	<b>24,235</b>
	<u>629,510</u>	<u>1,414,499</u>	<u>(1,419,848)</u>	<u><b>624,161</b></u>

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

**Statement of funds - current year.**

	Balance at 1 April 2021 £	Income £	Expenditure £	Balance at 31 March 2022 £
<b>Unrestricted funds</b>				
General Funds	836,796	2,228,510	(2,102,419)	962,887
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Restricted funds</b>				
Mentoring	1,000	-	-	1,000
Children Will Shine	37,250	730	(3,464)	34,516
Other donations	165,092	-	(22,142)	142,950
Helpline	13,072	-	(425)	12,647
Malpas	17,163	-	-	17,163
	<hr/>	<hr/>	<hr/>	<hr/>
	233,577	730	(26,031)	208,276
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total of funds</b>	<u>1,070,373</u>	<u>2,229,240</u>	<u>(2,128,450)</u>	<u>1,171,163</u>

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**15. Statement of funds (continued)**

**Statement of funds - prior year.**

	Balance at 1 April 2020 £	Income £	Expenditure £	Balance at 31 March 2021 £
<b>Unrestricted funds</b>				
General Funds	860,699	1,605,944	(1,629,847)	836,796
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Restricted funds</b>				
Mentoring	1,000	-	-	1,000
Children Will Shine	37,654	559	(963)	37,250
Other donations	5,952	184,135	(24,995)	165,092
Helpline	13,072	-	-	13,072
Malpas	17,163	-	-	17,163
	<hr/>	<hr/>	<hr/>	<hr/>
	74,841	184,694	(25,958)	233,577
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total of funds</b>	<hr/> <hr/> 935,540	<hr/> <hr/> 1,790,638	<hr/> <hr/> (1,655,805)	<hr/> <hr/> 1,070,373

**16. Summary of funds.**

**Summary of funds - current year.**

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



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

**Summary of funds - prior year.**

	Balance at 1 April 2020 £	Income £	Expenditure £	Balance at 31 March 2021 £
General funds	860,699	1,605,944	(1,629,847)	836,796
Restricted funds	74,841	184,694	(25,958)	233,577
	<u>935,540</u>	<u>1,790,638</u>	<u>(1,655,805)</u>	<u>1,070,373</u>

**17. Analysis of net assets between funds.**

**Analysis of net assets between funds - current period.**

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	-	23,786	<b>23,786</b>
Current assets	207,546	1,686,928	<b>1,894,474</b>
Creditors due within one year	-	(747,097)	<b>(747,097)</b>
Difference	730	(730)	-
<b>Total</b>	<u>208,276</u>	<u>962,887</u>	<u><b>1,171,163</b></u>

**Analysis of net assets between funds - prior period.**

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	19,328	19,328
Current assets	233,577	1,597,010	1,830,587
Creditors due within one year	-	(779,542)	(779,542)
<b>Total</b>	<u>233,577</u>	<u>836,796</u>	<u>1,070,373</u>

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

	Group 2022 £	Group 2021 £
Net income for the year (as per Statement of Financial Activities)	<b>100,790</b>	134,833
<b>Adjustments for:</b>		
Depreciation charges	<b>11,124</b>	8,605
Interest from investments	<b>(192)</b>	(595)
Decrease/(increase) in debtors	<b>17,097</b>	(12,814)
Increase/(decrease) in creditors	<b>(32,445)</b>	266,842
<b>Net cash provided by operating activities</b>	<b>96,374</b>	396,871

**19. Analysis of cash and cash equivalents.**

	Group 2022 £	Group 2021 £
Cash in hand	<b>1,751,184</b>	1,670,200
<b>Total cash and cash equivalents</b>	<b>1,751,184</b>	1,670,200

**20. Analysis of changes in net debt.**

	At 1 April 2021 £	Cash flows £	At 31 March 2022 £
Cash at bank and in hand	<b>1,670,200</b>	<b>80,984</b>	<b>1,751,184</b>
	<b>1,670,200</b>	<b>80,984</b>	<b>1,751,184</b>

**21. Pension commitments.**

The charity contributes to the personal pension plans of certain of its employees, which are held in defined contribution schemes. Contributions are charged in the financial statements on an accruals basis and there were £9,334 (2021: £8,301) of outstanding contributions at the balance sheet date. Pension costs charged in the year were £60,969 (2021: £40,925).

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**22. Operating lease commitments.**

At 31 March 2022 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	<b>Group</b>	Group	<b>Charity</b>	Charity
	<b>2022</b>	2021	<b>2022</b>	2021
	£	£	£	£
Not later than 1 year	<b>29,041</b>	6,867	<b>29,041</b>	-
Later than 1 year and not later than 5 years	<b>28,730</b>	-	<b>28,730</b>	-
	<u><b>57,771</b></u>	<u>6,867</u>	<u><b>57,771</b></u>	<u>-</u>

**23. Related party transactions.**

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

- Reimbursement of expenses incurred by certain Trustees in the furtherance of their activities as Trustees (see note 10).
- Donations from trustees totalling £542.