



ANNUAL REVIEW 2017/18

The BDA stands for **D**eaf **E**quality, **A**ccess and **F**reedom of choice

Who We Are / What We Do



The British Deaf Association (BDA) is a Deaf-led organisation focusing on Deaf people who use British Sign Language (BSL) or Irish Sign Language (ISL) as their first or preferred language.

The **BDA** is the leading Deaf organisation in the UK run by Deaf people; united by shared experiences, history, and, most importantly, by BSL and ISL.

Since 1890, the **BDA**'s long standing commitment has been to ensure that the language, culture, community, diversity and heritage of Deaf people should be effectively protected by valuing the rights of Deaf people – with all their diverse experiences and abilities – and the usage of BSL and ISL.

The **BDA** wishes to see a society where

sign language users have the same rights, responsibilities, opportunities and quality of life as everyone else.

The **BDA** stands for Deaf Equality, Access, and Freedom of choice:

EQUALITY

That Deaf people are able to access information and support in their preferred language and are able to have the same opportunities to achieve the same outcomes as hearing people. Legal recognition of BSL and ISL is essential to this awareness, recognition and respect, as well as achieving equality of access and achievement for Deaf people.

ACCESS

Every Deaf person must have access to services – from government level down to their local shop – in their preferred language.

FREEDOM OF CHOICE

Every Deaf person should have the right to choose to sign or speak or both without sanction and without obstacles.

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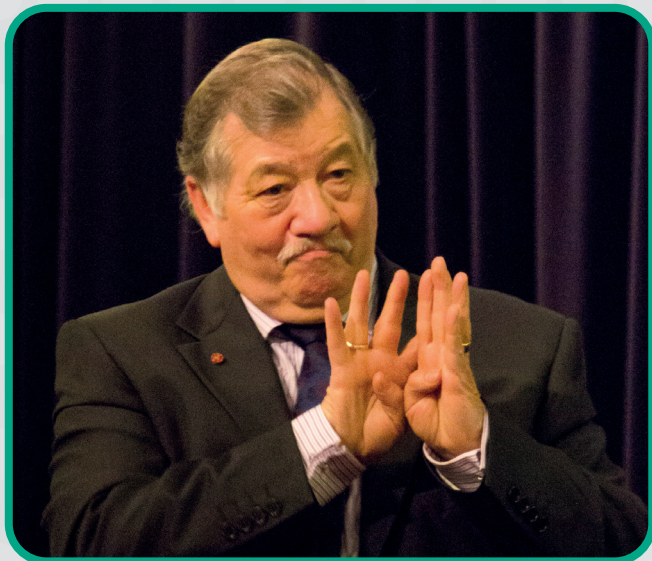
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Outgoing Chair's Statement



Welcome, on behalf of the board and the staff of the British Deaf Association (BDA), to this 2017-18 Annual Review.

The **BDA** Annual Review serves as a yearly account of the activities and financial status of the **BDA**, and once again I am honoured to preface this with my own statement.

This year has been a poignant one for me, as it saw the end of my tenure as Chair of the organisation, though I know that the organisation is in safe hands under the expert guidance of our new Chair, Agnes Dyab. Agnes is the first female Chair in the

BDA's 127 year history, and I know that she – and the new board – will continue our historic work in breaking down barriers for all Deaf people.

2017-18 has seen some key developments for the **BDA**, with the expansion of the Deaf Roots and Pride project, further progress with our BSL Charter, and a huge growth in our policy work, including our first time engaging in a state review by the United Nations. We have been involved in promoting the rights of Deaf sign language users across all of the devolved nations, through access and inclusion events, advocacy work, the BSL National Plan in Scotland, and our ongoing work to try and bring legal recognition of sign languages across the UK. The **BDA** continue to give specific focus to the Deaf community in our 'community development' projects through social events, mentoring schemes, *British Deaf News* and the annual 'National Sign Language Week' awareness campaign, all of which have continued growing in scope and reach.

I hope that the impact of this work will help

serve as the legacy of my time as **BDA** Chair. This annual review details extensively the many projects the **BDA** run for Deaf people to improve our lives, however we recognise that in order to make meaningful changes we need to keep on driving a more systemic societal change. Our continuing work in policy, with organisations, for young deaf people, and in education are all testament to this.

Finally, I would like to thank all of the **BDA** staff across the UK who have worked tirelessly throughout my tenure to realise these aims, and without whom we would not have so many achievements to include in our annual reviews. Our work is like a tree. The roots are the Deaf community, and the trunk stands firm – that's the **BDA** staff; the leaves and branches are our managers and the **BDA** Board. We all work as a single team, with a common purpose; to improve the lives of Deaf sign language users in the UK.

I'm proud of our many achievements together, and I look forward to what comes next for the new Chair and new board.

Incoming Board's Statement: Looking to the Future

We are all very honoured and excited to be forming the Board of Britain's oldest and leading Deaf People's Organisation. We consider it a great privilege and look forward to working with the Executive Director to continue developing the BDA's scope of activities, as well as lobbying for fair and equal rights for Deaf people in wider society.

This year marks a century since our deaf founder – Francis Maginn – passed away, as well as the Suffragettes achieving the vote for some women. Both have a place in our hearts and minds for different reasons – Francis for his work leading to the **BDA** being set up, and the Suffragettes for giving women an improved dignity and place in the community. With the representation of many diverse backgrounds and experiences on our board, including our first female Chair, we are entering an exciting new chapter of the **BDA**'s history.

We are determined that the **BDA**, alongside our members and stakeholders, carry Francis's motivation to preserve BSL and his desire



to see Deaf people in charge of their own destiny, and deliver sustainable projects that make a real difference. As the new board have been coming together in the first few months, we have been taking time to consider and plan our future objectives, which will come into place in the coming months.

Previous Chair Doug Alker, on concluding the **BDA** AGM in Sheffield in January 2007, alluded to John F Kennedy's famous saying, 'Ask not what **BDA** can do for you, but what you can do for **BDA**'. We need to ask ourselves how the **BDA** can still be of immeasurable value

to Deaf Community and the wider world.

We honour Francis Maginn as we carry out our work, as his aims and causes have still not been achieved. BSL may be recognised by government, but we have an even higher proportion of young Deaf people still not being taught BSL at all in today's education system.

We at the **BDA** know that we can only best achieve our vision by working together with likeminded individuals and partners. We look forward to guiding the continuation of this good work.

Director's Statement

2017-18 has been a year of consolidating change within the British Deaf Association. The comprehensive new monitoring and evaluation practices implemented during the previous reporting year have been bedding in as part of the BDA's routine operations, which mean that we can now delve even further into in-depth data about our projects and their efficacy.

Beneficiaries of different **BDA** projects and events over the course of the year have totalled in excess of 10,000 individuals (10,279). The data also shows positive results of the **BDA**'s work to extend the reach of projects to new beneficiaries – 3,484 individuals who had not previously been involved with the **BDA** attended events and benefited from **BDA** projects.

This means that over 1/3 of beneficiaries this year were receiving **BDA** support for the first time.

This is a strong reflection of the work by the Access and Inclusion, and Deaf Roots and Pride projects in particular, in which a significant effort has been made over the course of the last two years to reach out to new schools, groups, and organisations to reach new beneficiaries. Work has focused in particular on individuals who may be 'slipping through the net' and going without the urgent support they require. I am proud that the **BDA** is continuing to reach individuals left out by other institutions and services.

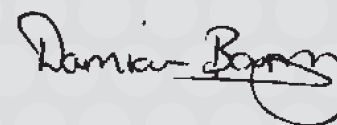
It has been a great year for **BDA** with the rising profile of sign language in all media and social media platforms. It is really encouraging to witness the sign language agenda being debated and discussed in the wider media among the hearing population, and raising much needed awareness and understanding of issues faced by sign language users every day.

I have this year been appointed as the **BDA**'s Executive Director, and in this role I will continue to focus on building sustainable operating procedures within the charity.

Over the next year, I will be focussing on our monthly reporting from all projects so we can identify our success stories to share with our members and followers, and promote wider awareness of our work.

I am excited by our new projects and initiatives, including "Transforming the Deaf Dementia Experience" and our research into deaf education, and look forward to reporting our outcomes of these new initiatives in 12 months' time.

I am heartened that the new Chair and Board of Trustees are committed to ensuring that **BDA** projects and objectives are sustainable, and that they are taking such a considered approach to identify future objectives building on the recent successes. Like many of our members, it is with great excitement and interest I look forward to the work of the new board with their considerable collective expertise, and we will be reporting on this further in the coming months.



Damian Barry, Executive Director



2017-18 at a Glance

April 2017: BDA Youth send 5 young deaf people to the World Federation of the Deaf Youth Section (WFDYS) junior camp in Australia.

May 2017: Wolverhampton Council becomes the first council in English to achieve Pledge 2 of the BSL Charter.

June 2017: Funding secured from Big Lottery Fund Wales to deliver the BDA's Access & Inclusion project.

July 2017: Start of the 'Transforming the Deaf Dementia Experience' project.

August 2017: BDA present evidence to the committee of the Convention on the Rights of Persons with Disabilities in Geneva.

September 2017: The BDA create 8 public information videos in conjunction with the World Federation of the Deaf about what "Full Inclusion with Sign Language" means, to mark International Week of the Deaf.

October 2017: The BDA mark Hate Crime Awareness Week, by producing videos explaining hate crime and highlighting the 3rd party reporting centre enabling reporting in BSL at the BDA Scotland office.

November 2017: The All-Party Parliamentary Group on Deafness secure a debate on deafness at Westminster, which supports the BDA's calls for a UK-wide sign language act.

December 2017: BDA supporter Kate Green MP highlights the new International Day of Sign Languages and the lack of legal recognition of signed languages in the UK in a signed statement in the House of Commons.

January 2018: A new collaborative pre-pilot project on dementia in Northern Ireland with Alzheimer's Society begins, running until March 2018.

February 2018: BDA attend Asia Europe Meeting (ASEM) conference to discuss implementation of UNCPRD across ASEM nations.



I hope parliament will join in me in congratulating the UN and the WFD in declaring an International Day of Sign Languages and may we have a debate on [sign languages] recognition in UK law?
Kate Green, MP

March 2018: Sign Language Week 2018. BDA Scotland present at the Scottish Government's BSL National Plan roadshow.

Our Projects

Access and Inclusion

The **BDA's** access and inclusion projects are our response to the challenge of supporting the current generation of Deaf people, large numbers of whom left school with few qualifications and with a diminished prospect of gaining employment or progressing in their careers. These individuals require ongoing personal and social development programmes in their language to build their knowledge and skills, creating the confidence and self-esteem to participate fully in society.

ADVOCACY

Our advocacy service promotes the rights of Deaf sign language users, ensuring that they are fully included in all service provision in their own communities. In 2017-18, our advocates held both 1:1 sessions with clients of the service, and larger group events to promote awareness and understanding of important issues within Deaf communities.

In the reporting period 2017-18, our



advocates held **62** of these information and training sessions, which were attended by **552** people, **129** of whom had not previously received **BDA** support. These figures demonstrate a promising increase in the reach of the work of our advocates in their areas.

Alongside these events, our advocates delivered **618** sessions of 1:1 advocacy, building up to a total of **2,034** hours of advocacy support delivered by the **BDA** over the course of the year. 100% of the clients reached required translation work as they could not understand official documents that had been sent to them.

PROMOTING INCLUSION – EVENTS

As well as advocacy, our access and inclusion projects facilitate dialogue between our Deaf beneficiaries and the wider community. This is because Deaf people can often experience isolation due to not being able to access community events or local services, and so the focus of these events is on access for Deaf people and full inclusion.

In 2017-18, **246** different 'Access and Inclusion' sessions were held across the UK. These events included information, training, and activity sessions with both Deaf participants and those of the wider

community. These sessions were attended by **1,914** participants, **650** of whom had not previously received **BDA** support.

PROVIDING INFORMATION

The **BDA** regularly serves as an information hub for Deaf people and their family members, colleagues, employers, and service providers. On contacting the **BDA**, individuals can benefit from our resources and experience and are signposted either to a relevant **BDA** project, useful resources or materials, or other organisations. This year, 1,189 enquiries were handled by **BDA** staff, and these were referred to **BDA** projects or signposted to other relevant sources of assistance. Of these:

- **407** were directed to **BDA** material or publications
- **308** were referred externally
- **162** were referred to the Deaf Roots and Pride project
- **144** were directed to the **BDA** newsletter
- **68** were referred to other **BDA** departments/projects
- **49** were referred to **BDA** advocates



Hate Crime Event

- **33** were referred to **BDA** communications team
- **9** were directed to the *BDN* mailing list
- **9** were referred to **BDA** membership

ENGLAND

Once again, staff working on the Access and Inclusion projects in England continued to provide a number of different events and workshops alongside their one-to-one advocacy services.

In 2017-18, the **BDA** held a number of events across the UK, focusing specifically on areas in which there are limited resources available in BSL. This included parenting and managing difficult behaviour, which was covered in a 6 week parenting workshop

I will use Stop the Hate Crime website VRS to report any hate crime because I need to take responsibility in reporting.

Attendee, BDA Hate Crime workshop, North London.

(*Magic 123*) designed to support Deaf parents. One impact of the session was that some Deaf parents realised that men also needed to be involved in the process.

One of the year's most popular events was a session held on Wills and Lasting Power of Attorney, subjects of which many of the

Our Projects

61 attendants had little prior experience – only one attendee had made a Will.

102 different events for Deaf participants on these topics were run in England over the course of the year, attended by 655 participants, 285 of whom had not previously had **BDA** support.

12 advocacy events were held in England, attended by 130 people, 7 of whom had not previously received support from the **BDA**. 508 separate sessions of 1:1 advocacy were provided, with a total of 1,736 hours of advocacy delivered over the course of the year.

NORTHERN IRELAND

Access and Inclusion staff based in Northern Ireland continued to provide guidance at events across Northern Ireland for Deaf people and those working with, related to, teaching or caring for Deaf people.

43 different events for Deaf participants were run by the Access and Inclusion team in Northern Ireland over the course of the year, which were attended by 446 people,



Palace of Holyroodhouse Tour

113 of whom had not previously accessed **BDA** support.

Highlights included celebrating the close of Sign Language Week 2018 with at the **BDA**'s 'Pride in Sign Language Day' held at Jordanstown School, and providing advice at the Action Deaf Youth Employability Service Open Day.

The advocacy team held 35 sessions, attended by 330 people, 107 of whom had not previously been supported by the **BDA**. One visibly emotional attendee of these sessions stated that thanks to the information

she had received during the event, she knew that she should now visit her GP.

Our advocates also delivered 109 1:1 advocacy sessions, with 297 hours of 1:1 advocacy support provided in total.

SCOTLAND

BDA Scotland has continued in its significant community outreach in its access and inclusion projects, maintaining a number of 'BSL tours' of historically and culturally significant venues across Scotland throughout the year, maintaining extensive positive feedback.

In total, the Access and Inclusion team in Scotland delivered 89 different sessions over the course of the year, which were attended by 760 participants, 248 of whom had not previously accessed support from the **BDA**.

In addition to this ongoing work, in July 2017 the **BDA** was awarded a grant by the Life Changes Trust to set up the 'Transforming the Deaf Dementia Experience' project. The three-year project has been created to support transformational and sustainable improvements in the quality of life and



Dementia project publicise the Dementia Cafe

“

Trying to find specialist information is very difficult so to have the signposting has been crucial.

Parent of deaf child

”

well-being of Deaf people living with dementia, as well as their carers. It is allowing these individuals to share and receive information, knowledge and experiences about living with, and managing, dementia through BSL.

WALES

Throughout 2017-18, there has been a focus on increasing the footprint of the Access and Inclusion project in Wales, with a Welsh office again being established so that programmes can be coordinated from within Wales.

During the year, Access and Inclusion staff delivered 12 sessions, to 53 participants in Wales, 4 of whom had not previously

accessed support from the **BDA**.

Our advocacy team delivered 15 sessions in Wales, which had 92 attendees, 14 of whom had not previously been supported by the **BDA**.

In addition to the usual activities of the Access and Inclusion project in Wales, one member of staff from the Welsh office – Michelle Fowler – was engaged for 6 months to the NHS Centre for Equality and Human rights to lead on the delivery of the engagement programme with the sensory loss community for the new Accessible Information Standard (a Welsh Government sponsored project)

This work means that at the start of the next reporting period, there will be in place a Welsh Health Circular to mandate GP surgeries to collect, record, alert and share the different communication and information needs of patients with sensory loss. Michelle presented to nearly all of the Deaf clubs in Wales and attended a number of other groups and events to promote awareness of the new Standard.

Our Projects

BDA Youth

Social isolation is a key issue for young Deaf people and there are limited opportunities in the UK for Deaf young people across the country to get together to socialise and share ideas. **BDA Youth** is run by young Deaf people for young Deaf people to facilitate these opportunities.

In the year 2017-2018, the **BDA Youth** (BDAY) continued to provide opportunities for young deaf people through camps, social events, and training experiences.

This included sending young deaf people to

“ My dream for the future is for there to be no barriers existing at all in the world.

”
Young deaf attendee, WFDYS junior camp



the World Federation of the Deaf Youth Section (WFDYS) junior camp in Australia, and to a number of European Union of Deaf Youth (EUDY) events around the

world throughout the year. **BDAY** also facilitated young Deaf people to participate in human rights training to help shape the Deaf leaders of tomorrow.



DEAF YOUTH AUSTRALIA

Deaf Roots and Pride

The **BDA** believe that with the right support, the possibilities and potential for young deaf people are endless, and this belief is at the core of our Deaf Roots and Pride project.

The Deaf Roots and Pride project provides mentoring support from Deaf role models, as well as group activities for deaf children and young people aged between 8 and 20. The project aims to support them in building a deaf identity, emotional literacy and fulfilment, as well as confidence and resilience in negotiating key transitions and preparing for adult life.

Around 90% of deaf children are born to hearing families and over 75% attend mainstream schools with little or no specialist provision. Lack of support means that these children too often encounter daily communication barriers both at school and in their social and home lives. As a result, deaf children commonly experience social isolation, poor mental health, low self-



Science Museum

I meet my mentor every week. He taught me it's ok to be Deaf. Now I know I am Deaf. You do not need to keep secretly signing in public! They all see you as Deaf and that is OK to be Deaf and proud!

Young deaf mentee

esteem, and poor educational outcomes. Family members also benefit from involvement in project activities, with increased awareness of their deaf child's potential as well as aspirations after meeting Deaf adult role models, and being supported in improving their ability to engage with and help their deaf children.

Throughout 2017-2018, the Deaf Roots and Pride project has continued to expand and increase reach across the whole of

the UK. In total **101** different events were held as part of the Deaf Roots and Pride project, reaching **656** young deaf people in total, with **317** participants who had not previously accessed **BDA** support.

The mentoring scheme delivered **490** sessions of 1:1 mentoring with Deaf role models for **62** young deaf people, entailing **1,471.65** hours over the course of the year.

ENGLAND

In the reporting year, the Deaf Roots and Pride project delivered 60 different events and sessions in England, which involved 249 young people, 116 of whom had not previously accessed **BDA** support.

275 mentoring sessions were held, totalling 810 hours of 1:1 mentoring from Deaf role models.

NORTHERN IRELAND

The Deaf Roots and Pride team in Northern Ireland delivered 6 events over the course of the year, which were attended by 99 people, 5 of whom had not previously accessed **BDA** support.

Our Projects

Days like today are fantastic and that fact that it includes all the family and other families with Deaf children make them invaluable.

Deaf parent, DRP event

136 mentoring sessions were held, totalling 423 hours of 1:1 mentoring from Deaf role models.

SCOTLAND

In Scotland, the Deaf Roots and Pride project delivered 26 events, attended by 294 people, over half of whom (182 participants) had not previously accessed **BDA** support.

50 mentoring sessions were held, totalling 132 hours of 1:1 mentoring from Deaf role models.

WALES

9 Deaf Roots and Pride sessions were held in Wales, attended by 14 participants, all of



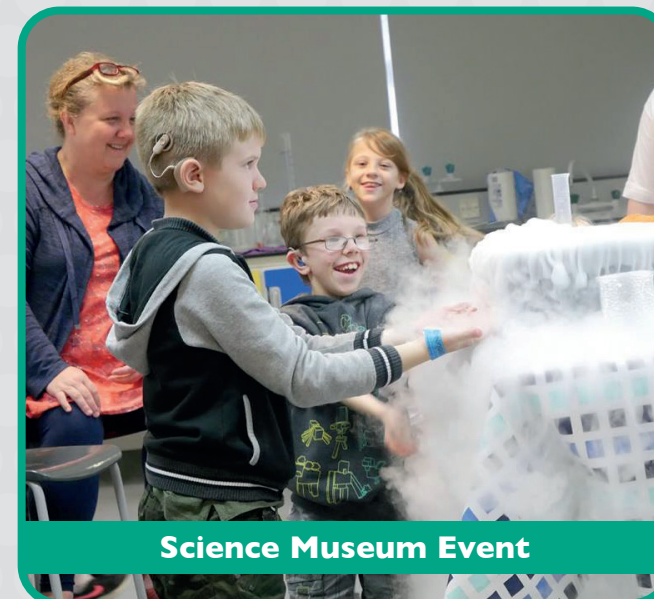
DRP Family Fun Day in Exeter



Rolls Royce Event

whom had not previously accessed **BDA** support.

29 mentoring sessions were held, totalling 107 hours of 1:1 mentoring from Deaf role models.



Science Museum Event

Engagement with the Wider Community



Brighton and Hove City Council sign the BSL Charter

The **BDA** runs a number of projects to engage with the wider Deaf community about Deaf issues. This is because there are many misconceptions in the wider community about Deaf people, and what obligations there are to provide access. This means that many Deaf people feel isolated as they cannot access public services, or feel as though they are part of the broader community.

The **BDA** regularly met with organisations to increase BSL awareness and provide

training for staff interacting with Deaf people. Throughout the year, 50 of these sessions were delivered to 80 service providers, which 412 people attended. For 298 of these attendees, this was their first time receiving support from the **BDA**. Many staff attending the sessions reported a change in how they behaved towards Deaf people – for example, a doctor suggested that a pen and paper was sufficient if there was no interpreter. Through role play, the doctor came to realise that this did not work and changed his attitude.

BSL CHARTER

The BSL Charter is one of the **BDA**'s flagship projects to improve Deaf people's access to important services, and to date has 40 signups.

The Charter is designed as a vehicle to remove direct and indirect discrimination, empower local deaf communities and resolve conflicts between service providers and Deaf people. Its aim is to increase awareness of Deaf issues and BSL issues and provide better access opportunities for Deaf people.

In 2017-2018, the **BDA** have continued to ask local authorities and public services across the UK to sign up to the BSL Charter and make five pledges to improve access and rights for Deaf BSL users.

When it was drafted in 2003, the BSL Charter was initially designed for Council services. But it has now expanded to incorporate health, police services, housing, clinical commissioning groups, as well as a Deaf service provider. The **BDA** has also revamped the original Toolkit into a new assessment format to maintain quality control and to ensure that the Deaf community is involved in the process.

Our Projects

Throughout the year, the BSL Charter project delivered a number of consultation meetings and information sessions about the BSL Charter and wider BSL service provision for 439 service providers. In total, 249 sessions were delivered, with 1,619 participants, which included 1,012 people for whom this was their first time accessing support from the **BDA**.

ENGLAND

2017-18 saw some significant milestones for the BSL Charter in England. This included the City of Wolverhampton Council becoming the first council in England to achieve Pledge 2 status in the BSL Charter in May 2017. The next month, Brighton and Hove City Council signed the BSL Charter and pledged their commitment to supporting and working with the Deaf community.

Throughout the year the **BDA** worked with 149 service providers, delivering 97 sessions about the BSL Charter and service provision, which were attended by 815 people, including 493 people who had not previously accessed **BDA** support.

I never thought of our resources not being accessible for Deaf people; this is something we need to review.

**Chris Kelly, Patient/Client
Experience and 10,000 Voices
Facilitator**

A number of sessions were also set up to provide BSL Equality Training for staff involved in service providers. This included Nottinghamshire Police, who learnt vital skills for communicating with Deaf people on 999 calls. Officers routinely used English such as: "Where is the incident occurring?", not realising that some Deaf people could not understand this. After training many started to write clearer English which also benefits people who do not have English as a first language.

32 sessions were delivered in total, to 224 people from 54 service providers. 134 participants had not previously been supported by the **BDA**.

NORTHERN IRELAND

Throughout the year the **BDA** worked with 112 service providers, delivering 54 sessions about the BSL Charter and service provision, which were attended by 321 people, including 278 for whom this was a first time accessing support from the **BDA**. 14 training sessions were delivered on BSL/ISL Equality, which were attended by 147 people from 7 service providers. 145 attendees had not previously accessed **BDA** support.

SCOTLAND

Throughout the year the **BDA** worked with 138 service providers, delivering 92 sessions about the BSL Charter and service provision, which were attended by 424 people, including 241 for whom this was their first time accessing support from the **BDA**.

WALES

Throughout the year the **BDA** worked with 40 service providers, delivering 6 sessions about the BSL Charter and service provision, which were attended by 59 people, all of whom had previously accessed support from the **BDA**.

Heritage

This year, the **BDA** heritage team have continued to work towards our aim of increasing visibility of sign language, and protecting the cultural and linguistic minority identity and rights of the Deaf community.

This is important because the fact that BSL and ISL do not have legal recognition throughout the UK means that there are relatively few projects preserving the heritage of the Deaf community, particularly in comparison to other linguistic and cultural minority groups. This is important in building pride and confidence within the Deaf community, and greater awareness amongst society more generally.

The Deaf Visual Archive is at the core of the **BDA's** heritage work, with three key strands:

SHARING DEAF HERITAGE

The SHARE archive brings together films, photos and memories from around the world, illustrating the range, richness, and



depth of the Deaf community and our history. The website is custom-made to promote optimum accessibility for Deaf users, allowing visitors to comment on materials and provide additional information in both English and video

formats, and even upload their own films and photos to the site.

The purpose of the SHARE archive is to enable Deaf people to preserve important film and photograph records for

Our Projects

generations to come, but also for both Deaf people and wider communities to have a place to watch and learn about the heritage of the Deaf community in the UK.

This year, the heritage team digitised 10 donated film reels to be added to the archive. 74 donated film reels and VHS tapes were appropriately stored in the London Metropolitan Archives, alongside 15,000 photographs from the **BDA** photographic collection.

During the reporting period, there were a total of 6,039 active users on the SHARE archive, 2,804 of whom were new users of the resource. From site launch (November 2015) to March 2018 there were 16,270 visits and 81,605 page views, 19,203 of which occurred in the reporting period 2017-18. In the SHARE Facebook group, there were 101 posts and 1,503 engagement responses (posts, comments, likes and reactions) from the group's 1,865 members.



POWER IN OUR HANDS DOCUMENTARY

This original documentary created by the **BDA** in 2016, combined archive footage with new interviews, revealing the hidden history and heritage of the Deaf community in the UK. The film continued to be useful as an educational tool in 2017-2018, receiving 7 screenings across the country. The heritage team also arranged a special screening of donated reels from the Margate Deaf club.

EDUCATION RESOURCES

The heritage team has also developed a range of teaching resources to support both the online SHARE resources and



TEACHING RESOURCES SUPPORTING THE DEAF STUDIES CURRICULUM

© British Deaf Association

Power in Our Hands, suitable for Early Years Curriculum through to Key Stage Four. The resources have been designed to support both the National Curriculum and the Deaf Studies Curriculum, and are provided free of charge. In 2017-2018, the heritage team shared these resources with institutions to include as part of their teaching curricula.

In addition to this, the team held 5 presentations about the heritage project's work at workshops, conferences and training sessions around the country.

International Development



Throughout 2017-2018, the **BDA** has continued to increase involvement in international development projects through involvement as the UK's Ordinary Member of both the World Federation of the Deaf (WFD) and the European Union of the Deaf (EUD), as well as continued association with the International Disability Alliance (IDA).

This is important, as the **BDA** can then draw on good practice internationally and use our collective experience to the benefit of Deaf and disabled people globally as well as nationally.



ASIA-EUROPE FOUNDATION

In January and February 2018, the **BDA** represented the UK at an international conference convened by the Asia and Europe Foundation (part of the Asia-Europe Meeting international political dialogue forum). This involved high level discussions with ministers and other human rights professionals about the challenges of

implementing different disability policies and sharing solutions representatives had found in their respective countries. This both informed the **BDA's** lobbying about sign language policies and enabled us to share our strategies with individuals in other Asian and European countries wanting to set up similar legislation.

Our Projects

Research and Policy

The **BDA** has continued at the forefront of lobbying for changes for the rights of Deaf people in the UK through policy and research work.

We do this because while our projects make profound and lasting changes to the lives of Deaf people, some bigger changes are required in order to eradicate the issues that Deaf people experience in the first place. These include promoting full access to public services in BSL/ISL, enabling full inclusion into wider society, changing attitudes and opinions about Deaf people, and eliminating discriminatory practices.

In 2017-18, this work included writing responses to consultations, meeting with MPs, attending debates in parliament, sitting on the All-Party Parliamentary Group on Deafness and UK Council on Deafness, attending meetings at various government departments on key issues such as Personal Independence Payments, and interacting with international mechanisms such as the



Dawn Butler MP meets with the BDA to discuss recognition of BSL/ISL

United Nations Convention on the Rights of Persons with Disabilities. This period saw the **BDA** forge links with other Deaf and disabled people's organisations to report collectively on the progress of the UK government in creating policies that uphold the rights of Deaf and disabled people in the UK.

In 2017-18, a new Research and Policy post was created in the **BDA**. This post has enabled the **BDA** to maintain a high standard of policy and research output to achieve the goals that have been in place since the **BDA** was first founded. Legal recognition of British and Irish Sign Languages, and increased rights of Deaf sign language users in the UK have remained at the top of our agenda.

HIGHLIGHTS

June 2017 – after results of 9 consultations meetings led by the **BDA** NI are compiled and submitted to the Health and Social Care Board, the Board adopt all of the **BDA** NI's recommendations. These include the establishment of a central service for booking interpreters and that a NI-wide advisory group is set up.

July 2017 – after a fourth meeting with the Department for Work and Pensions (DWP), the **BDA** is successful in lobbying for the instigation a BSL video relay call line for Personal Independence Payment (PIP) queries.

August 2017 – representatives from the **BDA** travel to the UN to provide evidence at the state review of the UK by the committee of the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD). As a result of this evidence, the committee highlight multiple breaches of the convention by the UK government when it comes to the rights of sign language users.

September 2017 – The **BDA** participate in the quarterly Ministerial Taskforce on Alternative Formats at the DWP, working to make processes such as applying for PIP and Access to Work accessible for Deaf people, and bringing concerns about the Access to Work cap to the minister.

October 2017 – Scottish BSL National Plan unveiled.

November 2017 – the UN declare the 23rd of September as the International Day of Sign Languages. The **BDA** approach long-standing supporter Kate Green MP, who gives a signed statement in the Commons, heralding the announcement.

December 2017 – after providing evidence for the case (which was brought forward with Inclusion London), **BDA** announce that a Deaf man is bringing a case against the Access to Work cap to the courts. The cap is eventually raised, with a huge impact on Deaf people for whom this policy was extremely career-limiting.

January 2018 – **BDA** attend a conference



of the Asia and Europe Meeting (ASEM) to discuss implementation of the UNCRPD across ASEM nations.

February 2018 – **BDA** start working with the Equality and Human Rights Commission on reporting about breaches of the UN Convention Against Torture against Deaf people in custody and healthcare settings.

March 2018 – after meeting with Capita management, **BDA** meet with PIP assessors to advise about the diversity of the Deaf community and promote better understanding their needs and support, the first of a number of sessions due to extend into the next reporting year.

ENGLAND

Our new policy and research post based in our main office in London has enabled us to continue working closely with all aspects of the Westminster government, many facets of which have impact across the whole of the UK.

Throughout 2017-18, our policy projects have ranged from close work with the DWP on PIP and the Department for Education on the recruitment of Deaf teachers, to briefing MPs in advance of the Westminster Hall debate on deafness and providing statements for parliament.

Our research projects have included a Youth Consultation that has informed our Deaf Roots and Pride project, and providing and collating evidence for projects such as the incorporation of Web Content Accessibility Guidelines in UK law.

NORTHERN IRELAND

The passing of the Irish Sign Language Act 2017 in Dublin was an important development this year, and we hope our continued efforts to lobby for a BSL/ISL Act



in Northern Ireland will produce a similar outcome.

However, following our successes with the framework agreement in Northern Ireland over the previous year, Stormont has been without a power-sharing executive from January 2017 to date. Over the course of 2017-18, the **BDA** have met with representatives from all major political parties in Northern Ireland, to keep sign language legislation in public and political view and continue exploring ways to move the issue forward.

SCOTLAND

We have continued our work with the

Scottish Government as part of the BSL (Scotland) Act, and in particular the consultations leading up to the release of their new 'BSL National Plan'.

As individual public bodies and services within Scotland now have duties to create their own individual BSL plans, and particular focus has been placed on education, **BDA** Scotland has continued to use our years of experience as Deaf people working with the Deaf community to advise during this stage. Our aim is to utilise this new legislation and public duties to make the biggest positive difference possible for Deaf individuals in Scotland.

WALES

In Wales, the **BDA** has continued to be a sitting representative on the Cross Party Group on Deaf Issues of the Welsh Assembly. Issues that the **BDA** have challenged the legislature on in Wales have included the mandatory requirement to speak Welsh in the National Assembly; a mandate that precludes the majority of Deaf sign language users from being able to apply for job roles within the assembly.



“[the UK government must] Ensure that legislation provides for the right to high-quality sign language interpretation and other forms of alternative communication in all spheres of life for deaf persons.

“The Committee is... concerned at the insufficient funding for parents of deaf children to learn sign language.

“The Committee recommends that the State party...ensure that local authorities have the legal duty to allocate and provide funds for parents wishing to learn sign language”
Committee of the UN CRPD

Visual Language

One of the **BDA**'s key objectives is the increased visibility of sign language, and promoting communications in sign language to create exposure and acceptance in society of BSL/ISL as linguistic minority languages, helping to improve accessibility and attitudes.

In 2017-2018, these objectives have been reached via a number of means.

BRITISH DEAF NEWS

Firstly, the *British Deaf News* (BDN) has continued to grow over the year, with 12,271 followers (increasing from 10,308 in 2016-17). In June 2017, the BDN made the top 10 of the most comprehensive list of best Deaf blogs on the internet – Feedspot, which ranked blogs according to search and social metrics. The BDN ranked amongst global sites such as the World Federation of the Deaf and the Google news 'Deaf' page.

BSL VIDEOS ONLINE

Over the course of the reporting year, the



“It really was wonderful to be asked to perform at Pride in BSL and at the end of what was a great week for British Sign Language.
Attendee, Pride in BSL Day (Sign Language Week)”

visual language team have produced 198 BSL/ISL information videos and translations of news, press releases, and statements for the **BDA**. These have received a total of 457,092 views over the course of the year, a figure which has remained relatively stable from the previous year (464,910). The most viewed video was 'Chairs Statement: Conservatives refuse BSL translation of manifesto', a video of the news about different political parties releasing BSL

manifestos in the run-up to the general election, which received 34,645 views.

The **BDA** social media pages continued to increase in numbers of followers to 26,487 (from 20,059 in 2016-17).

SIGN LANGUAGE WEEK 2018

Once again, a key achievement by the visual language team in the course of the year was coordinating publicity and creating videos for the **BDA**'s annual National Sign Language Week.

In 2018, this series of videos concentrated on the theme of 'Pride in BSL' and included videos from Deaf clubs and sports teams, archive footage from the **BDA** heritage team, and videos from Deaf young people sent by **BDA** Youth to the WFDYS camp.

These videos garnered great excitement and interest within the Deaf community and were viewed 41,221 times by people across the country and further afield. They also drew attendees to **BDA** events throughout the National Sign Language Week.

Financial Statement

The financial year continued to provide both the BDA and charities in general challenges in raising income. In the financial year 2017-2018 total income fell by 5% from 2017.

As stated in the previous annual report, legacies remain an unpredictable income source which should not be relied upon, though there was an increase of 6% from 2017 in legacies receivable. This led to an increase in total legacies, donations and gifts of 6% from the previous year.

Given the decrease in income, there was also a larger decrease in the total expenditure of 12% from 2017.

The deficit for the year 2017-2018 of £87,906 is an improved position from last year (2017 deficit £218,297), and within it is an unrestricted surplus of £36,723, and therefore the total deficit represents a drawdown on restricted funds of £124,629.

INCOME

Total income fell from **£1,668,932** to **£1,578,948**, with the largest decrease

incoming resource from charitable activities (9%), which represent **61%** of total income.

- 36.3% Donations and legacies
- 17% Deaf access and inclusion grants
- 16.7% Deaf children, youth and families grants
- 9.9% Other grants
- 9.6% Deaf community advocacy grants
- 7.9% Sign language grants
- 2.3% Other trading activities
- 0.2% Members and conferences
- 0.0% Area Deaf associations

EXPENDITURE

During 2017-18, **56p of every £1 of total expenditure that was spent on direct costs towards empowering Deaf people.**

A further 38p was spent on support costs for these projects such as staff salaries and governance. The remaining 6p in every £1 was spent to support our central costs such as fundraising, organisational governance and international work.

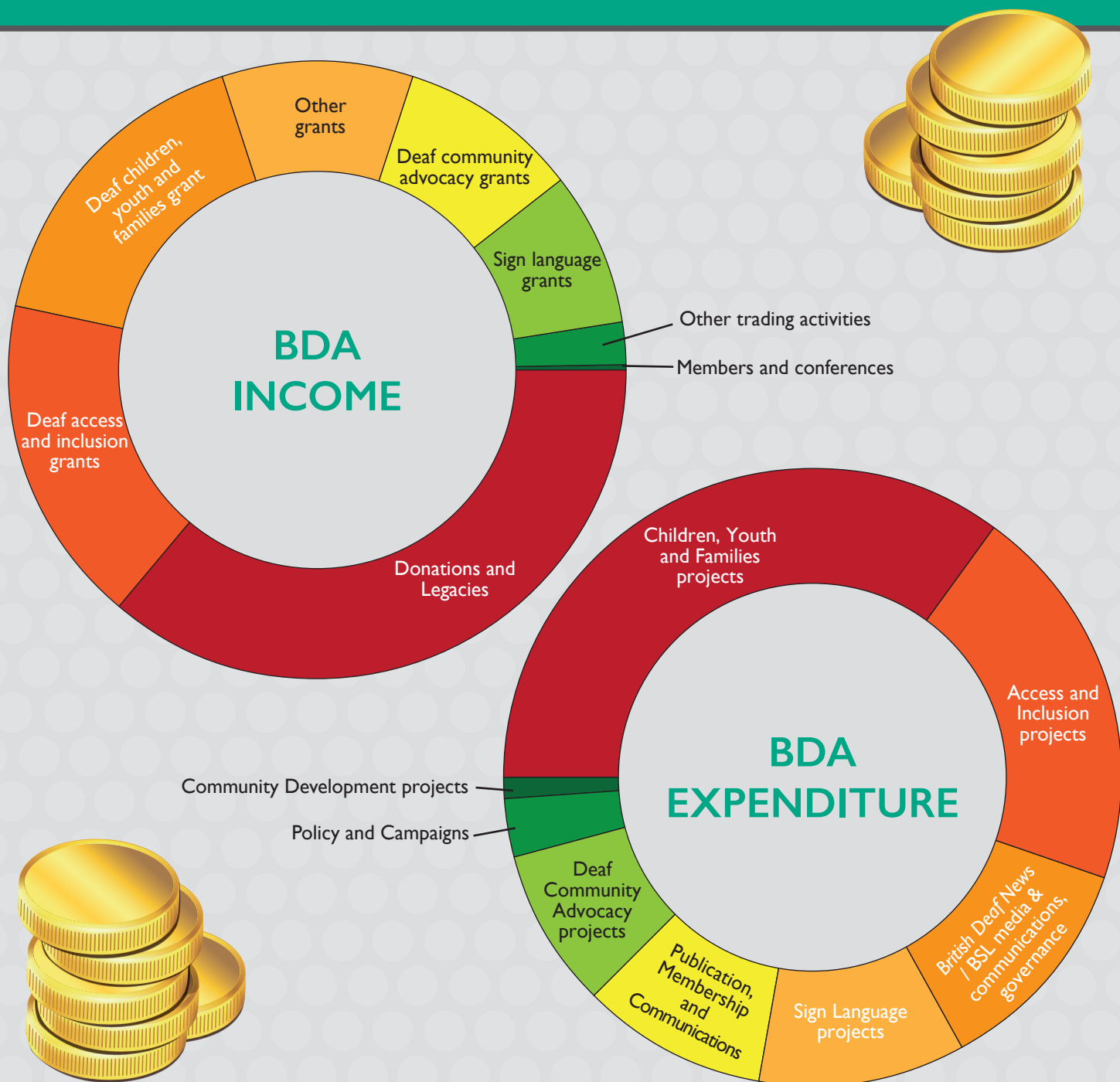
Once again, expenditure decreased during the year by **£220,344** to **£1,666,854** (2016-17: £1,887,229).

The breakdown of the expenditure on charitable activities:

- 35.2% spent on **Children, Youth and Families projects**
- 20.1% spent on **Access and Inclusion projects**
- 11.8% spent on **British Deaf News/BSL media & communications, governance**
- 10.7% spent on **Sign Language projects**
- 9.7% spent on **Publication, Membership and Communications**
- 8.6% spent on **Deaf Community Advocacy projects**
- 2.8% spent on **Policy and Campaigns**
- 1.1% spent on **Community Development projects**

FUNDS

Total net assets between funds were **£190,334** of which **£130,911** related to general funds. In addition, **£106,328** has been set aside for business development by way of designated funds. As the **BDA** have a legal obligation to service additional pension contributions of **£132,000** a year to the Pension Trust for twelve years ending in 2025, in order to reduce the charities



multi-employer pension scheme debt, **£351,877** has been set aside to meet 2.75 years of the future liability. The Board has maintained its policy to achieve the total cost of the repayment with the aim of locking in these funds, providing reassurance that external funding will not be used to service pension contributions.

In the 2017-2018 accounts the Pension Trust liability has been included as part of reporting requirements. This shows that the **BDA** have a pension fund deficit of **£700,811**. As the **BDA** is part of the Pension Trust planned repayment scheme until 2025, this balance sheet risk has been reduced as the **BDA** has a designated Pension fund to cover the next three years repayments. As long as the **BDA** maintain repayments to 2025 then the Pension liability will not be triggered enabling full liability costs to be recovered by the Pension Trust

There are a number of restricted funds that have supported specific **BDA** activities over the past year supporting Deaf Roots and Pride, **BDA** Youth Camps for young people and Sign Language Week activities.

PLANS FOR USING THE BDA RESERVES IN THE NEXT 3 YEARS

In summary, the audited accounts for 2017-18 once again show a smaller deficit than the previous year though this is recognised as still being significant. There has been a reduction in net assets, but much of this can be attributed to the fluctuation in restricted funds.

Incoming resources have been designated for Deaf Children and Youth, Area Deaf Associations, and existing project grants will continue to underpin key areas of work such as Deaf Roots and Pride, Deaf Advocacy, Access and Inclusion, Heritage, and the increased use and visibility of sign language and video through social media platforms.

The newly elected Board have agreed to maintain the **BDA** strategic plans for 2018 and during the year will be developing a strategic plan for the years 2019-2021.

Therefore, the reserves at 31 March 2017 are:

- **Current Project Grants: £210,835**
(from £237,828 in 2017)

- **Legacies/ADAs Funds: £443,071**
(from £540,707 in 2017)
- **Total Restricted Funds: £653,906**
(from £778,535 in 2017)
- **Designated Funds: £106,328**
(from £64,328 in 2017)
- **Pension Fund: £700,811**
(from £700,811 in 2017)
- **General Funds: £130,911**
(from £70,188 in 2017)



As a result of the above, the Board recognises there is still a very tight free cash reserve similar to the previous year, however **BDA** are managing to secure grant funding to deliver much needed services to Deaf people in need.

The **BDA** will continue to monitor its reserves carefully. In 2017-18 we prioritised new core and project funding for much needed Deaf community projects and to provide additional support through visual language communication mediums in the first language, BSL. There has not been increase in grant funding this year, and it is recognised that further work is clearly needed in this area and in eliminating the deficit.

A handwritten signature in black ink, appearing to read 'Michael Kyriakides'.

Michael Kyriakides, Treasurer

Appendix 1: Structure, Governance and Management

The Trustees, who are also directors of the charitable company for the purposes of the Companies Act 2006, present their report and accounts for the year ended 31st March 2018.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Memorandum and Articles of Association, applicable law, and the requirements of the Statement of Recommended Practice 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) (as amended for accounting periods commencing from 1 January 2016)".

The British Deaf Association is constituted as a company limited by guarantee and is registered for charitable purposes with the Charity Commission and the Office of the Scottish Charity Regulator (OSCR). The charity's governing document is the

Memorandum and Articles of Association. The charity's full name is "The British Deaf Association" (referred to herein as "the **BDA**").

The governing body of the charity, the Board of Trustees, is responsible for the administration of the **BDA**.

Terry Riley OBE (Chair) – term ended 14th April 2018

Agnes Dyab (Chair) – term commenced 14th April 2018

Robert Adam

Trudi Collier – term ended 14th April 2018

Linda Day – term ended 14th April 2018

Alexy Dury – term commenced 14th April 2018

Abigail Gorman – term commenced 14th April 2018

Ashley Kendall

Sarah Lawrence – term commenced 14th April 2018

Dawn Marshall – term commenced 14th April 2018

Tessa Padden – term commenced 14th April 2018

Sylvia Simmonds

Irfan Yusuf – term ended 14th April 2018

The **BDA** is incorporated in England and Wales and is governed by a Board of Trustees elected every three years by members. Management was delegated to an interim Executive Director, who worked with a team of four managers and one senior manager who were responsible for the full range of the **BDA**'s activities. The Board and Directors meet and agree the Charity's strategic intentions. The report resultant of these discussions is a reference point for all projects and developments.

PUBLIC BENEFIT STATEMENT

The trustees have complied with their duty under the Charities Act 2011 to have due regard to guidance published by the Charity Commission.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The Trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each

financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charitable company and of the income and expenditure of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure the accounts comply with the Companies Act 2006 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

DISCLOSURE OF INFORMATION TO AUDITORS


Each of the directors have confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

AUDITORS

H W Fisher & Company were appointed auditors to the company and in accordance

with section 485 of the Companies Act 2006, a resolution proposing that they be re-appointed will be put to the Annual General Meeting.

On behalf of the Board of Trustees

Trustee: 
Dated: 1/12/2018

Appendix 2: Independent Auditors' Report

OPINION

We have audited the accounts of The British Deaf Association (the 'charity') for the year ended 31 March 2018 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the accounts, 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 accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2018 and of its incoming resources and application of resources, 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, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

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 accounts section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC'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

We have nothing to report in respect of

the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the accounts is not appropriate; or
- the trustees have not disclosed in the accounts any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the accounts are authorised for issue.

OTHER INFORMATION

The other information comprises the information included in the annual report, other than the accounts and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the accounts 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.

In connection with our audit of the

accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in 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 there is a material misstatement in the accounts or a material misstatement of the other information. 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.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

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

- the information given in the Trustees' Report, which includes the Directors' Report prepared for the purposes of company law, for the financial year for

which the accounts are prepared is consistent with the accounts; and

- the Directors' Report included within 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 the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report included within the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not

- visited by us; or
- the accounts 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 take advantage of the small companies' exemptions in preparing the Directors' Report included within the Trustees' Report and from the requirement to prepare a Strategic Report.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the Statement of Trustees' Responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, the trustees are responsible for assessing the charity'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 company or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

We have been appointed as auditors under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the accounts 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 accounts.

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

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 with regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and

for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Sailesh Mehta (Senior Statutory Auditor)
for and on behalf of H W Fisher & Company
Chartered Accountants
Statutory Auditor, Acre House, 11-15
William Road, London NW1 3ER
United Kingdom



HW Fisher & Company

CHARTERED ACCOUNTANTS

Statement of Financial Activities

Incorporating an Income and Expenditure Account, Year Ended 31 March 2018

	Notes	Unrestricted funds £	Designated funds £	Restricted Funds £	Total (2018) £	Total (2019) £
Income						
Donations and legacies	2	572,293	-	528	572,821	541,456
Charitable activities	3	239,225	-	729,617	968,842	1,065,876
Other trading activities		32,365	-	4,427	36,792	59,701
Investment income		493	-	-	493	1,899
Total income		844,376	-	734,572	1,578,948	1,668,932
Expenditure						
Raising funds		95,616	-	-	95,616	64,285
Charitable activities		712,037	-	859,201	1,571,238	1,760,944
Other – pension finance charge	13	-	-	-	-	62,000
Total expenditure	4	807,653	-	859,201	1,666,854	1,887,229
Net income (expenditure)		36,723	-	(124,629)	(87,906)	(218,297)
Transfers between funds		24,000	(24,000)	-	-	-
Net movement in funds		60,723	(24,000)	(124,629)	(87,906)	(218,297)
Reconciliation of funds						
Total funds brought forward		(630,623)	130,328	778,535	278,240	496,537
Total funds carried forward		(569,900)	106,328	653,906	190,334	278,240

The notes on pages 35 to 48 form part of these financial statements.

Balance Sheet

As at 31st March 2018

	Notes	£ (2018)	£ (2018)	£ (2017)	£ (2017)
Fixed assets					
Tangible assets	8		5,774		2,076
Current assets					
Debtors	10	447,539		280,532	
Cash at bank and in hand		941,707		1,305,117	
		1,389,246		1,585,649	
Creditors: amounts falling due within one year	11	(283,998)		(257,225)	
Net current assets			1,105,248		1,328,424
Total assets less current liabilities			1,111,022		1,330,500
Creditors: amounts falling due after one year	12		(920,668)		(1,052,260)
Net assets including pension liability			190,334		278,240
Income funds:					
Restricted funds	15		653,906		778,535
Unrestricted funds:					
Designated funds:					
Development Fund	16	106,328		130,328	
General Reserves		130,911		70,188	
Unrestricted funds excluding pension reserve		237,239		200,516	
Pension Reserve	17	(700,811)		(700,811)	
Total unrestricted funds including pension reserve			(463,572)		(500,295)
			190,334		278,240

The financial statements were approved by the Board of Trustees on 29 November 2018 and signed below on their behalf by:



Agnes Dyab, Chair

The notes on pages 35 to 48 form part of these financial statements.

Statement of Cash Flows

For the year ended 31st March 2018

	Notes	£ (2018)	£ (2017)
Cash flow from operating activities			
Net cash used by operating activities	A	(351,863)	(156,889)
Cash flow from investing activities			
Purchase of tangible fixed assets	8	(11,547)	(4,640)
Net cash provided by investing activities		(11,547)	(4,640)
Change in cash and cash equivalents in the year		(363,410)	(161,529)
Cash and cash equivalents at 1 April 2017		1,305,117	1,466,646
Cash and cash equivalents at 31 March 2018	B	941,707	1,305,117
Notes to the cash flow statement for the year ended 31 March 2018			
A – reconciliation of net movement in funds to net cash			
Flows from operating activities			
Net movements in funds for the year		(87,906)	(218,297)
Depreciation charge		7,849	26,410
Decrease in stock		-	1,830
(Increase)/Decrease in debtors		(167,007)	88,396
Decrease in creditors		(104,779)	(55,228)
Net cash provided by operating activities		(351,863)	(156,889)
B – Analysis of cash and cash equivalents			
Cash at Bank and in hand		941,707	1,305,117

The notes on pages 35 to 48 form part of these financial statements.

Notes to the Financial Statements

I ACCOUNTING POLICIES

I.1 Basis of preparation

The financial statements have been prepared in accordance with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) 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)” (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has a dormant subsidiary company Big D Company Limited. This exists for the purpose of selling merchandise. The charity has not prepared consolidated accounts as inclusion of the results of its subsidiary undertaking, Big D Company Limited, would not significantly affect the financial statements.

I.2 Going concern

The trustees of the charity have considered their obligations to prepare these financial statements on an appropriate basis, having specific regard to the charity’s net liability position within unrestricted funds at 31 March 2018. The net liability position is as a result of the inclusion of an FRS 102

liability of £1.053m in respect of its closed multi-employer defined benefit pension scheme that was previously available to participating staff. The charity’s funding commitment to the pension scheme remains long term and the charity has agreed a long-term funding plan.

The trustees have also assessed the impact of its financial budgets in place for 2018-19 inclusive. Whilst the business environment remains challenging, a break-even budget targeted for 2018-19. As a result, in the opinion of the trustees, the charity has sufficient resources to be able to meet its obligations as and when they fall due and accordingly the accounts have been prepared on a going-concern basis.

I.3 Critical accounting estimates and judgements

To be able to prepare financial statements in accordance with FRS 102, the charity must make certain estimates and judgements that have an impact on the policies and the amount reported in the annual accounts. The estimates and judgements are based on historical experiences and other factors including expectations of future events that are believed to be reasonable at the time such estimates and judgements are made. The items in the accounts where these judgements have been made include:

- estimating the useful life of tangible fixed assets
- estimating the liability of the multi-employer pension scheme.

I.4 Income

Income for both restricted and unrestricted funds are recognised in full in the statement of financial activities in the year in which they are receivable.

Voluntary income is received by way of legacies and donations and is included in full in the statement of financial activities when receivable. Volunteer time is not included in the financial statements. A legacy is considered receivable when entitlement has been established and the amount of the receipt is known with reasonable certainty and the date of death occurred before the year-end. Recognition is not taken for legacies subject to a life interest.

Investment income is recognised on a receivable basis. All grants are accounted for when receivable. Grants where entitlement is not conditional on delivery of a specific performance by the charity are recognised when the charity becomes unconditionally entitled to the grant.

I.5 Expenditure

The costs of generating funds relate to the costs incurred by the charitable company in raising funds for its charitable work. Governance costs include those incurred in the governance of its asset and are primarily associated with constitutional and statutory requirements.

Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot

be recovered. Resources expended are allocated to the activity where the cost relates directly to that activity.

Other costs represent the cost of charitable activities that cannot be directly attributed (Directors, Administration, Finance, Human Resources and Information Technology) but which are incurred to deliver our services are apportioned across other activities on the basis of their use of those resources.

1.6 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life using the straight-line method. The depreciation rates in use are as follows:

Computer equipment	2 years
Fixtures, fittings & equipment	2 years

1.7 Leasing and hire purchase commitments

Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the statement of financial activities in the year in which they fall due.

1.8 Cash and cash equivalents

Cash and cash equivalents include 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.

1.9 Pensions

The charitable company participates in a multi-employer pension scheme, the Pension Trust's Growth Plan. The assets of the Scheme are held in an independently administrated fund. (See note 13). In accordance with FRS 102 section 28, the SOFA includes;

- the cost of benefits accruing during the year in respect of current and past service. (Charged against net income).
- the increase in the present value of the scheme's liabilities arising from the passage of time (also charged against net income).

The charity also has a defined contribution pension scheme for existing staff. The amount charged in the statement of financial activities in respect of the defined contribution pension scheme is the contributions payable in the year. All allocations (income or expenditure) arising from the pension schemes are charged to unrestricted funds.

1.10 Accumulated funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of support costs. Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.

1.11 Constitution, address and legal status

The British Deaf Association is a private company limited by guarantee incorporated in England and Wales (company registration number 2881497), and also a registered charity (charity registration number 1031687, England and Wales, SCO42409, Scotland). The registered office is, Third Floor, 356 Holloway Road, London, N7 6PA. The charitable company is limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to 25 pence.

1.12 Financial currency

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

1.13 Financial instruments

The charity 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 amortised cost.

2 DONATIONS AND LEGACIES

	Unrestricted funds (£)	Restricted funds (£)	Total 2018 (£)	Total 2017 (£)
Donations and gifts	43,347	528	43,875	44,218
Legacies receivable	528,946	-	528,946	497,238
Total 2018	572,293	528	572,821	541,456
Total 2017	537,609	3,847	541,456	

3 CHARITABLE INCOME

Government grants received amounted to £320,618 (2017: £331,824). Included within income relating to charitable activities are the following grants:

	Unrestricted funds (£)	Restricted funds (£)	Total 2018 (£)	Total 2017 (£)
Sign Language	1,757	122,584	124,341	173,212
Deaf Children, Youth & Families	22,857	240,944	263,801	245,216
Deaf Community Advocacy	28,773	122,088	150,861	160,740
Deaf Access and Inclusion	26,410	244,001	270,411	303,613
Members & Conferences	2,918	-	2,918	341
Others	156,510	-	156,510	180,552
Area Deaf Associations	-	-	-	2,202
Total 2018	239,225	729,617	968,842	1,065,876
Total 2017	242,500	823,376	1,065,876	

4 EXPENDITURE

	Unrestricted funds (£)	Restricted funds (£)	Total 2018 (£)	Total 2017 (£)
Costs of generating funds	95,616	-	95,616	64,285
Charitable expenditure	712,037	859,201	1,571,238	1,760,944
Other – pension scheme costs	-	-	-	62,000
Total 2018	807,653	859,201	1,666,854	1,887,229
Total 2017	1,027,733	859,496	1,887,229	

	Staff costs (£)	Depreciation (£)	Other costs (£)	Total 2018 (£)	Total 2017 (£)
Costs of raising funds	87,879	-	7,737	95,616	64,285

Costs of charitable activities

Direct costs	728,365	-	201,477	929,842	958,334
Support costs	243,244	7,849	362,463	613,556	766,783
Governance costs	-	-	27,840	27,840	35,827
	971,609	7,849	591,780	1,571,238	1,760,944

Other expenditure – Pension scheme costs

Pension finance charges			-	-	25,000
Remeasurements of scheme valuation			-	-	37,000
Total	1,059,488	7,849	599,517	1,666,854	1,887,229

Analysis of charitable expenditure

	DIRECT	INDIRECT			Total 2018 (£)	Total 2017 (£)
	Staff costs (£)	Other costs (£)	Salary costs (£)	Other costs (£)		
Sign Language	79,146	7,176	32,471	49,016	167,809	201,380
Deaf Children, Youth & Families	298,441	24,510	68,615	161,357	552,923	389,811
Deaf Community Advocacy	76,510	5,921	25,760	26,208	134,399	150,220
Deaf Community Development	-	(2,029)	15,586	4,386	17,943	46,672
Policy & Campaigns	17,726	11,882	4,441	10,191	44,240	40,115
Deaf Access and Inclusion	150,916	19,129	46,307	99,318	315,670	358,696
Publication, Membership & Communications	100,816	4,633	37,662	9,091	152,165	265,747
BDA 125th Year Celebration	-	-	-	158	158	117,545
BSL Media, Governance and Others (1)	4,807	130,255	12,442	38,427	185,931	190,758
	728,365	201,477	243,244	398,152	1,571,238	1,760,944

(1) Includes Access to Work

Analysis of other costs

	2018 (£)	2017 (£)
Premises and related costs	94,682	90,139
Travel and accommodation	124,573	155,073
Office costs	107,423	89,346
Training and related costs	31,433	30,789
Governance costs	27,840	31,462
Consultancy	89,592	63,104
Other costs	123,974	247,547
	599,517	707,460

5 COSTS OF GENERATING DONATIONS AND LEGACIES

Other costs comprise:

Costs of generating donations and legacies

2018 (£)	2017 (£)
7,737	38,465
7,737	38,465

6 GOVERNANCE COSTS

Other governance costs comprise:

Audit fees

Trustees costs

BDA Youth – Consultation costs

10,000	10,000
17,840	19,416
-	6,411
27,840	35,827

Included within trustees costs is £8,207 (2017: £9,925) paid to 7 (2017: 7) trustees, with respect to reimbursement of travel, hotel and subsistence expenses relating to the business of the charity. None of the trustees (or any persons connected with them) received any remuneration during the year.

7 EMPLOYEES

Number of employees

The average head count of employees during the year was:

Deaf Community Advocacy

Deaf Community Development

Deaf Access and Inclusion

Deaf Children, Youth & Families

BSL and Deaf Films Development

BDN / BSL Media and Communications

Policy and Campaigns

Fundraising

Support Staff

2018 (Number)	2017 (Number)
6	6
9	4
2	10
55	13
4	5
1	4
1	1
1	3
3	-
82	46

There were no employees whose annual emoluments were £60,000 or more (2017 – £Nil). The key management personnel of the Charity comprise the trustees and the Executive Director. Remuneration of key management personnel was £50,000 (2017: £100,000).

Employment costs

	2018 (£)	2017 (£)
Wages and salaries	902,666	878,312
Social security costs	73,248	73,284
Redundancy costs	-	7,108
Other pension costs	15,836	10,436
Other staff related costs	67,738	83,754
	1,059,488	1,052,894

8 TANGIBLE FIXED ASSETS

Cost

	Computer equipment (£)	Fixtures, fittings & equipment (£)	Total (£)
At 1 April 2017	59,841	12,710	72,191
Additions	11,547	-	11,547
At 31 March 2018	71,028	12,710	83,738

Depreciation

	Computer equipment (£)	Fixtures, fittings & equipment (£)	Total (£)
At 1 April 2017	57,405	12,710	70,115
Charge for the year	7,849	-	7,849
At 31 March 2018	65,254	12,710	77,964

Net book value

	Computer equipment (£)	Fixtures, fittings & equipment (£)	Total (£)
At 31 March 2018	5,774	-	5,774
At 31 March 2017	2,076	-	2,076

9 SUBSIDIARY COMPANY

Holdings of more than 20% – The company holds more than 20% of the share capital of the following companies:

Company	Country of registration or incorporation	Class	Shares held (%)
Subsidiary undertakings			
Big D Company limited	England and Wales	Ordinary	100

The aggregate amount of capital and reserves and the results of these undertakings for the last relevant financial year were as follows:

	Principal activity	Capital and reserves (£)	Profit/(loss) for the year (£)
Big D Company limited	Dormant	-	-

10 DEBTORS

	2018 (£)	2017 (£)
Trade debtors	36,294	40,140
Other debtors	323,554	146,587
Prepayments and accrued income	87,691	93,805
	447,539	280,532

11 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Trade creditors	24,852	10,215
Taxes and social security costs	-	(180)
Other creditors	1,561	22,933
Deficit repayment plan on multi-employer pension scheme	132,000	132,000
Accruals and deferred income (see below)	125,585	92,257
	283,998	257,225

Included within creditors: amounts falling due within one year are the following movements in deferred income:

Deferred income brought forward	82,257	65,567
Income deferred in the year	91,980	82,257
Deferred income released from prior year	(82,257)	(65,567)
Deferred income carried forward	91,980	82,257

12 CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR

Deficit repayment plan on multi-employer pension scheme

2018 (£)	2017 (£)
920,688	1,052,260

13 FINANCIAL INSTRUMENTS

Financial assets

Financial assets measured as fair value through the income & expenditure

Financial assets that are debt instruments measured at amortised cost

2018 (£)	2017 (£)
941,707	1,305,117
416,296	268,325
1,358,003	1,573,442

Financial liabilities

Financial liabilities measured at amortised cost

Financial assets measured at fair value through the income and expenditure account comprise of cash at bank. Financial assets measured at amortised cost comprises trade and other debtors and accrued income.

Financial liabilities measured at amortised cost comprise of trade creditors and accruals payable within one year.

2018 (£)	2017 (£)
58,456	43,148

14 PENSION AND OTHER POST-RETIREMENT BENEFIT COMMITMENTS

The company participates in a multi-employer scheme which provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2014. This valuation showed assets of £793m, liabilities of £970m and a deficit of £177m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

DEFICIT CONTRIBUTIONS

From 1 April 2016 to 30 September 2025: **£12,945,440 per annum** (payable monthly and increasing by 3% each on 1st April)

From 1 April 2016 to 30 September 2028: **£54,560 per annum** (payable monthly and increasing by 3% each on 1st April)

Unless a concession has been agreed with the Trustee the term to 30 September 2025 applies. The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	31 March 2018 (£000s)	31 March 2017 (£000s)	31 March 2016 (£000s)
Present Value of provision	1,052	1,184	1,250

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Year Ending 31 March 2018 (£000s)	Period Ending 31 March 2017 (£000s)
Provision at start of period	1,184	1,250
Unwinding of the discount factor (interest expense)	15	25
Deficit contribution paid	(132)	(128)
Remeasurements - impact of any change in assumptions	(15)	37
Remeasurements - amendments to the contribution schedule	-	-
Provision at end of period	1,052	1,184

INCOME AND EXPENDITURE IMPACT

	Period Ending 31 March 2018 (£000s)	Period Ending 31 March 2017 (£000s)
Interest expense	15	25
Remeasurements – impact of any change in assumptions	(15)	37
Remeasurements – amendments to the contribution schedule	-	-
Contributions paid in respect of future service*	*	*
Costs recognised in the income and expenditure account	*	*

*Includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

ASSUMPTIONS

	31 March 2018 % per annum	31 March 2017 % per annum	31 March 2016 % per annum
Rate of discount	1.71	1.32	2.07

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

DEFICIT CONTRIBUTIONS SCHEDULE

Year ending	31 March 2018 (£000s)	31 March 2017 (£000s)	31 March 2016 (£000s)
Year 1	136	132	128
Year 2	140	136	132
Year 3	144	140	136
Year 4	148	144	140
Year 5	153	148	144
Year 6	157	153	148
Year 7	162	157	153
Year 8	83	162	157
Year 9	-	83	162
Year 10	-	-	83

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises. It is these contributions that have been used to derive the company's balance sheet liability.

15 RESTRICTED FUNDS

Movement in funds

	At 1 April 2017 (£)	Income (£)	Resources expended (£)	Transfer (£)	At 31 March 2018 (£)
Legacies / ADAs	540,707	1,461	99,097	-	443,071
Current Project Grants	237,828	733,111	760,104	-	210,835
Total	778,535	734,572	859,201	-	653,906

Movement in funds

	At 1 April 2017 (£)	Income (£)	Expenditure (£)	Transfer (£)	At 31 March 2018 (£)
Legacies/ADAs					
Local Group Legacy Funds	255,360	120	37,497	-	217,983
Deaf Children Funds	46,232	-	46,232	-	-
Youth Funds	4,416	1,341	1,341	-	4,416
Holiday Schemes Fund	172,121	-	13,610	-	158,511
Other Restricted Funds	31,386	-	-	-	31,386
Area Deaf Associations	31,192	-	417	-	30,775
Current Project Grants					
Deaf Heritage Project	52,262	83,801	98,074	-	37,989
Scottish Government – Equality Unit	1,105	91,633	92,068	-	670
Big Lottery (NI): Deaf Roots & Pride	48,723	1,018	49,741	-	-
Big Lottery (England): Deaf Advocacy	53,462	122,390	133,614	-	42,238
Scottish Government Section 10	-	20,000	20,000	-	-
Scottish Government Section 16b	7,613	-	735	-	6,878
Big Lottery (Scotland) Deaf Roots	16,620	132,834	105,453	-	44,001
Dementia Scotland	-	36,555	19,316	-	17,239
Deaf Roots and Pride (Wales)	49,766	74,031	88,191	-	35,606
Deaf Community Advocacy (Wales)	5,261	8,993	14,254	-	-
Deaf Community Advocacy (NI)	-	93,095	93,095	-	-
Deaf Access and Inclusion (NI)	492	-	-	-	492
Deaf Access and Inclusion (Crime)	-	21,430	5,888	-	15,542
Deaf Participation (Wales)	2,930	8,548	11,478	-	-
Other	(406)	-	(406)	-	-
Give Me BSL	-	38,783	28,603	-	10,180
Total	778,535	734,572	859,201	-	653,906

The membership of the Association has been divided into geographical areas, each of which is headed by an Area Deaf Association which operates separate accounts. These are consolidated into one account as a restricted fund, since the Trustees have ultimate control over these funds. The following splits out the summary results by area.

	At 1 April 2017 (£)	Income (£)	Expenditure (£)	At 31 March 2018 (£)
East of England Deaf Association (EEDA)	2,116	-	-	2,116
Greater London Deaf Association (GLDA)	652	-	-	652
North East Deaf Association (NEDA)	271	-	-	271
North West Deaf Association (NWDA)	13,958	-	227	13,731
Deaf Association Northern Ireland (DANI)	4,674	-	-	4,674
Scottish Deaf Association (SDA)	2,790	-	-	2,790
Deaf Association Wales (DAW)	2,693	-	-	2,693
South West Deaf Association (SWDA)	2,608	-	189	2,419
East Midlands Deaf Association (EMDA)	472	-	-	472
West Midlands Deaf Association (WMDA)	958	-	-	958
	31,192	-	417	30,775

Restricted funds can only be used for the purposes specified. They are ring fenced from unrestricted funds (including the pension reserve deficit).

16 DESIGNATED FUNDS

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

Movement in funds

	Balance at 1 April 2017 (£)	Incoming resources (£)	Resources expended (£)	Transfer (£)	Balance at 31 March 2018 (£)
Development Fund	130,328	-	-	(24,000)	106,328

17 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds (£)	Pension Reserve (£)	Designated funds (£)	Restricted funds (£)	Total (£)
Fund balances at 31 March 2018 are represented by:					
Tangible fixed assets	5,774	-	-	-	5,774
Current Assets	184,051	351,877	106,328	746,990	1,389,246
Creditors: amount falling due within one year	(58,914)	(132,000)	-	(93,084)	(283,998)
Creditors: amount falling due after one year	-	(920,688)	-	-	(920,688)
	130,911	(700,811)	106,328	653,906	190,334

18 OPERATING LEASE COMMITMENTS

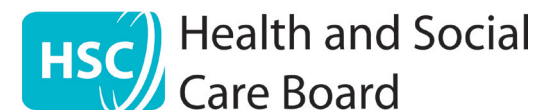
The Charity has annual payments in respect of operating leases and licences for office space totalling £15,303 per annum. All the leases and licences expire within one year.

19 RELATED PARTY TRANSACTIONS

There were no disclosable related party transactions during the year (2017 – none)

The BDA's Thanks go to the Following Funders (2017-18)

BBC Children in Need
 Big Lottery Fund England
 Big Lottery Fund Northern Ireland
 Big Lottery Fund Scotland
 Big Lottery Fund Wales
 Catherine Cookson Charitable Trust
 Corra Foundation
 Debdale Trust
 Derbyshire Police and Crime Commissioner
 DRILL Northern Ireland
 Jenour Foundation
 Life Changes Trust
 Masonic Charitable Foundation
 NHS Leicester Clinical Commissioning Group
 NHS Nottingham Clinical Commissioning Group
 Northern Ireland Department for Communities
 Northern Ireland Health and Social Care board
 Privy Purse Charitable Trust
 Scottish Government Equalities Unit
 Sir Jeremiah Colman Gift Trust
 Sir James Reckitt Charity
 The Charity of Stella Symons
 Verdon-Smith Family Charitable Settlement
 Welsh Government Section 64



What is BSL?

British Sign Language (BSL) is the first or preferred language of many Deaf people in the UK. It is a language of space and movement using the hands, body, face and head.

BSL is the sign language of the Deaf community in the UK (in Northern Ireland, Irish Sign Language (ISL) is also used). BSL is a real, full and living language that is part of a rich cultural heritage. It is one of the UK's indigenous languages; others include English, Welsh, Scottish Gaelic, Irish Gaelic

and Cornish. Many hearing people also use BSL; it has many users on a par with other indigenous languages such as Welsh or Gaelic.

It is a language that has evolved in the UK's Deaf community over hundreds of years. There is considerable research evidence that shows Deaf children who are exposed to BSL early can develop linguistically at the same rate and to the same linguistic levels as hearing children with spoken language. This kind of early access to language

ensures the ability for learning throughout life, leading to improved life opportunities.

BSL is not just a language; it is also a gateway to learning, a path towards a sense of Deaf identity, and the means whereby Deaf people survive and flourish in a hearing world.



The British Deaf Association – BDA

The BDA stands for Deaf Equality, Access and Freedom of choice

Vision

Our vision is Deaf people fully participating and contributing as equal and valued citizens in wider society.

Mission

Our Mission is to ensure a world in which the language, culture, community, diversity and heritage of Deaf people in the UK is respected and fully protected, ensuring that Deaf people can participate and contribute as equal and valued citizens in the wider society. This will be achieved through:

- Improving the quality of life by empowering Deaf individuals and groups;
- Enhancing freedom, equality and diversity;
- Protecting and promoting BSL.

Values

The **BDA** is a Deaf people's organisation representing a diverse, vibrant and ever-

changing community of Deaf people. Our activities, promotions, and partnerships with other organisations aim to empower our community towards full participation and contribution as equal and valued citizens in the wider society. We also aim to act as guardians of BSL.

- 1. Protecting our Deaf culture and Identity** – we value Deaf peoples' sense of Deaf culture and identity derived from belonging to a cultural and linguistic group, sharing similar beliefs and experiences with a sense of belonging.
- 2. Asserting our linguistic rights** – we value the use of BSL as a human right. As such, BSL must be preserved, protected and promoted because we also value the right of Deaf people to use their first or preferred language.
- 3. Fostering our community** – we value Deaf people with diverse perspectives, experiences and abilities. We are committed to equality and the elimination of all forms of discrimination

with a special focus on those affecting Deaf people and their language.

- 4. Achieving equality in legal, civil and human rights** – we value universal human rights such as the right to receive education and access to information in sign language, and freedom from political restrictions on our opportunities to become full citizens.
- 5. Developing our alliance** – we value those who support us and are our allies because they share our vision and mission, and support our BSL community.



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