

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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Welcome

Welcome to the BDA's 2018-2019 Annual Review and Financial Statement.

2018-19 was another challenging year for Deaf people in the UK. The impacts of welfare reform, cuts in funding for education for deaf children, and closure of more provisions for Deaf people have had far-reaching impacts across the community.

The BDA remains a conduit for the community; a membership organisation run by and for Deaf people. We celebrate our language, culture and history, and seek to build and improve our community. However, too often our projects provide for people who have been let down, left out, and excluded.

With this in mind, this year the BDA was able to widen this work by developing several new and ground-breaking projects. The Access to Justice project in Northern Ireland (which can be found on page 14) is the first large-scale study of the barriers present to Deaf people throughout the entire justice system in Northern Ireland, and the recommendations of the project

We reflect on the history of the BDA, formed in 1890 partly in response to the threats to Deaf language and education rights posed due to the Milan conference of 1880. In 2019, the BDA continues to advocate for those rights, enable people to realise those rights, challenge when those rights are not upheld, and empower Deaf communities. However, in spite of the advances of the last century, another year has passed without meaningful realisation of many rights for Deaf sign language users in the UK.



have wide-reaching implications.

Transforming the Deaf Dementia

Experience (page 19) in Scotland has

transformed some of the support available
to some of the members of the community
who so often fall through the net.

The BDA's core projects, as part of our programme of community development, have continued to provide resources and

services for sign language users across the UK. We have continued to lobby governmenWts and service providers, and take a seat at a table where ever possible as part of our ethos; 'nothing about us without us'.

As ever, the BDA's flagship youth project

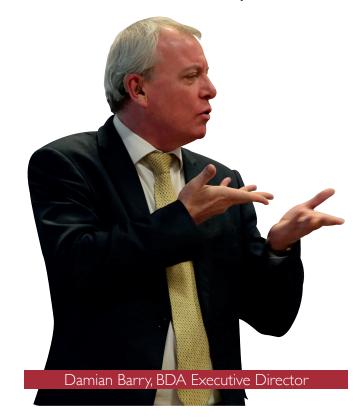
– Deaf Roots and Pride (see page 9)
gives us enormous hope for the future

– for both our young people and our
community as a whole. Our teams of
mentors have demonstrated the rich
seam of diverse and talented role models
for deaf young people within our

community. Once again, the young people who have been involved in the project have themselves shown the fabulous potential they have in all that they have achieved.

In April 2018 the BDA welcomed the newly elected Chair and Board at their AGM to carry on the legacy of the previous Board and to develop a new strategic plan for the next three years.

We hope that this review serves as an interesting and informative log of the work of the BDA of the past year, as well as the challenges that we faced. As we look to the next year with the strong spirit and resilience of the founders of the BDA, we thank our members, volunteers, funders, and staff for all of their generosity and hard work in continuing to make a difference for our community.



The Key Figures

In the reporting year 2018-2019 the BDA:

- Supported **4,089** Deaf people
- Supported 683 young deaf people and their families/carers
- Delivered information and consultation events to 1,527 Deaf people
- Delivered training events to 3, 134
 professionals working with Deaf people
- Created videos that reached487,500 people
- Worked as a partner on an awareness film campaign that reached 1.72 million people across Europe



Access and Inclusion



Access and inclusion is a key theme of the BDA's work, and the access and inclusion project aims to support Deaf people in specific challenges that they face due to isolation or exclusion.

As BSL and ISL do not have legal recognition throughout the UK, many Deaf sign language users face systemic barriers in their day to day life. The access and inclusion project addresses those barriers through one to one support from Deaf advocates, and information sessions. Advocates do not represent Deaf people, but work alongside as support in resolving issues, and to provide impartial information and guidance.

The access and inclusion project also organises group events for Deaf people such as sign language tours and experiences, with the aim of promoting participation and involvement with the wider community.

I,553 Deaf people were supported in the last year through this service. 83% of those supported reported that they felt a lot better informed because of the BDA's support.

A further 1,312 people were supported through the regional offices' support and signposting services via telephone and video calling.

I had lots of financial problems. I sought help from the advocacy service for me to be able to complain. Thanks to their help, the benefit advisor realised that they had made a mistake and I have been offered 800 pounds as a compensation...I was very grateful to the advocacy service; otherwise I would have been in a big financial crisis.

Advocacy beneficiary

SCOTLAND

Due to separate reporting requirements for Scotland, we are required to provide disaggregated data for Scotland.

During the last reporting year, in Scotland:

- 735 Deaf people were supported through access and inclusion projects
- 67% reported that they felt a lot better informed because of the BDA's support; 100% reported that they were 'a lot' or 'a little' better informed
- Deaf people attended diversity BDA group events including Mental Health and Wellbeing Workshops for parents, museum tours, and a trip to Murrayfield stadium.

BDA Youth

BDA Youth is the section of the BDA run by and for young deaf people.

The voluntary Board of BDA Youth have continued their outreach work for young deaf people, and promoting British inclusion in the international young Deaf community. This has included responsibility for promoting World Federation of the Deaf Youth Section (WFDYS) and European Union of Deaf Youth (EUDY) events and camps, and coordinating applications from young deaf people in the UK.

This work has enabled children from across the UK to travel abroad and mix with their deaf peers from across the world, fostering international deaf connections, and providing opportunities for deaf young people to learn a wealth of lifeskills.

BDA Youth have provided information and advice, as well as awareness of the Deaf Youth movement in the UK at a variety of Deaf events and festivals throughout the year. Board members also have continued



to represent the UK at strategic level, presenting UK motions at EUDY General Assembly.

A new Board of 5 young Deaf people was instated in March 2019, to continue this work into the next reporting year.

Deaf Roots and Pride



Deaf Roots and Pride is the BDA's flagship project, supporting 683 young deaf people in the last year, through mentoring, activity days, and peer sessions.

26 trained Deaf role models provided 266 hours of one to one support for deaf young people throughout the year with the aim of increasing confidence, resilience, independence, improving sign language skills, and improving outcomes.

Approximately 19 out of 20 young deaf people are born to hearing parents, who may have no prior experience with Deaf people or Deaf culture. Many deaf children



I know transition processes are difficult for everyone, but now I am feeling more confident in approaching deaf young people because I can link them up with BDA DRP. Thank you for coming to offer support.

Teacher, Scotland



Deaf Roots and Pride (cont'd)





Young deaf person at group activity day





attend mainstream school, where they may be the only deaf child in attendance. Research shows that young deaf people often lag behind their hearing peers in educational attainment¹, and have higher prevalence of mental health problems². Many issues that young deaf people experience are due to exclusion or social isolation.

Mentoring by BDA role models is balanced alongside a programme of group events,

enabling deaf young people to access both individual support and peer support from other deaf young people.

A secondary benefit of the project is the introduction of hearing parents to the Deaf community, through the capable and independent Deaf role models assigned to their child. One parent of a young deaf child said, "Working with the BDA is like finally having the door opened and a shining light has come streaming through."

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I am so glad there's a service out there able to support my child, and boost his confidence in his future as a deaf person

Parent of deaf child, Scotland







SCOTLAND

The Deaf Roots and Pride project in Scotland is also supported by the Give Me BSL project, which aims to build the capacity of families with Deaf children and young people who do, or would like to, communicate in British Sign Language. The project provides practical support, discussion groups, and activity days for parents.

In the last reporting year:

- 22 young deaf people received one to one mentoring in Scotland
- 61 young deaf people attended various events aimed at supporting transitions into further education or employment. As a direct result, 18 young deaf people submitted applications to positions and 2 were invited to interviews
- 44 young deaf people attended health and wellbeing events
- 90% of young deaf people involved in the DRP project felt that it had helped them to learn important things about being Deaf
- 90% also stated that the project made them feel more socially included.

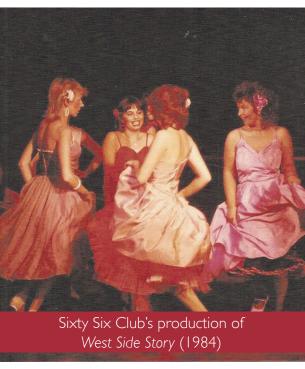
CRIDE survey: https://www.ndcs.org.uk/media/4151/cride-2017-uk-report-final.pdf

² de Feu, M. & Fergusson, K. (2003) Advances in Psychiatric Treatment Vol 9, 95-103

Heritage



for the Deaf, Derby (1934)





Deaf sign language users in the UK have their own distinct culture and heritage. However, as a cultural and linguistic minority, access to Deaf historical materials is challenging and often limited. It is important for UK Deaf identity, and for preserving Deaf culture, to ensure that materials are archived and accessible to the community at large.

The Deaf heritage project works to

achieve this through various measures.

Firstly, the online SHARE archive allows BDA staff to upload materials that they have digitised to an online platform where any user can also upload their own materials, comment on, and share videos. The SHARE archive is a living resource, democratising Deaf history, and making a wealth of fascinating historical materials immediately available to Deaf people themselves.

The heritage project also maintains a print archive, and shares various resources through the SHARE Facebook page.

Throughout the past reporting year, the BDA SHARE page created 85 posts, the SHARE site was visited 2,605 times, and pages were viewed 13,434 times. By the end of the reporting year, there were 556 active users on the BDA SHARE page.

Improving Services for Deaf People (including the BSL/ISL Charter)

The BDA work by the mantra "nothing about us without us". In our work lobbying for improvements to services for Deaf people, the BDA always ensure that this is done through targeted engagement with the Deaf communities that are being served.

Teams across the UK have spearheaded engagement and consultations with local Deaf communities, ensuring Deaf sign language users have a seat at the table with service providers and bodies whose work impacts our lives. Throughout the year, the BDA have worked with 2,611 people from a broad spectrum of service providers and bodies. Linked to this work, sessions were held with 661 members of the Deaf community, allowing Deaf people to access information, support, and advice that enables them to participate and engage with wider society.

The BSL/ISL Charter remains a key tenet of this work, with a key new signing in the 2018-19 reporting year being Belfast City Council; the first Northern Ireland council to sign the Charter and make a commitment to working with Deaf communities.



SCOTLAND

As the only devolved nation with its own Sign Language Act, Scotland has already made strides ahead in ensuring that the Deaf community are consulted, through the BSL National Plans and local plans. BDA Scotland have continued to provide guidance and support as part of this process. During the reporting year, BDA Scotland provided their expertise as part of eight Government consultations linked to the BSL Scotland Act.

Access to Justice



This reporting year saw the start of the new BDA Access to Justice NI project, aiming to enhance Deaf people's communication access to justice in Northern Ireland.

The project, in partnership with Queen's University (Belfast), Syracuse University College of Law and Rowan University College of Education (United States), is steered by a Deaf Advisory Group (DAG) convened by BDA NI.

Through the course of the reporting year, the project has involved direct work

and consultations with professionals in the justice sector, as well as information sessions with local Deaf communities. So far 50 Deaf people have attended information and consultation sessions, and 57 justice professionals have been involved in the project.



We have to improve our service to be more accessible and we are looking forward to receiving the Deaf Equality training.

Police Service of Northern Ireland





Research and Policy

The BDA's key aim is that the rights of Deaf sign language users are fully recognised, and that Deaf people are able to access all areas of public life on an equal basis with others.

Our core aim for many decades has been full legal recognition of British and Irish Sign Language throughout the UK. Several years after achieving a BSL Act in Scotland, however, full UK legal recognition has yet to be achieved. The BDA continues work at all levels of government to represent the interests of Deaf sign language users and ensure that we get a seat at the table.

In the past reporting year, the BDA has continued to expand its reach into United Nations mechanisms that report on the status of human rights of various groups in the UK. For the first time, in 2018-2019, the BDA became involved in reporting process on the United Nations Convention Against Torture. This followed from the BDA's previous work with Deaf people serving custodial sentences, and in residential settings, and ensured that the UK Government is starting to be held to



account for the treatment of some of the most vulnerable Deaf people in our society.

Welfare reform has had a significant negative impact on Deaf and disabled people³. The BDA regularly meet with private services providers Capita and Atos to resolve issues brought up by beneficiaries, and to input into staff training. The BDA have successfully lobbied for a video relay interpreting system trial for the Department of Work and Pensions' (DWP) Universal Credit services, which

were previously entirely inaccessible. In addition, the BDA has submitted numerous requests for important DWP documents and guidance to be available in BSL and ISL format, and a library has now started to be formed, with more videos due to be created.

The BDA regularly provides our expert opinion on new legislation and reforms, ensuring that the Deaf perspective is taken into account. In 2018-2019, the BDA responded to 39 individual government and United Nations consultations.

Westminster debates have again proven to be a useful tool in promoting sign language and Deaf rights in the UK, and the BDA briefed on three separate Westminster Hall debates. The BDA has been involved in supporting Parliament in opening these debates to sign language users, and therew are now processes in place to ensure that some live debates are made accessible in BSL through sign language interpreters. While this is a significant step forward in Deaf access to our democracy, more work

³ EHRC (2018) The cumulative impact of tax and welfare reforms https://www.equalityhumanrights.com/en/publication-download/cumulative-impact-tax-and-welfare-reforms

Research and Policy (cont'd)

is needed to ensure all debates are made accessible to Deaf sign language users.

England

In England, local government engagement continues with existing and prospective BSL/ISL Charter signatories. Work has also continued with the Greater London Authority, and the Mayor of London, who has a manifesto commitment to signing the BSL Charter before the end of his term.

Northern Ireland

While work following the sign language framework in Northern Ireland was previously promising, unfortunately progress has stalled as Stormont has not been sitting throughout this year. BDA staff in Northern Ireland have maintained links with MLA supporters throughout this period, and have used media appearances to reaffirm commitment from these supporters for a sign language act in Northern Ireland.

Scotland

As the BSL (Scotland) Act entered its third year, BDA Scotland has continued with the priority that Deaf people are consulted and



included in all elements of life in Scotland. BDA Scotland has continued to provide expert advice in government consultations, and to promote methods of coproduction at all levels.

Wales

The BDA have continued with involvement in Wales, advising on local and assembly panels, particularly on Welsh language requirements for Deaf people. With increasing movement in Wales on rights for sign language users, this has been identified as an area for priority work in 2019-2020.

This is one of the most eye-opening stories I have ever worked on: The deaf patients "left behind" by the NHS because of a lack of face-to-face interpreters.

Anna Collinson, Journalist and Presenter – Victoria Derbyshire on a joint piece with the BDA

Sign Language Content







Stay in touch with your loved ones.

British





largest social media platform – Facebook – expanded in reach by 20% from 15,461 followers to 18,462 by the end of the year.

The BDA maintain an in-house visual language team, who produce and edit videos in and with British and Irish Sign Language. These videos are shared through BDA channels online and through the BDA website and newsletter, providing updates, news, and information for sign language users in their first or preferred language.

The team also manage and update the online sign language news website, *British Deaf News*.

In the last reporting period, videos produced by the team achieved a total of 487,500 views, an increase of 7% from the previous year (457,100). The BDA's

The BDA website, which contains a wealth of BSL information videos, as well as useful facts, figures, and guidance, achieved 198,640 page views over the course of the year.

The World Federation of the Deaf and European Union of the Deaf



The BDA is the UK's ordinary member for both the World Federation of the Deaf (WFD) and the European Union of the Deaf (EUD).

During 2018-2019, the BDA engaged with the EUD to roll-out the Huawei children sign language stories project StorySign across 11 European countries, in 13 sign languages. The launch of the project saw significant impact, with the European campaign reaching over 1.72 million people. There are now 52 further books (4 titles across 13 sign languages) scheduled to be released over the coming year. The project gained significant international interest, and will support projects run for deaf young people by the BDA and EUD.



Transforming the Deaf Dementia Experience



Deaf sign language users with dementia, or caring for people with dementia, face particular barriers in receiving support, information, and guidance.

The dementia project in Scotland, set up thanks to funding from the Life Changes Trust, supports transformational and sustainable improvements in the quality of life and well-being of Deaf people living with dementia and their carers. This is primarily through enabling them to share and receive information, knowledge and experiences about living with and managing dementia, through British Sign Language (BSL).

So far, the dementia project has reached 176 Deaf people in Scotland, and 473 individuals working with Deaf people with dementia. 100% of the Deaf people involved, and 97% of those working with them, stated that they feel a lot better informed because of BDA support.



The course was really valuable and helpful to understand the complexities for people who are Deaf and have a diagnosis of dementia. Also for the impact for their carers.

Course attendee from the Carers' Centre, Glasgow



Financial Review

The financial year continued to provide both the BDA, and charities in general, challenges in raising income. In the financial year 2018-2019 total income increased by 18.3% from 2018.

As stated in the previous annual review, legacies remain an unpredictable income source which should not be relied upon, though there was an increase of 28.5% from 2018 in legacies receivable. This led to an increase in total legacies, donations, and gifts of 47.1% from the previous year.

Given the increase in income, there was also a small increase in the total expenditure of £28,653, representing 1.7% from 2018.

The net income for the year 2018-2019 of £173,109 is an improved position from last year (2018 deficit £87,906), and within it is an unrestricted surplus (before transfers) of £285,651, and therefore the total surplus also incorporates a drawdown on restricted funds of £112,542.

Income

The total income increased from £1,578,948

to £1,868,616, with the slight increase in income from charitable activities (1.3%), which represent 52.5% of total income.

Legacies represent 36.4% of total income (33.5% in 2018).

Expenditure

During 2018-19, **55p of every £1 of total expenditure was spent on direct costs towards empowering Deaf people**. A further 36p is spent on support costs for these projects such as staff salaries and governance. The remaining 9p in every £1 was spent to support our fundraising, organisational governance and international work.

Once again, expenditure slightly increased during the year, by £28,653 to £1,695,507 (2017-18: £1,666,854.)

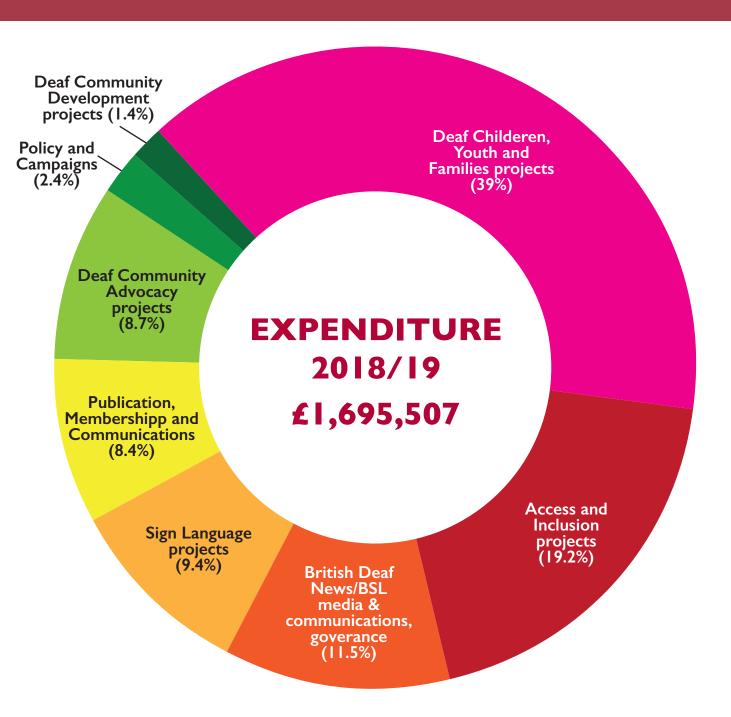
The breakdown of the expenditure on charitable activities:

- 39.0% spent on Deaf Children, Youth and Families projects
- 19.2% spent on Access and Inclusion projects

- I 1.5% spent on British Deaf News/BSL media/communications, governance
- 9.4% spent on Sign Language projects
- 8.4% spent on Publications,
 Membership and Communications
- 8.7% spent on Deaf Community
 Advocacy projects
- 2.4% spent on Policy and Campaigns
- I.4% spent on Deaf Community
 Development projects

Funds

Total net assets between funds were £363,443 of which £237,562 related to general funds. In addition, £86,328 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 approximately £136,000 a year to the Pension Trust for twelve years ending in 2025, in order to reduce the charities multi-employer pension scheme debt, £359,358 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 specific grants



from external funders will not be used to service pension contributions.

The Pension Trust liability has been included as part of reporting requirements. This shows that the BDA have a pension fund deficit of £501,811 down from £700,811 (2017-18). As the BDA is a member of the Pension Trust, with a planned repayment scheme until 2025, this balance sheet risk has been reduced as the BDA has a designated Pension fund to cover the next 2.75 years repayments. If 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 2018-19 show a surplus than the previous year improving the general reserves position.

Financial Review (cont'd)

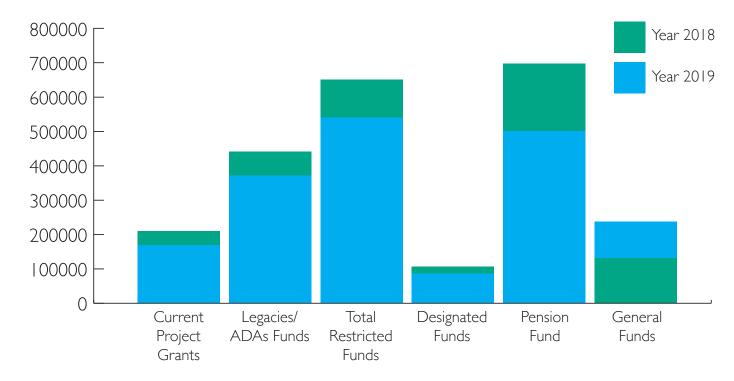
There has been a reduction in net assets, but much of this can be attributed to the fluctuation in restricted funds.

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

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 31st March 2019 are:

- Current Project Grants: £169,562 (from £210,835 in 2018)
- Legacies/ADAs Funds: £371,802 (from £443,071 in 2018)
- Total Restricted Funds: £541,364 (from £653,906 in 2018)
- Designated Funds: £86,328 (from



£106,328 in 2018)

- Pension Fund: (£501,811) (from (£700,811) in 2018)
- General Funds: £237,562 (from £130,911 in 2018)

As a result of the above, the Board recognises that while the BDA made a surplus for the year, it is still a very tight free cash reserve, however the 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 2018-19 we prioritised securing 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 an increase in grant funding this year, however the BDA have been diversifying other income streams to generate income for the future.

Michael Kyriakides, Treasurer

Support the BDA - Your help is vital

The BDA relies heavily on support from individuals to carry out its work. If you believe Deaf children, young people, adults and older people, should enjoy the same rights, responsibilities, opportunities and quality of life as everyone, please support us now.

Donations

You can donate at www.bda.org.uk or call 020 7697 4140.

Regular Donations

A regular donation via standing order or through your payroll means that we will be able to expand our work and plan ahead with confidence.

Gift Aid

Increase the value of your gift at no extra cost to you. The Gift Aid scheme means that every £1 you donate is actually worth £1.28 to us! The scheme is open to all taxpayers and allows us to reclaim tax you have already paid to the Inland Revenue.

Legacies

Leaving a gift to the BDA in your Will is one of the most effective ways to improve the lives of Deaf children, young people, adults and older people across the UK. Legacies large or small make a real difference.

Fundraising Events

Why not organise or take part in a sponsored or fundraising event that will raise money for the BDA? Please contact us for more information.



Visit our website **www.bda.org.uk** to fund out about new and exciting ways to support our work.

Thank you for all your support

The BDA appreciates the generosity of the many individuals and organisations who have supported our work. There are too many to mention here, but we could not continue our vital work without you.

Our thanks go to the following funders for the year 2018-19

- BBC Children In Need
- The Boshier-Hinton Foundation
- The Catherine Cookson Charitable Trust
- The Corra Foundation/Scottish Government
- Derbyshire Police and Crime Commissioner
- Derbyshire Voluntary Action
- DRILL National Lottery Community Fund
- Frank Litchfield General Charitable Trust
- The Gordon Fraser Charitable Trust
- Gtec Engineering Limited
- Hewitt Sportsturf
- The Jenour Foundation
- Kimberley-Clark Limited
- Lady Eda Jardine Charitable Trust
- Life Changes Trust
- The London Pearly Kings & Queens Society Charity Fund
- The Loseley & Guildway Charitable Trust
- Martin Connell Charitable Trust
- Masonic Charitable Foundation
- Mcasso Music
- The Michael and Anna Wix Charitable Trust.

- Multithon Trust
- National Lottery Community Fund England
- National Lottery Community Fund Scotland
- National Lottery Community Fund Wales
- Northern Ireland Department for Communities
- Northern Ireland Health and Social Care Board
- Nottingham University Hospitals NHS Trust
- Opencell Ltd
- The Porta Pia 2012 Foundation
- The Privy Purse Charitable Trust
- The Rest-Harrow Trust
- The Roger Raymond Charitable Trust
- Sir James Knott Trust
- Scottish Government Equality Unit
- The Sir James Roll Charitable Trust
- Sir Jeremiah Colman Gift Trust
- Smart Energy GB In Communities Fund
- The Susan H Guy Charitable Trust
- Talteg Ltd
- United Parish of St Stephen & St Luke
- The Verdon-Smith Family

Looking forward to 2020: BDA 130 Years Anniversary



