



# Report and Financial Statements

For the year ended 31st March 2025



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# REFERENCE AND ADMINISTRATIVE INFORMATION

## Trustees

**Dr Robert Adam**

Chair from 16th November 2025. Trustee term commenced 26 June 2021

**Jonathan Evans**

Hon Treasurer from 5th November 2022

**Hamza Shaikh**

Term commenced 5th November 2022

**Ahmed Mudawi**

Term commenced 11th January 2023

**Caroline Doherty**

Term commenced 11th November 2023

**Irfan Yusuf**

Term commenced 11th November 2023

**Victoria Nelson**

Term commenced 16th November 2024

## Departing Trustees during 2023-24:

**Jeff Brattan Wilson**

Appointed 11th November 2023, resigned 6th August 2024

**Abigail Gorman**

Vice-Chair from 6th November 2022. Resigned 19th May 2025

**Company number:**

2881497

**Charity number:**

1031687

**Scottish Charity number:**

SCO42409

**Registered office:**

St. John's Deaf Community Centre,  
258 Green Lanes, London, N4 2HE

**Chief Executive:**

Rebecca Mansell

**Bankers:**

HSBC Bank plc,  
29 English Street,  
Carlisle, Cumbria, CA3 8JX

**Solicitors:**

Farrer & Co LLP,  
66 Lincoln's Inn Fields,  
London, WC2A 3LH

**Auditors:**

Price Bailey LLP,  
24 Old Bond Street,  
London, W1S 4AP

## Trustees' Annual Report 2024-25

The Trustees are pleased to present their annual report and audited financial statements for the year 1st April 2024 to 31st March 2025.

### Who we are

Founded in 1890, the British Deaf Association (BDA), is a national Deaf people's organisation run and led by Deaf people for Deaf people. The BDA represents the signing Deaf population of the UK and plays a crucial role in promoting British Sign Language (BSL) and Irish Sign Language (ISL) in Northern Ireland, as an integral aspect of the UK Deaf community's cultural heritage.

As a Deaf-led membership organisation, the BDA is recognised by the World Federation of the Deaf (WFD) and the European Union of the Deaf (EUD) as the sole legitimate voice of the BSL/ISL community. The BDA is dedicated to achieving equal rights for Deaf individuals and leads advocacy and campaigning for BSL and ISL. These efforts culminated in the historic legal recognition of BSL through the BSL (Scotland) Act 2015 and the UK-wide BSL Act in 2022.

As the national guardians of BSL and ISL, we are responsible for protecting, preserving and promoting our native sign languages for future generations. We exist to ensure a world in which the language, culture, community, diversity and heritage of Deaf people in the UK is respected and fully protected.

We promote the advancement of human rights and equality for Deaf people by collaborating with our members and stakeholders to influence governments to access services in our own language: BSL and ISL, the first or preferred language of approximately 151,000 people in the UK, around 87,000 who are Deaf and for whom English may be a second or third language.

The BDA was instrumental in securing the BSL Act in April 2022, meaning that BSL is legally recognised as a protected UK minority language. This was seismic, and we are determined that it will lead to Deaf people, marginalised for so long, participating and contributing as equal and valued citizens in wider society.

We also campaign on behalf of BSL signers in Wales and BSL/ISL signers in Northern Ireland and hope to use our success with the BSL Act as leverage for a similar Act in Wales and Northern Ireland.

We recognise the importance of building and learning from links with other Deaf communities outside the UK, particularly for our BDA Youth members to expand their knowledge and understanding, and to see themselves within the context of the wider signing community. They do this by developing skills, working for change, and strengthening the cause and community of Deaf people worldwide.



SCAN ME FOR BSL  
OR CLICK HERE



# WHO WE ARE

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

## DEAF

That we identify ourselves as Deaf people who use sign language. Part of the Deaf community, we – Deaf adults and children alike – share the same language, values, history and cultural experiences.

## EQUALITY

That we Deaf people are treated equally, with every opportunity for learning, social, work, leisure and community inclusion.

## ACCESS

That, through the provision of sign language, we are able to access services and support on a par with others.

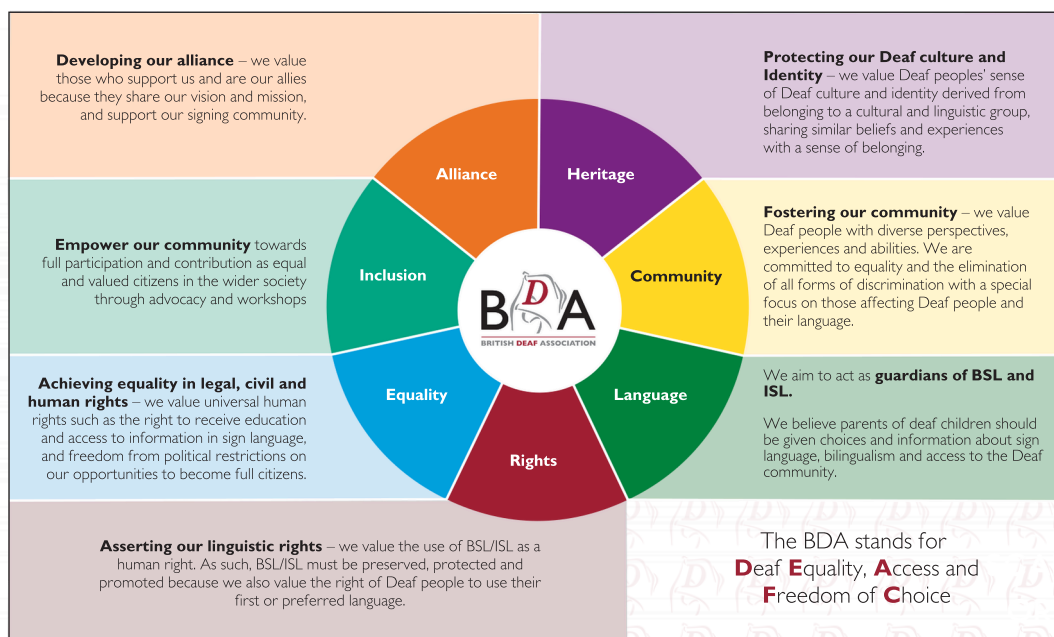
## FREEDOM OF CHOICE

That, through sign language, we are empowered with choices to participate, contribute, learn, and work in the same way as others.

Our **vision** is of a world where Deaf people can fully participate and contribute to society as equal and valued citizens.

Our **mission** is to empower Deaf people to fully participate and contribute to society as equal and valued citizens and to build a world in which the languages, culture and heritage of Deaf people in the UK are protected, preserved and promoted.

Our **values** are: Heritage, Community, Language, Rights, Equality, Inclusion and Alliance.



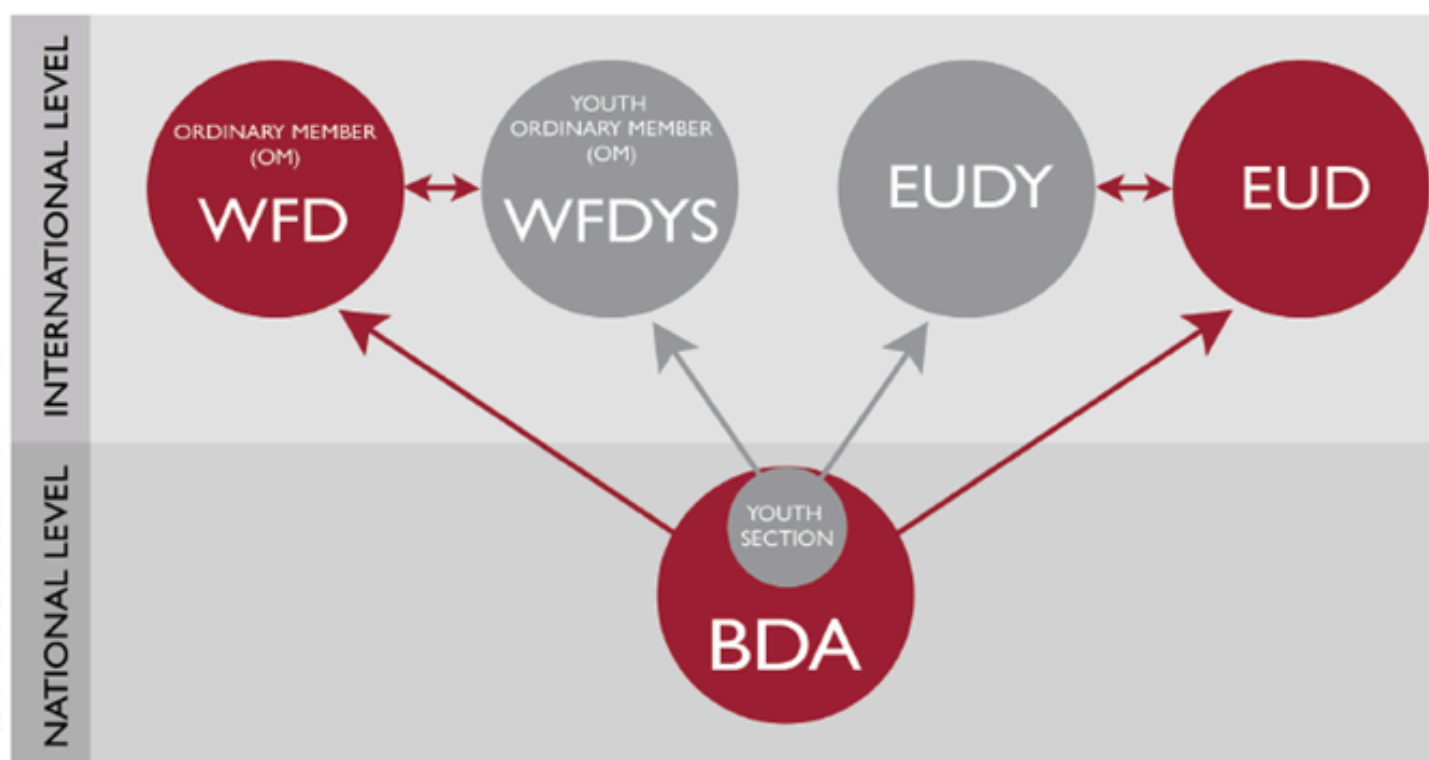
# WHO WE ARE

**BDA is an Ordinary Member of the World Federation of the Deaf (WFD)** since September 1957, **and a founding member of the European Union of the Deaf (EUD)** since 1985.

WFD is an International Non-Governmental Organisation in official liaison with ECOSOC (Economic & Social Council), UNESCO (United Nations Educational, Scientific and Cultural Organisation), ILO (International Labour Organisation), WHO (World Health Organisation) and the Council of Europe (CoE). It also has a consultative status in the United Nations (UN) and is a founding member of the International Disability Alliance (IDA).

EUD is a supranational organisation representing Deaf people at European level and is one of the few ENGOs representing associations from all the 27 EU Member States, in addition to Iceland, Norway, Switzerland and the United Kingdom. EUD aims to establish and maintain EU level dialogue with its relative institutions and officials, in consultation and co-operation with its member NADs. EUD is a full member of the European Disability Forum (EDF) and is a Regional Co-operating Member of the World Federation of the Deaf (WFD) to tackle issues of global importance. It also has participatory status with the Council of Europe (CoE).

The BDA remains a permanent member of EUD and the UK's withdrawal from the EU has no impact on BDA's membership of the EUD.





# WHO WE ARE

**BDA Youth**, a sub-committee, are members of the **World Federation of the Deaf Youth Section (WFDYS)**, the **European Union of the Deaf Youth (EUDY)**, and represent young Deaf people across the UK.

**The Convention on the Rights of Persons with Disabilities (CRPD)**, adopted by the UN General Assembly in 2006 and ratified in June 2023 by 186 UN Member States, is the latest international human rights convention emanating from the UN. It is also one of the most ratified conventions in the UN legal system.

The motto of the CRPD, **“Nothing About Us Without Us”**, places persons with disabilities, including Deaf people, and their representative organisations - national associations of Deaf people - at the centre of decision-making processes related to them.

**CRPD Article 4.3** requires national governments to actively consult and collaborate with national representative associations of Deaf people regarding any legislation, programme or policies related to Deaf people and national sign languages.

**The BDA is the formal National Representative Organisation of the UK representing the Deaf and BSL community, and holds this status at WFD, WFDYS, EUD and EUDY.**



The BDA's **Strategic Vision** sets out the BDA's aspirations for Deaf people in the UK for the next decade and beyond, following the historic legal recognition of our language with the BSL Act (2022) and the BSL (Scotland) Act 2015.

Across the diverse Deaf communities in the UK, there is a shared ambition that the BSL Act 2022 will serve as a turning point to bring about social change to dismantle the barriers that have restricted Deaf people's lives for more than 130 years, ever since the BDA was established. This short film sums it up:





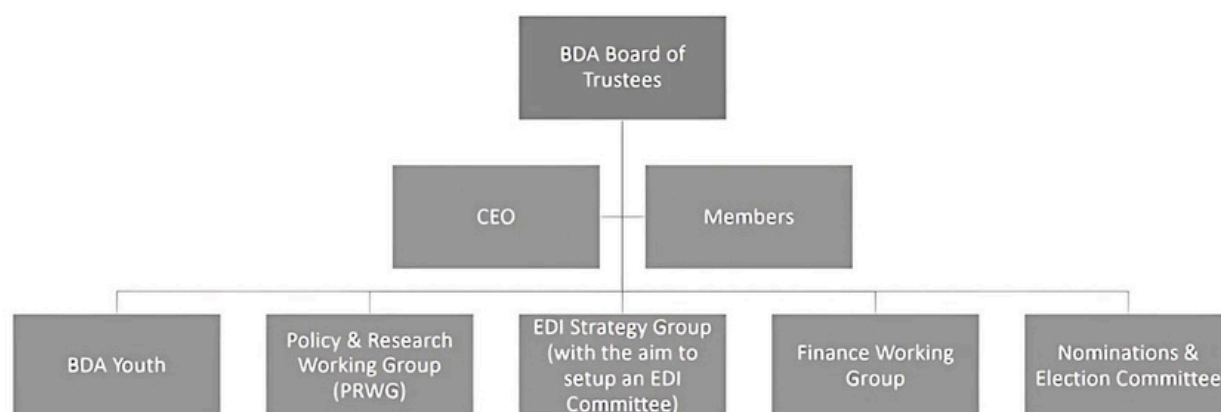
The board of trustees governs the charity and has a maximum of 9 trustees. A total of 45% of trustees must be elected by the membership. All elected trustees must be Deaf and members of the charity. The board can appoint the remaining 55% of our trustees. Additional trustees may be co-opted by the trustee board when appropriate in order to enhance the skills of the board.

Members are invited to submit a written application, which is considered by a nominations panel. Applicants are shortlisted and interviewed before being proposed as a trustee. All new trustees undertake an induction programme which involves governance training with NCVO, an introduction to their responsibilities and to the operations of the charity.

The trustees provide leadership and direction for the charity, setting the vision, mission and strategy, which are delivered by the Chief Executive and their team. The trustees are legally responsible for ensuring that resources are used prudently and only in support of our objectives and for ensuring that the charity complies with all relevant legislation and regulation. The board of trustees follows a Conflicts of Interest policy, and a declaration of interest form is completed annually by trustees and senior management and these declarations are made and recorded at the start of every trustee committee meeting, where relevant to the agenda.

The board of trustees meets four times a year. It is supported by five committees, each of which has specific terms of reference:

BDA Youth;  
Finance & Risk;  
Policy & Research;  
Equality, Diversity & Inclusion;  
Nominations & Elections.



The Finance and Risk Committee, which meets once a month oversees all financial and administrative matters. The Policy & Research Committee, which meets three times each year provides policy support and direction to the development of policies for advocacy.

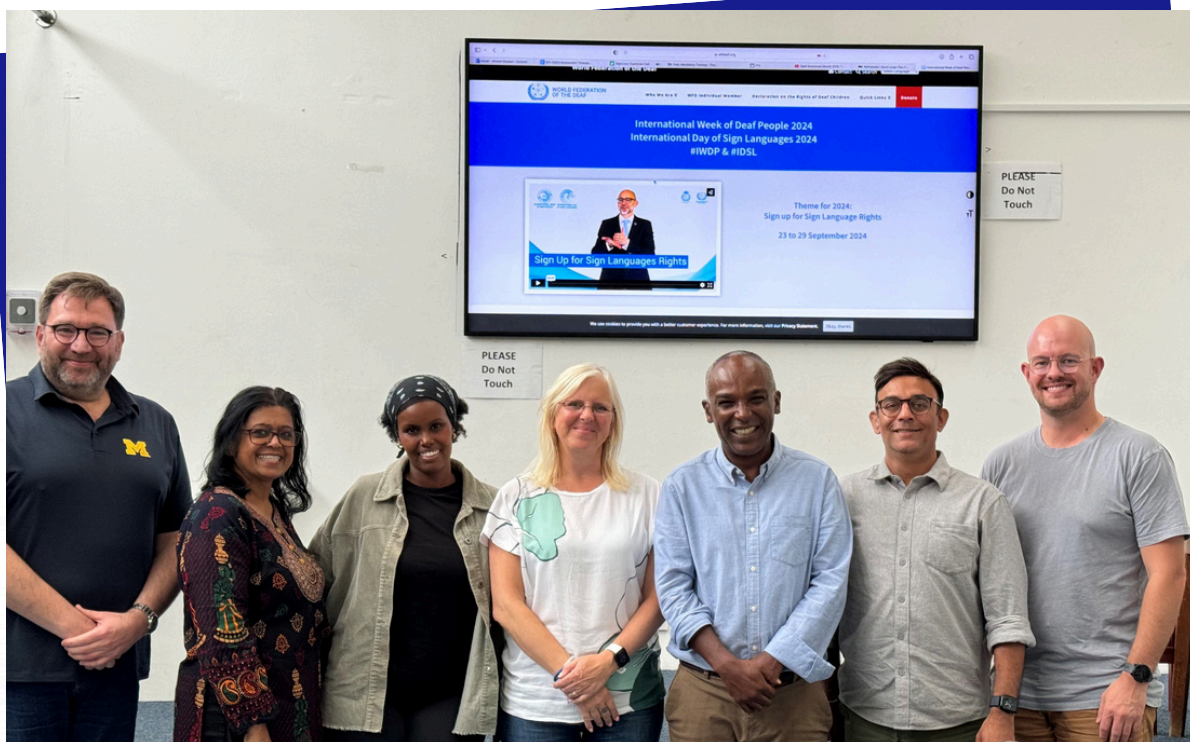


# CORPORATE STRUCTURE, GOVERNANCE AND ACCOUNTABILITY

The Equality & Diversity Strategy Group which meets three times each year provides strategic direction to the development of our EDI strategy. The BDA Youth sub-committee which meets three times each year leads the work of our young members of the BDA. The Nominations & Election Committee meet once a year to review trustee nominations. All our committees are chaired by trustees. Committee meetings are also attended by relevant staff. Each committee has its decisions ratified by the board of trustees where appropriate.

The day-to-day running of the British Deaf Association and the exercise of executive responsibility are delegated to the Chief Executive for operational matters, including finance, employment and service delivery.

There are clear distinctions between the role of the trustees and of senior management. Matters such as policy and strategic plans are prepared by senior management for consideration and approval by the trustees. All trustees give up their time freely and no trustee remuneration was paid in the year. Details of trustee expenses are disclosed in the financial statements. There were no related party transactions.



EDI Strategy Group September 2024: Dr Robert Adam, Sarla Meisuria, Samira Mohammed, Rebecca Mansell, Ahmed Mudawi, Priyesh Patel, Mark Berry

# WELCOME FROM OUR CHAIR



SCAN ME FOR BSL  
OR CLICK HERE

I am very proud to present my third annual report as Chair of the British Deaf Association (BDA). I continue to be driven by a desire to ensure that the BDA delivers even more for our sign language rights. As the national representative organisation of BSL/ISL, we are best placed to advise on language policies and planning that contributes to the vitality of our BSL and ISL language. We were established to promote the use of sign language - BSL/ISL and influence bilingual practises through the services and programmes we and our network of local, national and international partners provide on the ground.

The BDA was very proud to have led the BSL Act Now campaign, which resulted in the BSL Act 2022. It will create greater recognition and understanding of BSL as well as inclusion and equality for BSL users. As such, our priorities going forward will be to:

- assist organisations in developing bilingual practices through providing expert advice and support;
- undertake research and development projects relating to language policy and planning;
- promote professional training and other educational activities in the field of language planning.

This Act recognises BSL in England, Wales and Scotland. Uniquely across the UK, Northern Ireland has two sign languages – BSL and ISL. Back in 2004 the Secretary of State announced the official recognition of sign language in NI, but it held no real legislative power and was not protected by law. Currently, NI Sign Language Bill has now progressed to the Committee Stage where it is scrutinising by the committee for communities. Majella McAteer, from BDA's Northern Ireland office was seconded to the Northern Ireland Government to specifically support them for 3 years in preparing for the introduction of Northern Ireland's BSL and ISL Bill. We look forward to the developments which will consolidate the position of both these sign languages in Northern Ireland.



**We can't achieve systems change alone.** One of our social values is 'Developing our Alliance'. We value those who support us and are our allies because they share our vision and mission and support our signing community. We are proud to report that the BSL Alliance ([www.bslalliance.org.uk](http://www.bslalliance.org.uk)) has gone from strength to strength with 53 members (2024 – 52 members, 2023 – 25 members), all with the same mission to track the implementation of the BSL Act 2022. The BSL Alliance is made up of national, regional and local organisations across the UK.



# WELCOME FROM OUR CHAIR

Following the 2022 consultations with members to shape the future of BDA's work, we developed a 10-year Strategic Vision which we presented back to members with further consultations. At the 2024 AGM in Glasgow we presented the outcome of Year 1 2023 – 2024 strategic objectives against the 10-year vision. This annual report will include outcomes of Year 2 2024 – 2025 strategic objectives and I am sure you will join me in feeling proud of how much we have achieved in the space of two years. Full report in the policy section.



Photo - BSL Alliance meeting Birmingham  
June 2024

One way to achieve systems change is to host workshops and conferences to share evidence-based information and resources about our language. We kicked off the 2024 – 2025 financial year with an amazing BSL Conference in Manchester featuring a host of incredible presenters. We were honoured to welcome Dr Joseph Murray, President of the World Federation of the Deaf, as our Keynote Presenter to deliver a talk about 'Recognizing national Sign Language rights to ensure the inclusion of deaf people from a linguistic minority perspective'.

We were thrilled when the Mayor of Greater Manchester, Andy Burnham, welcomed everyone to his City in BSL much to the audience's delight!

## The conference followed with the following presentations:

Health and Wellbeing of Deaf Children: What is the impact of Early Language Development? Dr Katie Rogers SORD

What do deaf Children need to be **"school ready?"** Frank Barnes Primary School for Deaf Children, Dani Sive, Head Teacher, and Catherine Drewe, Deputy Head



## WELCOME FROM OUR CHAIR



Independent evaluation report of BDA Northern Ireland's Family Sign at Home programme by BDA's Head of Community Services Jaz Mann and BDA Northern Ireland Team Leader Naomi Fujitani

Language Therapy in BSL by Lenka Novak and Dr Joanna Hoskin



Reflections from BSL Advisory Board on Early Years & Access to BSL for Families by Alex Gowlland and Craig Crowley BSL Advisory Board

We also heard from two parents of deaf children about their experiences in the early stages of identification and navigating the system – Tilly Hawkes and Saurabh Mittal



I closed with a talk about Systems and Policy reforms through:

- ✓ University Curriculums
- ✓ Policy Design with Deaf People
- ✓ Workforce development of deaf people
- ✓ Bilingual bimodal future.

Another significant moment as Chair during 2024 – 2025 was hosting my second AGM which took place in Glasgow. It was a huge honour, and I was thrilled when members commented how much they enjoyed the weekend. I would like to extend my personal thanks on behalf of the Board of Trustees to the BDA Scotland team for hosting a wonderful weekend which started off at the Deaf club on the Friday evening. Thank you, also to Deaf History Scotland for hosting us and to Lilian Lawson and John Hay for their presentation, The evening was wonderfully hosted by Erin McCluskey (BDA Youth Chair) and James Colhoun with Scottish Bagpipe providing a visual experience.



To end the weekend, Lillian Lawson provided a walking tour of Glasgow's rich Deaf history. It was really interesting and the feedback from attendees was that they really enjoyed it.

Photos of walking tour





# WELCOME FROM OUR CHAIR

I was also very proud to present my second awards to the various recipients nominated by members, many of whom are Scottish. Congratulations everyone:

## Name of Award: 2024 Awards Glasgow AGM

<b>BDA Medal of Honour</b>	John Denerley
<b>BDA Medal of Honour</b>	Audrey Cameron
<b>Francis Maginn Award</b>	Margaret McLean
<b>Francis Maginn Award</b>	Margaret Aitken
<b>Francis Maginn Award</b>	William Stavert
<b>Certificate of Merit</b>	Sandra Boyle
<b>Certificate of Merit</b>	Charlene Dolan
<b>Certificate of Merit</b>	Rachel O'Neill
<b>Certificate of Merit</b>	Marcel Hirshman
<b>Certificate of Merit</b>	Lucy Buxton
<b>Certificate of Merit</b>	Angela Saltekin
<b>Certificate of Merit</b>	Sharne Penman
<b>Certificate of Merit</b>	James Colhoun
<b>Certificate of Merit</b>	Gerry Malley
<b>Certificate of Merit</b>	Tasnim Ahmed
<b>Certificate of Merit</b>	Robin Ash
<b>Certificate of Merit</b>	Youth Advisory Board - Scotland
<b>Certificate of Merit</b>	Jeff Brattan-Wilson

## WELCOME FROM OUR CHAIR

We continue to develop the BDA's organisational structure to ensure that our strategy can be met. Nine Feet Tall supported BDA last year to build suitable organisational design options in line with this new strategy, understand the impact of the changes and provide realistic costs of an altered structure. The options provided have since been actioned and a new Head of Community Services and BDA England Manager has been recruited.

A list of recommended next steps was provided to enable the new design to be successful ensuring the changes are embedded and understood. We want to embark on this next phase of work to ensure the organisational design work completed to date can develop further and deliver against the BDA's strategy.

I wanted to personally extend a special thanks to former Minister of State (Department for Work and Pensions) Mimmms Davies MP during the financial year for all her support and collaboration implementing the BSL Act 2022.

It is appropriate to reflect on just how much has been achieved by a national organisation of just 25 staff, along with a volunteer Board of Trustees. Sessional staff including mentors, sign language tutors, befrienders and outreach workers have also helped deliver some of our project work and, being members of the Deaf Community, they fully engaged with our work and ethos as they know and appreciate the value of the BDA for their peers, namely, Deaf sign language users in the community.

I hope this report provides an informative overview of the BDA's work during 2024-25. I'd like to extend my heartfelt thanks to our staff, volunteers, funders, members, and my colleagues on the Board of Trustees for their generosity and hard work in continuing to make a big difference for our Deaf community.



**Dr Robert Adam**  
Chair

## OUR WORK

This year we continued to deliver against the objectives outlined in the 10-year Strategic Vision. The objectives take their starting point from the date at which the BSL Act received Royal Assent: 28 April 2022. That date is now celebrated annually as the National BSL Day.

The Strategic Vision sets out the British Deaf Association's 10-year vision for a new civil rights movement: #BSL2032. Over the next decade, the Deaf communities in the UK must take ownership of our own future as a linguistic and cultural minority which has faced oppression and discrimination for more than a century.

Language is at the heart of what it means to be human. To be able to express ourselves, share information, and build relationships, every human needs a strong language foundation. Deaf people continue to be deprived of that basic human right. It is time for this to change.

Deaf people are at the heart of everything the BDA does. We recognise that the Deaf community is made up of a diverse cross-section of society, which we as a national organisation need to do more to authentically represent.

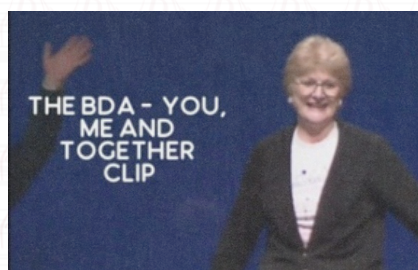
The strategy aims to put our members first. We have set out a pledge to work collaboratively with our members, respecting their views and priorities. We will be honest and accountable about our decisions, and equal, fair and inclusive in our approach. We want members to be proud of the BDA and feel that the work we are doing makes a difference to their lives. We deeply value their support.

We believe that the way to make this new strategy a genuine success is to win the support of our colleagues, members, stakeholders, trustees and staff. Nothing about us, without us – all of us!

**Deaf people are the experts of our own lives.  
As self-advocates, we have the potential to contribute expertise, skills and experience  
that enrich our societies and make them more just, inclusive, and prosperous.**

*Dr Robert Adam, Chair of the BDA Board of Trustees*

In honour of Dorothy Miles who received a Purple Plaque in April 2024, we wanted to share Dot's powerful and wonderful video reminding members that the **'BDA is You and Me'**. Enjoy!



The following highlights some of the key successes by our services during 2024 – 25:





SCAN ME FOR BSL  
OR CLICK HERE

BDA's Policy & Research team has published ground-breaking policy, and underlying policies, to kick-start the delivery of BDA's 10-year strategy and led on Government and Parliamentary engagement to get BSL discussed in the highest places. We worked hard to build purposeful and productive relationships with senior civil servants who are an important source of advice to government Ministers.

We established the first ever UK Parliamentary Group on BSL, entered into partnerships with Cambridge University, commissioned work from Manchester University and RAND and others, and saw our Early Years campaign taken up by the Liberal Democrats and the UK's Equalities and Human Rights Commission.

**Policy is understanding how the world works changing how the world works**

*Mike Hobday*

## Policy Development & Parliamentary Engagement

**BDA's Early Years Position Statement** was launched in Sign Language Week 2024, at the Parliamentary launch of BDA's campaign BSL in Our Hands. This was a great success, with over 30 MPs attending and a score of Ministers, including the then Conservative Minister for Disabled People, who later became BDA's Special Ambassador after leaving Parliament.

We want to see full and unified national support for BSL in Early Years, operating within an English & BSL bilingual framework for families. We want the government to fund free access at home to BSL (and ISL in Northern Ireland) for all families of newly identified deaf children. We want to reverse a decades-long trend of marginalising BSL and deaf children losing access to BSL.

<https://bda.org.uk/bsl-in-our-hands/>



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## POLICY AND RESEARCH

The BDA took the campaign to the global deaf Early Years sector, attending for the first time the Family Centred Early Intervention (FCEI) Conference in Austria and sharing our campaign with over 300 attendees from around the world.



**Equality and  
Human Rights  
Commission**



**Ensure local authorities have a legal  
duty to fund sign language lessons for  
parents of deaf children.**

*EHRC UK Human Rights Tracker*

The UK's Equality and Human Rights Commission (EHRC) took up our campaign and made BSL access in Early Years a key marker of their monitoring of the UK Government's progress on Human Rights in the UK. We were very happy to see the EHRC formally accept our position that BSL is a human rights issue. We're taking this forward.

Our **parliamentary engagement** work is a key lever to drive forward our Early Years policy and campaign. It's generated much interest in Parliament along with our **BSL Manifesto for the General Election 2024**.

**We want the next Government to  
transform the way British Sign  
Language is accessed in the UK by  
deaf children, their families and deaf  
adults Deaf children in the United  
Kingdom have a human right to  
linguistic and cultural enrichment  
through BSL**

*BSL Manifesto 2024*

## **MANIFESTO FOR BRITISH SIGN LANGUAGE**

You can download the BDA's BSL Manifesto here:

<https://bda.org.uk/wp-content/uploads/2024/06/2024-BDA-BSL-Manifesto.pdf>

For a BSL version of the Manifesto, please see:

<https://bda.org.uk/our-manifesto/>





We were delighted to see the Liberal Democrats adopt our Early Years asks and publish them in their own Election Manifesto.

“We will provide free access to sign language lessons for parents and guardians of d/Deaf children.”  
*Liberal Democrats Manifesto 2024*

[Full Libdem Manifesto 2024 (BSL is on page 49 (and also page 97): [https://www.libdems.org.uk/fileadmin/groups/2\\_Federal\\_Party/Documents/PolicyPapers/Manifesto\\_2024/For a Fair Deal - Liberal Democrat Manifesto 2024.pdf](https://www.libdems.org.uk/fileadmin/groups/2_Federal_Party/Documents/PolicyPapers/Manifesto_2024/For_a_Fair_Deal_-_Liberal_Democrat_Manifesto_2024.pdf)]

We made good progress engaging with both the Conservatives and Labour before the 2024 General Election and continued to deepen relationships with Labour when they came to power after the election.

We successfully engaged with Labour as the new party of Government in September 2024 at their National Labour Party Conference in Liverpool. We gave a keynote presentation on the concept of Deaf Leadership at Disability Labour's fringe event. We had our BDA own stall to showcase BSL front and centre at the Conference.

We met **Sir Keir Starmer, Prime Minister**, and **Angela Rayner, Deputy Prime Minister (and a level 3 BSL signer)** and many other senior Ministers, and advocated for their support for BSL rights.



We also jointly hosted a second parliamentary event in Westminster with other national Deaf charities. Through the work of the Policy Team, BDA has significantly expanded our parliamentary network, engaging with many BSL allies throughout the corridors of power.



## POLICY AND RESEARCH

With BDA as Secretariat, the group of MPs is campaigning for the UK government to support families of deaf children to learn sign language, raising concerns of BSL signers including the future of deaf education, and celebrating Sign Language Week every year.



With BDA's support, the APPG BSL started by holding a successful Parliament Westminster Hall BSL Debate on March 20th 2025, in which attending MPs used BSL for the formal debate vocabulary. ('Mr Speaker', 'Will you give way?' and 'My constituency'); and this use of BSL was recorded in Hansard, the official Record of Parliamentary debates; and the signs used were illustrated in House Magazine, the internal magazine of Parliament.

MPs also met BDA's Campaign Ambassadors who shared their lived experiences of being denied access to BSL for their families, bringing some MPs to tears.

### Commissioning Research

Our feedback from talking to politicians and MPs from across the UK: they all want to see our evidence of need, and our estimate of how much this will cost. BDA Policy Team commissioned ground-breaking research into the Economic Benefits that BSL brings to the UK Economy from RAND, a well-known global policy research organisation, to answer these questions and show what financial savings can be achieved from rolling out BSL across the UK for all deaf children.



RAND are a not-for-profit, non-partisan policy research organisation. They help improve policy and decision-making through objective research and rigorous analysis.



We also commissioned an academic Evidence Briefing on the Benefits of Early Access to Sign Language for Deaf Children in partnership with University of Manchester's Social Research with Deaf People (SORD). Over 3,400 academic papers on deaf children were reviewed by SORD for this briefing.

## POLICY AND RESEARCH



This Evidence Briefing will summarise these 3,400 papers and show in one place exactly why it is so important for deaf babies, children and their families to learn BSL; how it improves children's language skills; reduces family stress; promotes family engagement; and how the government can create a lifelong impact by investing in improved BSL provision for Early Years. We shared the results of this exciting work at BDA's BSL Conference in July 2025.

Language acquisition – including sign language acquisition – in the early years is a key foundation for life for deaf children and is the base foundation for BDA's 10-year strategic vision. After childhood, there are multiple life stages for us to engage with: Education; Employment; and Health & Social Care. The Policy team is working hard engaging with the Deaf community, governments and other stakeholders to devise policies in all these areas, but our main focus is on Early Years and Education.



**A right for Deaf and deafblind children to get an education in BSL and in environments which maximise personal, academic and social development both within and outside formal school settings and support the linguistic identity of Deaf and deafblind children.**

**'Review and strengthen the BSL Act to ensure BSL is recognised, promoted and protected on a par with English and all BSL-related public services and procedures**

*The Disabled People's Manifesto 2024  
(Disabled People's Organisations Forum England)*

**BSL-Medium Education** – Before the General Election 2024, the Policy Team successfully negotiated fundamental changes to the national Disabled People's Manifesto to safeguard the need for specialist Deaf-led education for deaf signing children and for child signers of all types. This took place against a wider backdrop of calls to close all specialist disability provisions – including closing all deaf schools – in favour of putting all deaf children into mainstream education.

BDA also met with the trustees of Hamilton Lodge School and College to discuss the threats the school was facing and share our concerns. After a series of meetings, we were delighted to learn the governors had reversed the decision to close the school, safeguarding the dwindling provision of BSL education. This fuels our hope that we can campaign for national support for a Deaf-led BSL-medium education system - along the lines of the Welsh language education system.

## POLICY AND RESEARCH

Language acquisition – including sign language acquisition – in the early years is a key foundation for life for deaf children and is the base foundation for BDA's 10-year strategic vision. After childhood, there are multiple life stages for us to engage with: Education; Employment; and Health & Social Care. The Policy team is working hard engaging with the Deaf community, governments and other stakeholders to devise policies in all these areas, but our main focus is on Early Years and Education.

This could potentially **remove medical gatekeeping**, meaning parents of deaf children (or signing children) would not need to argue with doctors or SEND panels to obtain BSL-medium education for their children, and will be more freely able to move their children between signing and non-signing schools as their child develops.

**BSL GCSE** - BDA is actively involved in developments in the BSL GCSE and in the OFQUAL consultations on the qualification & assessment frameworks. Along with other organisations involved in BSL GCSE, we have also been frustrated by the lack of progress on the BSL GCSE. Policy Team has been pressing our contacts in Government for more news & developing relationships with the Department for Education. The new UK Parliament APPG BSL are extremely keen on pushing for swifter progress and have been submitting Parliamentary Questions and talking to Ministers about the BSL GCSE.



UNIVERSITY OF  
CAMBRIDGE



KAVLI CENTRE  
for Ethics, Science,  
and the Public



**Genetic technology and Deaf people** - BDA Policy Team partnered with **Cambridge University's Kavli Centre for Science, Ethics, and the Public** to discuss with the BSL community: the latest information on genetic testing available in the NHS; the NHS's future plans for pre-birth genetic testing; the legal frameworks and their potential impact on deaf people. This is shaping our emerging policy on genetics. This has developed into a joint project called **'Deaf DNA, Your Say'**. Cambridge University's Professor Anna Middleton gave a presentation on this at our BSL Conference.



**AI BSL** - AGM in November 2024, and a special BSL Alliance AI BSL event in Derby in early 2025, attended by about 30 BSL-led organisations. We have been directly approached by numerous AI organisations including Google seeking commercial partnerships. BDA Board, on the advice of Policy Team, has decided BDA will be neutral on AI BSL.



## POLICY AND RESEARCH

Our mission is to get the best possible AI BSL outcome for the UK's Deaf communities, without bias or commercial considerations. Our work has made a significant impact in the AI sector, and we have been invited to contribute to numerous AI policy conferences. We have also been invited to advise Government on AI BSL procurement. We plan to consult with members again ahead of refining our position for a second AI BSL paper.



*AI BSL at a BSL Alliance event at Derby*

**Deaf Leadership** – This concept was introduced via the BSL Manifesto and underpins the approach for all of BDA's work. Deaf signers are the experts and must lead on all BSL matters. Deaf signers should lead the design, development, delivery and evaluation of all BSL-related services and projects. But few deaf signers get the opportunity to develop the skills that would enable them to take on such roles.

**Deaf signers must lead the design, development, delivery, and evaluation of all BSL-related services and projects**

Tom Lichy  
Head of Policy & Research, BDA

Investment in developing Deaf talent to take on these roles will see a return on investment in the long run and BSL services & provision will more closely match what Deaf signers need, with less waste. We want to see Governments and local authorities across the UK formally adopting these principles of Deaf Leadership and committing to co-designing roadmaps to upskill deaf signers to take on these responsibilities.

## Supporting Sign Language Legislation across the UK

BDA's support for the ongoing development of sign language legislation continued in Wales, Scotland, and Northern Ireland.

## POLICY AND RESEARCH

We have developed our close work with devolved Governments across the UK. We use our unique position as the UK's national representative on sign language issues – as recognised by the World Federation of the Deaf, and the European Union of the Deaf – to broker knowledge between nations so that they can learn from each other's approaches and experiences.

We are developing a successful track record of creating and fostering multiple cross-party partnerships to pass BSL & ISL legislation, and to support Deaf leadership on all sign language matters across the UK

### Wales

**BSL (Wales) Bill** – Wales has been a major focus for BDA Policy team this year. One year ago, the Welsh Government stated they did not see the need for a BSL (Wales) Bill and would block it in the Welsh Senedd.



**Senedd Cymru  
Welsh Parliament**

BDA Policy Team worked closely with BDA Wales and local Deaf leaders and Welsh deaf organisations to support the Bill's proposer, Mark Isherwood MS, and his team to carry forward the development of the Bill. We also worked with them to ensure BDA's models of a language focus and deaf leadership were incorporated into the BSL Bill's frameworks.

We collectively met many MSs and other Welsh politicians, and successfully influenced the Welsh Government to change their minds. Now the Welsh Government fully supports the BSL (Wales) Bill and has promised to give it the Senedd time required to pass. Success!



**Llywodraeth Cymru  
Welsh Government**

**Welsh Government BSL Stakeholder Group** – BDA's Head of Policy is co-chairing - alongside a Deaf signer from the Welsh Government Civil Service – a wide ranging Welsh BSL Stakeholder Group tasked with making a significant package of recommendations on all Welsh BSL matters to the Welsh Government. This work in progress essentially covers the entirety of BDA's 10's Year Strategy in one comprehensive package. We believe this is one of the first times in the UK that a Government Working Group has been led by two Deaf signing Co-Chairs.

This is an excellent example of rapid working and co-production between Government and community-led representative organisations. Due to both co-Chairs being Deaf signers, plus excellent support from the Welsh Civil Service, the group looks set to achieve two years of work in just six months.

**Welsh Senedd Cross Party Group on Deaf Issues** – BDA Policy Team continues to provide the secretariat for this group and organises their regular meetings. Through our learnings from this group, we were able to build a strong skill base for establishing a UK Parliament All Party Group on BSL at Westminster.

# POLICY AND RESEARCH

We have developed our close work with devolved Governments across the UK. We use our unique position as the UK's national representative on sign language issues – as recognised by the World Federation of the Deaf, and the European Union of the Deaf – to broker knowledge between nations so that they can learn from each other's approaches and experiences.

We are developing a successful track record of creating and fostering multiple cross-party partnerships to pass BSL & ISL legislation, and to support Deaf leadership on all sign language matters across the UK

## Northern Ireland

**Sign Language (NI) Bill** – BDA Policy team provided substantial support to the BDA Northern Ireland team to engage with the Northern Ireland Assembly on the progress of the Sign Language (NI) Bill. BDA Head of Policy, BDA NI Manager, and BDA Chair were invited by the NI Assembly's Equality Committee to give evidence, and gave an extensive presentation in both BSL and ISL, and this was recorded in Hansard. We are very pleased that the Bill takes a language-first approach and is very inclusive of all types of BSL signers no matter the degree of their deafness. This is in full accord with BDA policy.



**NI Sign Language Framework & NI Sign Language Partnership** – We supported BDA NI with providing submissions on the refresh of the NI SL Framework, and attended meetings of the NI SL Partnership. Both are valuable NI Civil Service initiatives to create pathways for Deaf signers in NI to develop their services even when the NI Assembly is not operative.



**UN International Mechanism NI** – We supported BDA NI to engage with UN's International Mechanism Northern Ireland, which is a framework for reporting on NI human rights issues to the UN Committee on Disability Rights. This created valuable shadowing and upskilling opportunities for Deaf signing BDA staff to understand and engage with international legal systems and become confident in giving the BSL / ISL perspective.

## Scotland

**Scottish Parliament** – We supported BDA Scotland to engage with the Scottish parliament and give evidence to the Equalities, Human Rights and Civil Justice Committee as it reviewed 10 years of implementing the BSL (Scotland) Act 2015.





## POLICY AND RESEARCH

**Scottish Parliament Cross Party Group on Deafness** – We supported BDA Scotland's active participation in this Parliamentary Group and their ability to feed into and inform the Group on numerous BSL matters.

**Education (Scotland) Bill** – We supported BDA Scotland in their work with other charities in a successful campaign to give BSL the same recognition as Gaelic in the Scottish Government's Education (Scotland) Bill which is shortly expected to become law.

**Contact Scotland** – We also supported BDA Scotland and allies to achieve a reversal of the Scottish Government's plan to close Contact



**Scottish Government**  
Riaghaltas na h-Alba

Scotland, a specialist BSL-English interpreting service that enabled Scottish Deaf signers to contact a wide range of public authorities and providers, and the Scottish government itself, in BSL. This valuable service enabled Scottish Deaf signers to access services from a position of equity, and it was wonderful to see BDA Scotland lead on winning this campaign with our support.

### Stakeholder Engagement

BDA's strategic vision and policy proposals are ambitious. We cannot achieve them alone – both the development of what our policies need to be, and their implementation into reality. Effective engagement with a wide group of stakeholders is critical to the success of BDA and Deaf signers across the UK.

Our **BSL Research Forum** is a group of **12 universities working on BSL-led research across the UK** – working with us to find and showcase academic evidence supporting the needs of our various campaigns. We commission evidence briefings from them and share academic opportunities with members. The Forum includes world-leading BSL-led researchers and academics who specialise in Deaf Studies, BSL linguistics, child development, neuroscience, language development, and other areas. This work has helped raise the profile of Deaf academics across the UK and helped to ensure that their work has the impact it deserves on national and local government, public institutions and the professions.

The BDA Policy team are deeply grateful to the following BSL Research Forum members:

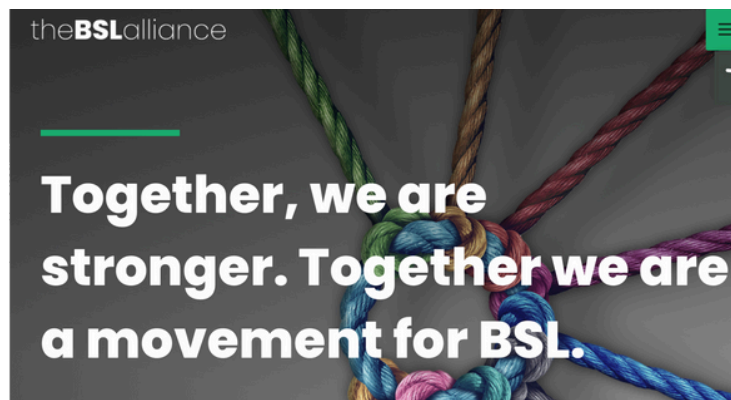


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1841



## POLICY AND RESEARCH

The **BSL Alliance** is an independent alliance of BSL-led organisations, created by us last year, and now with 64 member organisations from across the UK that works to strengthen our collective voice and skills.



**Regional Member Forums** – We have secured funding to reach out to Deaf communities across the UK to establish regional member groupings, starting with a pilot project in the Northeast of England, ‘Deaf People are Here’. Our Campaigns Manager is building engagement with grassroots Deaf communities and local organisations with support from Citizens UK and the BSL Alliance; creating campaign skills workshops and developing local campaigns with BDA’s support.

BDA’s Policy Team will continue to push the BSL for all agenda and drive forward BDA’s strategy across our key priorities of Early Years and Education. We also had to respond to new emerging issues like AI BSL, developments in genetic technology and beyond.

We cannot always predict what will come next, but our job is to work on it – and ensure that Deaf signers across the UK get the best possible outcome.



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# OUR PROGRAMMES



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BDA Community has engaged over **4,000 people** during 2024-2025 through a variety of projects and services across the four nations, covering our 4 broad work streams, namely:

1. Community and Advocacy
2. Training and Consultancy
3. Human Rights and Equality
4. Sign Language and Culture

## Community & Advocacy

We work with our members and the Deaf community to empower them to have their views heard and listened to. We bring Deaf people together through BDA Youth, Regional Member Forums, EDI Strategic Group and the BSL Alliance to take action around their concerns and overcome social injustice.



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As Deaf community organisers, we provide training and workshops with members of the Deaf community across the UK every year to build their collective power and to seek representation on decision-making boards and platforms. This community involvement is crucial: we are utilising our voice as a strong leader in the UK to tell decision-makers that there is no longer anything about us, without us.

The BDA produces policy papers, statements, and guidelines so that members have up to date tools to inform the BSL Alliance and our stakeholders of Deaf people's rights and how to achieve them.

Advocacy and inclusion for Deaf people is important to the BDA's mission. Our services were set up in response to challenges faced by Deaf people in society. We do this through three main strands: improving access, promoting inclusion, and providing information. We work with individuals or groups to empower them to have their views heard and listened to, to ensure service providers are aware of Deaf equality/rights, and to ensure that Deaf people have access to clear and full information to make informed decisions when dealing with service providers. We promote inclusion through social events and workshops for the Deaf community on the topics that affect us.



Two different types of advocacy support were provided, impacting a total of 2,020 deaf people across the UK, with in-depth one-to-one advocacy sessions reaching 347 deaf people, and 1,673 contacts made through the BSL Helpline. These are funded by the Scottish Government, Northern Ireland Health and Social Care, and the Lottery in England & Wales.



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# OUR PROGRAMMES

66 subject-specific workshops have been delivered, reaching 991 deaf people, empowering and equipping them with increased awareness and knowledge, enabling deaf people to take greater control over their own lives.

## Feedback from participants

“I was grateful for this event if it hasn't happened, I would be lost without any further support. It has given me a lot of information I didn't know. I wanted more like this.

Wow! Lots of information that we need to know, one evening is not enough, hopefully will have more workshops!

Consultations were conducted with 582 deaf individuals on a range of issues and organisations directly affecting the deaf community, on behalf of stakeholders and commissioners.

- For example, the Scottish Government considered cutting funding for Contact Scotland BSL (VRS), which would have had a hugely detrimental effect on the lives of deaf people who rely on it daily. We were commissioned to run consultations with the deaf community in 20 deaf clubs to gather their feedback and produce a report. This resulted in the reversal of the Government's decision to close the service, and the report also influenced the Scottish Government to update the specifications to meet the needs of deaf people for future tenders.



## Training & Consultancy

We conduct Human Rights and Capacity Building training with our members and the Deaf community. Additionally, we provide BSL Awareness training to provide participants with a greater understanding of BSL as a language and an insight into Deaf culture.



Through the BSL Charter, we connect the Deaf community with public services giving them the confidence to share concerns about issues that affect them, and to ensure that Deaf people have access to clear and full information to make informed decisions when dealing with public services. This year we have been reviewing the Charter to ensure it is in line with updated legislation.

**27 training sessions** were delivered, covering areas ranging from Deaf Equality Training to BSL Awareness Taster Sessions, for **579 people**, both in person and online. Participants included staff from **Paramount & the cinema industry, Government, British Airways, British Telecom, Council/NHS, councillors, CABs**, and **many more**.

# OUR PROGRAMMES



*Yvonne Cobb, BDA's Celebrity Ambassador delivering training to the cinema industry*

- After the sessions, 87% of participants reported having a good understanding of the deaf community, a 74% increase from the baseline.
- 99% of participants stated they felt confident in their ability to communicate with deaf individuals after the training, a stark contrast to the pre-training lack of confidence.
- The training positively changed the perceptions of 82% of participants towards the deaf community.



**During Sign Language Week 2024, over 2,000** participants from a wide variety of corporates/private businesses to not-for-profit organisations, received free **online BSL awareness sessions**.

## Some positive feedback from our training participants

**Excellent training, clear and over thought-out training, inspired me to try and be more of an advocate.**

**There has been a lot of fantastic information. I didn't realise the obstacles in everyday life that deaf and sign language users experience. It has changed my perception and encouraged me to learn more.**

**It was incredible and has helped expanded my knowledge and confidence. On the back of that and a follow-up meeting, I've also proposed some changes to our workshops to increase accessibility for the Deaf community- so a big thank you!**

**This was engaging and informative in a way that I will be able to use in both my professional and personal life. It was possible to participate without feeling uncomfortable or pressured, which can sometimes be the case in training. I appreciated the help. Thank you.**

We empower the Deaf community to stand up for their rights by providing the popular 'Knowing your rights' workshops and supporting them to develop self- help groups/forums that can negotiate with and influence local service providers to improve their services.





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## Human Rights & Equality

As the representative body, the BDA works to ensure Deaf people across the UK are equipped with the knowledge, tools and strategies to advocate for, achieve and defend their rights including:

- Gaining recognition and respect for BSL/ISL and Deaf culture
- Achieving their rights across all areas of life, including equal opportunity and accessibility

By promoting human rights and access to BSL/ISL, the BDA is improving the lives of thousands of Deaf people who face inequality every day. We collaborate with Deaf leaders and policymakers to implement human rights mechanisms such as the United Nations Convention on the Rights of Persons with Disabilities, the BSL (Scotland) Act 2015 and BSL Act 2022 as well as other legislations. We also take direct action by providing Equality & Rights training and representing Deaf people's interests in the UK.



With the right support, the possibilities and potential for young deaf people are endless. 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 often means that they encounter communication barriers every day of their lives at school and in their social and home lives. As a result, deaf children commonly experience social isolation, poor mental health, low self-esteem and poor educational outcomes.

Our early intervention programme through activities and mentoring support aims to support deaf children and young people to see the positives in their deaf identities and to build their confidence and aspirations in negotiating key transitions and preparing for adult life.

Through England's initiative with deafPLUS, the Welsh Democratic Engagement Project, and Scotland's BSL Rights and Equality for Deaf People project, 30 Knowing Your Rights workshops were delivered as roadshows, facilitating engagement with 453 deaf adults and young people, plus 8 parents and 11 teachers across the UK.



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# OUR PROGRAMMES

- 94% of those attending the workshops say they know their rights, compared to only 40% prior to attending the workshops.
- One example showing the impact of the workshops and how they were used in practice - attending the workshops, some deaf people were unaware that they had rights. The workshops provided them with not only knowledge but also confidence. They became involved in the consultation process, more assertively able to explain their needs, and this resulted in the government reversing their decision, ultimately deciding not to cut the Contact Scotland BSL service!
- Another example of Knowing Your Rights sessions at schools: Young deaf people who were about to transition from school to college/university, etc, were trained in their rights to access communication support, and particularly their right to apply for a Disabled Students' Allowance, of which they weren't previously aware!

## Key Highlights from Devolved Parliaments



### Northern Ireland

- **Sign Language Bill:** The Deaf community and deaf organisations were invited to the Assembly to learn about how a Bill becomes legislation. This was useful as the Sign Language Bill has been introduced to the Assembly, recently passing the **2<sup>nd</sup> stage to reach the Committee stage**, where stakeholders are able to present their views.

- **'Untold Stories' Heritage Project:** Following a successful funding application to The National Lottery Heritage Fund for a new project, 'Untold Stories' began in February 2025, to educate the Deaf community on the importance of preserving cultural information and the need for the creation of an online video library of stories.



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### Scotland

- **BDA Scotland** was asked to respond to a **call for evidence** for the BSL Inquiry. **Benefits of the BSL (Scotland) Act 2015** were presented, e.g. public services now have local BSL plans, BSL becoming more visible particularly since Covid, BSL videos for NHS have been developed, engagement with the deaf community, etc., and weaknesses which include plans needing to be monitored/evaluated, and the need for additional funds.



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### Wales

- **BSL (Wales) Bill:** Mark Isherwood MS introduced the BSL (Wales) Bill on June 19, 2024, and it moved to the legislative stage despite some government pushback. BDA Cymru supported Isherwood at the Welsh Labour Conference and facilitated mandatory consultation, which ended on January 31, 2025. Two consultation groups were held in October 2024 where BSL signers could participate using BSL. A BSL Stakeholder Task & Finish Group, co-chaired by BDA, was formed in January 2025 and will conclude in July 2025 with recommendations. The Bill is expected to be debated and voted on around July 2025.



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## Sign Language & Culture

The BDA is best known for campaigning for legal protection of BSL and ISL. We aim to protect, preserve and promote BSL and ISL by raising awareness of the importance of BSL by co-ordinating Sign Language Week.

We also undertake research into the experiences of Deaf people in different regions and countries from across the UK, as well as publishing policy responses to key policy developments and consultations that impact on Deaf people. To find out more:

**Research & Consultations – British Deaf Association** ([bda.org.uk](https://bda.org.uk))



We work with our members and partners to shape our world into a more equitable place through our campaigns and the following events to promote our language:

### Sign Language Week

Sign Language Week is BDA's flagship awareness week celebrated every year in March to commemorate the first time BSL was acknowledged as a language in its own right by the UK Government on 18 March 2003. The aim is to celebrate and educate the British public about BSL and to encourage more people to start learning our language.

### National BSL Day

To commemorate the passing of the BSL Act 2022 on 28<sup>th</sup> April, this day is known as the National BSL Day.

### International Week of Deaf People and International Day of Sign Languages

International Week of Deaf People is an initiative of the WFD and was first launched in 1958 in Rome, Italy. It is celebrated annually by the global Deaf Community in September each year to commemorate the same month the first World Congress of the WFD was held.

### BSL Conferences

The BDA's BSL Conference is an official event of the BDA, aimed at bringing together public services and the Deaf community who seek to partake in national exchange of information and furtherance of the BDA's mission to influence policy reforms that have prevented BSL from flourishing.

# OUR PROGRAMMES



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**We've been delivering the following sign language services across the UK:**

Following our pioneering Northern Ireland **Family Sign at Home** (FSH) project (funded by NI's Department for Communities) and subsequently our rollout of FSH in England and Wales (funded by the Masonic Charitable Foundation), **66 families** were engaged, totalling 254 individuals. Sessions were delivered by **19 deaf tutors** recruited through our partnership with ABSLTA (The Association of British Sign Language Teachers and Assessors).

- **Before** joining the project, only **58%** of parents found it easy to understand their child's thoughts and feelings, yet **after** their participation in the project, this had **risen to 85%** stating it was easy.
- **Before** the project, just **63%** felt they were effective and confident as parents; after participating in the project, **92%** said they were effective and confident.
- Additionally, after participation in FSH, **92%** of parents saw an impact on their child's ability to communicate, **58%** saw improvement in their child's ability to express their thoughts and feelings, and **50%** saw improvement in their child's mood when interacting with family.
- Finally, **96%** felt they had learnt "as much as, or more than" they had hoped from the project, and **96%** reported an impact on their ability to communicate with their child.

## Positive quotes from the parents of deaf children

**I just wish these sessions were widely available to every hearing parent of a deaf child...It's so valuable because it hasn't just helped us to communicate – it's helped us grow closer as a family.**

**His little face lights up when he knows you're understanding him, or he gets a new sign.**

**It built her confidence quite a bit, to have an adult come round who had a cochlear implant and was signing. She was a bit awestruck, like [the tutor] was a celebrity**





# OUR PROGRAMMES



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Through our **Deaf Roots** and **Pride Scotland (DRP)** project's engagement activities delivered by a total of **50 deaf role models**, **410 beneficiaries** from 26 schools were reached through **40 workshops**.

In addition, **14 workshops** were delivered, reaching **52 parents**, and **82 teachers** were also engaged.

**I can see my son who are involved with DRP Transitions – YAG have thrive and change his confidence and become involved with Member of Scottish Youth Parliament. BDA Scotland and DRP Transitions Officer have made an impact on my son's future. I want to thank them for giving my son the opportunity to inspiring him and made transformation.**

*A Parent of Deaf Youth Advisory Group (YAG) member*

**...The DRP project has been the single and most successful route to engaging Deaf learners in our schools. Our pupils go through challenging times in schools, even supported by qualified Teachers of the Deaf, with all of them struggling to develop their Deaf identity. The events organised by DRP are significant vehicles that allow all of this to happen.**

**.... If we remove funding for DRP Projects, then we are removing the culturally significant vehicle to develop our pupils' Deaf identities.**

*Teacher of the Deaf, Falkirk*





SCAN ME FOR BSL  
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## Protecting BSL

In March 2024 the BDA launched a campaign called BSL in Our Hands to address the crucial need for early access to BSL/ISL for deaf children and their families. Approximately 90% of deaf children are born to hearing parents. Due to systemic barriers, most parents will have had little understanding of deaf people's lived experiences and no knowledge of how to communicate with their deaf baby. We know that language acquisition in the first five years of life is essential for a child's cognitive development and wellbeing. Yet access to British Sign Language as part of an early and comprehensive support package is not currently provided by our government. There is a world of potential in every deaf child's hands. We just need to give it to them. We need BSL in their hands in our hands, right now. Their future is in your hands.

The campaign's first initiative centred on urging the public to act by writing to their Members of Parliament (MPs) to ask them for their support.

### Our Asks:

1. We want the Government to fund free access to sign language to the families of all newly identified deaf children.
2. We want the very best standards of teaching. This means fluent teachers, with increasing numbers of Deaf and native signers.
3. We want to see these changes rolled out across the UK.

### Outcomes:

3,371 people submitted the form saying they have written to their MP in support of the BSL in Our Hands campaign <https://bda.org.uk/bsl-in-our-hands>



# PROTECTING, PRESERVING AND PROMOTING BSL

As part of our ongoing BSL in Our Hands campaign, we launched the Visual Handprint Petition during Deaf Awareness Week 2024.

Unlike traditional petitions, this initiative invites participants to upload a photo of their hand—painted, traced, or coloured—to symbolise their commitment. Each handprint serves as a visual pledge calling for access to BSL for Deaf children and their families/carers—access as a right, not a privilege.

To date, hundreds of individuals have uploaded handprint photos via the campaign website and across social media, with many submissions featuring multiple handprints. This powerful and creative approach has significantly increased campaign visibility and engagement.

The petition has attracted widespread support from a diverse community, including families, children, teachers, campaigners, and Deaf allies, demonstrating strong collective backing for the cause.

A standout moment was the collection of handprints at Glastonbury Festival, highlighting the national reach and public support for the campaign across a broad audience. To add your handprint to our petition, go to: <https://bda.org.uk/handprint/>



Currently there is no national programme of early years BSL provision for deaf children in the UK. Experts agree the way forward is clear. The four-point plan includes:

1. Talk to the BDA. The UK's only national representative organisation for BSL and the Deaf community
2. Free and immediate BSL support for deaf babies and their families. This is not only a right, it's a necessity.
3. Full access to bilingual education in both fluent English and fluent BSL
4. The upcoming BSL GCSE must be taught by fluently signing Deaf teachers.

This shows how to put BSL into the hands of those who need it the most <https://bda.org.uk/our-manifesto/>



## Preserving BSL

### Accessible Free Will Writing Service – Remember a Charity Week 2024

In a pioneering initiative during Remember a Charity Week 2024, the British Deaf Association partnered with Culver Law to launch the UK's first BSL-accessible free will-writing service. This ground-breaking project removes communication barriers and enables Deaf people to create wills using BSL, empowering them to consider leaving a gift to charity with full understanding and autonomy.

#### Key features of the service:

- Full BSL accessibility on Culver Law's website.
- Standard wills are offered free of charge, with transparent pricing for more complex cases.
- Users can complete the entire process in BSL, including consultations and legal review.

Since launching in September 2024, the service has received 20+ enquiries and has already led to several confirmed will appointments. This initiative not only supports individual empowerment within the Deaf community but also positions legacy giving as a viable and meaningful way to contribute to the BDA's long-term future.



## BSL Poet Laureate

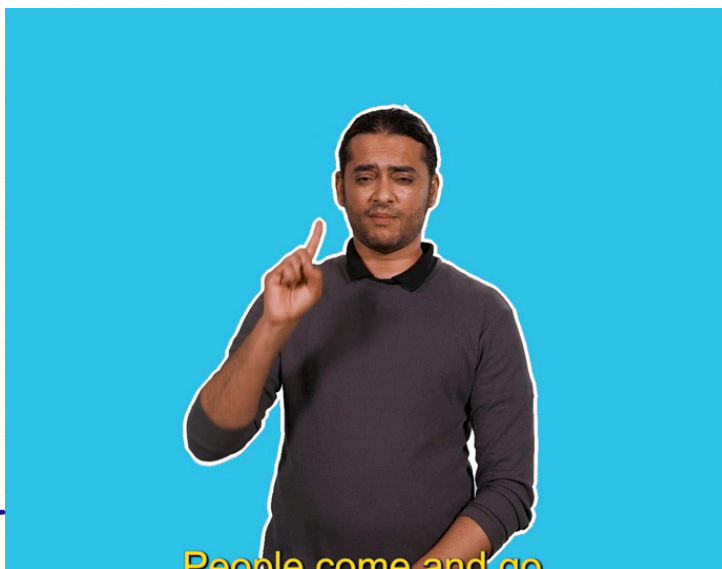
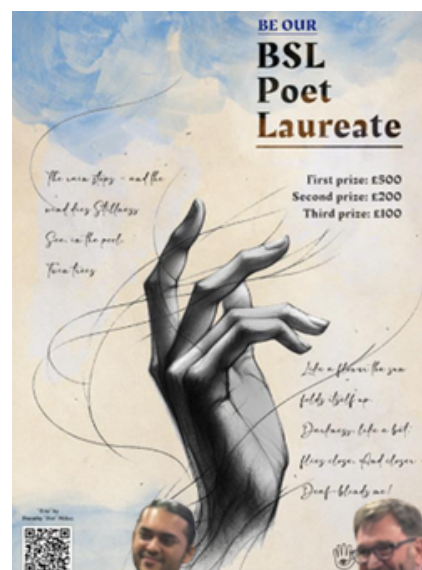
This year we hosted the second annual BSL Poet Laureate Competition, to mark the UK's first National BSL Day honouring the historic date on which BSL was first recognised in law as an indigenous language of Great Britain, with the British Sign Language (BSL) Act 2022.

DeafZone Glastonbury kindly sponsored an £800 prize pot for a competition open to all, with £500 awarded to the winner, £200 to the second place, and £100 to the third place.

Deaf BSL signers 18+ from across the country were invited to submit a 2-minute video clip of original poetry in BSL. Entries were judged on the fluency and creativity of the language, the content and originality of the poem, and the confidence of the performance.

**Ismael Mansoor** won first place, receiving a £500 prize and the opportunity to collaborate with DeafZone at Glastonbury 2024. Kabir, who was the inaugural BSL Poet Laureate in April 2024, also re-filmed his winning poem with Remark and performed at Glastonbury.

The two runners-up were Sandra Duguid and Sahera Khan, who won £200 and £100 respectively. Sandra Duguid secured second place with a beautiful and passionate poem about BSL, featuring the repeated message "Yours, Mine, Theirs." In third place was Sahera Khan, whose lovely BSL poem of repetition and rhyme deeply moved the judges.



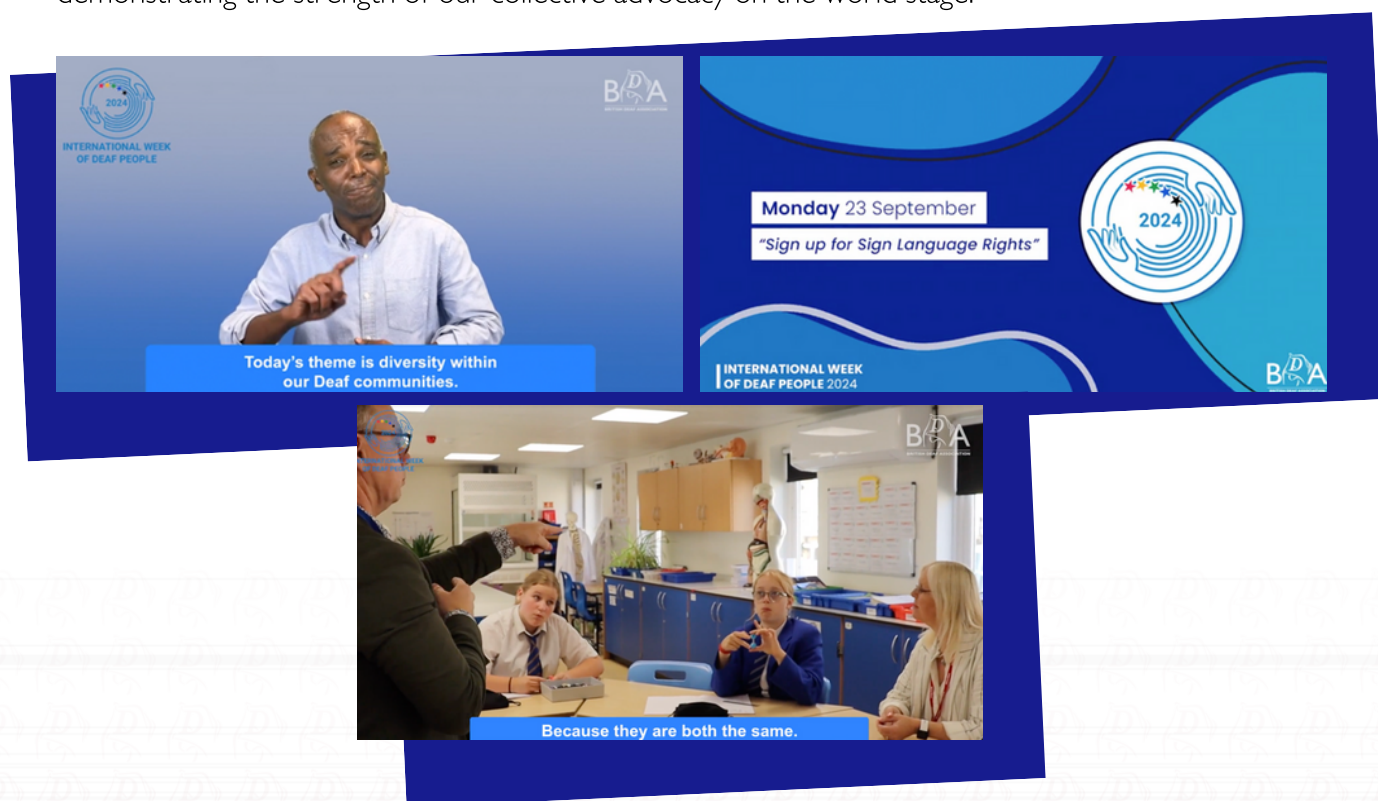


## Promoting BSL

As a proud member of the World Federation of the Deaf (WFD), the BDA took part in the 2024 International Week of Deaf People (IWDP) and International Day of Sign Languages (IDSL) from 23 – 29 September.

2024 theme, **“Sign up for Sign Language Rights”**, highlighted the importance of inclusivity and the global recognition of sign languages. The week celebrated the unity and diversity of sign languages across the world, with global leaders encouraged to sign the theme in their national sign languages—showcasing the universal significance of communication for Deaf communities.

Throughout the week, the BDA shared a series of themed social media videos, created by staff and aligned with each day's focus. These covered topics such as sign language rights, Deaf leadership, and accessibility. We were especially proud that one of our videos was shared by the WFD—demonstrating the strength of our collective advocacy on the world stage.



## Sign Language Week 2025

This year for Sign Language Week, we offered BSL lessons to both schools and corporate organisations.

- **Corporate BSL Lessons:** We hosted 8 BSL sessions for corporate teams, reaching over 2,400 employees — doubling last year's numbers.
- **Schools BSL Lessons:** We launched our first-ever Schools BSL package, which was downloaded by an incredible 1,200 schools nationwide.



# PROTECTING, PRESERVING AND PROMOTING BSL

The team created a fundraising packs for Schools, Corporates and our general audience to help supporters get involved during the week.

We also sent out toolkit emails to the BSL Alliance, BSL Research Forum, and our members. These included everything from SLW 2025 details to brand guidelines and the general fundraising pack. All resources were made available on the official website: [signlanguageweek.org.uk](https://signlanguageweek.org.uk).

## #LossToFound

We also launched the **Loss to Found** campaign during Sign Language Week to shine a light on the emotional and transformative journey many Deaf people and their families experience.

**Loss to Found** challenged the narrative of “hearing loss” by reframing it as Deaf gain — a powerful shift in perspective. For many Deaf children and their families, discovering BSL is not just about communication; it’s about finding a sense of identity, belonging, and pride.

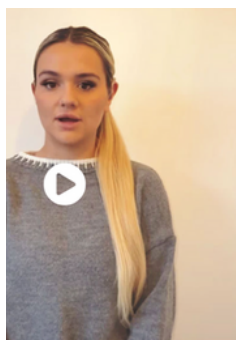
Campaign Impact:

Impressions: **388,943**

Link Clicks: **13,428**

We collaborated with influential Deaf voices including influencers Bobbie Norton and Becky Helen and our Campaign Ambassadors who helped us bring the message to life through powerful and creative storytelling.

We are very proud of the campaigns launched during 2024-25 and the hard work of the Visual Language Service (VLS) team.



“The first time that I remember I connected with the Deaf community, I didn't feel alone anymore. I didn't feel ashamed to be deaf.”

— Bobbie



“She's a different child... I felt I'd lost her, but now I have her back. Why? Because of BSL.”

— Tilly, Mum to Ada



“I had felt like I'm the only Deaf person in this world. And then I realised there was a culture, and a community.”  
**Becky**

# PROTECTING, PRESERVING AND PROMOTING BSL

As our working language is BSL, it is vital that our news is accessible in a bilingual format which requires a lot of time filming, editing, and producing BSL videos with voiceovers, transcripts, and/or subtitles. It is worth bearing in mind that our campaigns are therefore expensive and take us longer to release than English-only communications.

Over the year, the VLS team collectively produced 897 videos. Campaign and information videos about the BSL in Our Hands videos were undoubtedly the biggest hit and contributed to the increase in viewing figures from the UK and across the world.

In addition, the VLS team supported their colleagues in the organisation with their own work in providing BSL (and in Northern Ireland, both BSL and ISL) videos of activities and project work, ensuring that Deaf people had access to crucial and accurate information in sign language.

Last but not least, the VLS team is regularly commissioned by the private and public sectors to produce BSL videos, host livestreams and provide other chargeable media services. Some of external clients VLS worked with included Public Health Scotland, the Electrical Commission, Public Health Agency and the Welsh Government.





# HERITAGE OF BSL

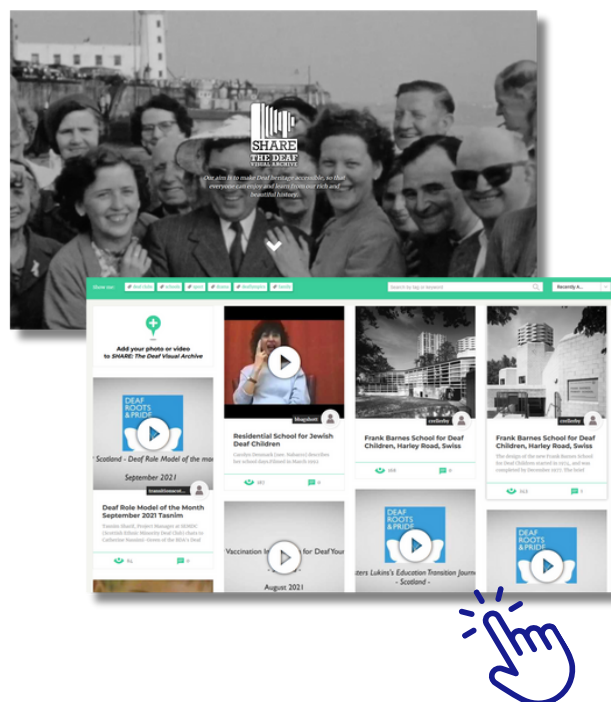
During the year 2024 – 2025, we visited British Deaf History Society (BDHS) in Manchester to explore further collaborations between our organisations.

As we approach our 135th anniversary in July 2025, our heritage is even more important as it shapes our future. Please take a look at our digital archive: **Historypin | SHARE: The Deaf Visual Archive**

We renewed our agreement with the London Archives (formerly London Metropolitan Archives), which stores a significant amount of print material on behalf of BDA. In addition, we've become a member of London Screen Archives who store a huge collection of BDA's films including 24 shelves of videos and 5 shelves of film.

London Screen Archives now administer licenses for BDA's films

Going forward, we have been exploring funding opportunities to digitalise the BDA's collection of print and film archives which would greatly speed up research and finding particular archives for the public to use.



We were very proud to sponsor the Deaf Sports Personality of the Year awards this year celebrating 100 years of Deaf sporting history in which the BDA played a part in the inaugural Deaflympics back in 1924



SCAN ME FOR BSL  
OR CLICK HERE



# STRATEGIC GOALS

PRESENTED IN  
BSL AT THE  
ACM  
DERRY CITY  
2025

Performance against strategy during the year 2024-2025 which is known as Year Two of three short-term strategic goals (2023 – 2026):

## #TakingBSLForward 2022 - 2032

Strategic Goal 2023-2026	Year I 2023 - 2024 key outcomes	Year I 2023 - 2024 key outcomes	Year I 2023 - 2024 key outcomes	Year I 2023 - 2024 key outcomes
Prepare	Quarter 1	Quarter 2	Quarter 3	Quarter 4
<p>I.1 Mobilise and support a #BSL2032 movement led by Deaf people of all ages (including BDA Youth and older Deaf people) in new regional forums to bring together, motivate and empower the signing community and our allies to effect positive change</p>	<p>Developed a 'Theory of Change' as a result of the Propel Explore grant.</p> <p>*Propel- Consulted with 7 Community groups reaching 153 people from March to May 2024.</p> <p>*Engaged with Southampton Deaf Community to explore establishing new forum for Southeast.</p>	<p>Grant secured to co-design and co-establish Regional Member Forums in the Northeast and Southeast with members and BSL Alliance partners using the PCS model.</p> <p>*4 Know Your Rights workshops reaching 58 deaf people. Revamped presentation</p> <p>* Leadership Day with 5 Deaf CEOs to host in January- BDA, DeafPLUS, SignWow, BSLBT and Toby Burton</p> <p>*Bespoke training pack developed for Community Organising/Social Changemaking</p>	<p>BDA Youth committee members recruited.</p> <p>*3-day Community Organising/Social Changemaking training.</p> <p>*2 Information Sessions totalling 18 Deaf people: - Advocacy Hub and one of the Health &amp; Social Care Trusts Equality lead – 'What can we do for you?'</p> <p>*2 consultation meetings totalling 39 Deaf people: - Access to 101 Emergency feedback on making the service accessible for Deaf people and the access to SignVideo</p> <p>*1 Festival 'Health &amp; Wellbeing' – 4 keynote speakers sharing the lived experience of Dementia, Cancer, Diabetes and Open Water Swimming. Including the access to various Health &amp; Wellbeing information stalls totalling 60 Deaf people attending</p> <p>*31 - 1:1 Personal Advocacy offering support to Deaf clients to overcome barriers in accessing health &amp; social care services</p> <p>*Delivered 10 KYR workshops in October and November- in total 122 people (Cumbria 4 workshops (24) London Remark groups 5 workshops (90) Derby (8))</p> <p>*Delivered Care Act workshops in Chesterfield and Derby (total people 26)</p>	<p>*Facilitated Accessible Information Standard (AIS) workshops Part 1 and 2 in Derby reaching 29 people.</p> <p>*Delivered 'Knowing Your Rights' workshop sessions at BID Birmingham and Access Bedford reaching 42 people</p> <p>* Engaged over 101 Deaf individuals in partnership with SignHealth across Northern Ireland, focusing on Mental Health Awareness, their rights to support and receiving valuable feedback</p> <p>*33 Clients: 1:1 Personal Advocacy to overcome barriers in health &amp; social services including Palliative Care &amp; the Stroke Association, with over 305 contact logs</p> <p>*3 Information Sessions: Reached over 107 participants. The 'Wellbeing &amp; Empowerment Festival' was a highlight, featuring workshops on Empowerment and Deaf Cancer Support etc</p>

# STRATEGIC GOALS

PRESENTED IN  
BSL AT THE  
ACM  
DERRY CITY  
2025

<p>I.2 Establish and lead a nationwide BSL Alliance and build sustainable relationships with other partners, stakeholders and allies to maximise our collective influence and make progress towards our goals.</p>	<p>53 deaf organisations joined the BSL Alliance, and 4 action groups have been established focusing on</p> <p>1 - Health &amp; Social Care 2 - Interpreting 3 - Early Years 4 - BSL Teaching.</p> <p>Work together to track the implementation of the BSL Act. More information about the BSL Alliance, <a href="https://bslalliance.org.uk/">https://bslalliance.org.uk/</a></p>	<p>First face to face meeting held in Birmingham in June 2024 with BSL Alliance members.</p>	<p>Referral to our BSL Alliance partners as a key driver in our communications during the Labour Conference.</p> <p>Reinvigorate activity to push forward #BSLinOurHands</p>	<p>BSL Alliance members took part in SLW 2025 using branded marketing resources to unite strength in numbers.</p>
<p>I.3 Engage with and seek to influence the Government and the BSL Advisory Board to ensure BSL is prioritised and embedded in cross-government policies and institutional frameworks on key areas for the British Deaf communities including early years, education, employment, health and social care.</p>	<p>BSL Conference 2024 Manchester attended by most of the BSL Alliance members.</p> <p>General Election 2024 preparation including strategies on introducing ourselves to new MPs and drive forward #BSLinOurHands through the Deaf Leadership ethos</p>	<p>BDA and RNID called for the two main political parties to commit to providing a British Sign Language interpreter for the new Prime Minister's first speech to the nation.</p> <p>Hundreds of supports joined our call, but our request was simply ignored by Number 10 Downing Street.</p>	<p>Worked with SignHealth, RNID and NDCS to organise a cross deaf sector parliamentary event at Portcullis House in December 2024. It was a successful event engaging many MPs on BDA policies, including Early Years and deaf leadership We spoke to Sir Stephen Timms, Perran Moon MP from Cornwall, who has a keen interest in Early Years and now is an official for APPG BSL, and Naz Shah, a MP in Bradford, who we invited to attend the Deaf Eid Deaf celebrations in April 2025.</p>	<p>We successfully set up an APPG BSL! MPs and peers came together on a cross-party basis to bring the voice of British Sign Language (BSL) signers to Westminster. This is the first time any UK parliament will have an All-Party group dedicated to addressing the aspirations of BSL signers. The new group will campaign for Government to support families of deaf children to learn sign language – to enable them to communicate with their child. It will work to celebrate Sign Language Week every year which started with a Westminster Hall debate on 20th March 2025 and will raise other concerns of BSL signers including the future of deaf education.</p>

# STRATEGIC GOALS

I.4 Work to improve the representation of Deaf people in influential public bodies, especially parliaments, governments and councils.	<p>BSL Charter updated following the BSL Act 2022.</p> <p>Commissioned research by RAND to identify the economics of BSL.</p> <p>Explore partner to undertake a Literature Review of Early Years research to highlight the benefits of BSL for deaf children.</p>	<p>Review the new BSL Charter and Training &amp; Consultancy Service to ensure we are able to assist organisations to develop bilingual practices by providing expert advice and support;</p>	<p>Development of a Training &amp; Consultancy service and portfolio with the aim to: - provide consultancy services for organisations and communities.</p> <p>- deliver education and training in BSL language planning;</p> <p>- organise events for professional stakeholders</p>	<p>Training &amp; Consultancy portfolio development ongoing.</p>





# STRATEGIC GOALS

Promote				
2.1 Increase the public visibility of BSL and the Deaf community with a decade long innovative and engaging #BSL2032 PR and Communications campaign	Huge congratulations to Ismael Mansor on winning the BDA's BSL Poet Laureate competition on National BSL Day on 28th April 2023.	<p>BSL Poet Laureate performance at Glastonbury. Handprint petition reached over 500 people in Glastonbury.</p> <p>Many thanks to Deaf Zone Glastonbury for sponsoring the prize for 1st, 2nd and 3rd places as well as giving Ismael the opportunity to perform at Glastonbury!</p>	<p>The BDA took part in the 2024 International Week of Deaf People (IWDP) and International Day of Sign Languages (IDSL) from 23 – 29 September.</p> <p>2024 theme, "Sign up for Sign Language Rights", highlighted the importance of inclusivity and the global recognition of sign languages.</p> <p>We stood up proud at the Labour Conference and asked the audience to cheer for International Day of Sign Languages in front of Early Years Minister Stephen Morgan MP.</p>	<p>BDA kicked off Sign Language Week 2025 with 'Loss to Found'. The campaign's message is clear: every deaf child in the UK deserves access to British Sign Language (BSL) or Irish Sign Language (ISL), in addition to English. They shouldn't have to discover their deaf identity later in life.</p> <p>Additionally, we offered free BSL lesson for companies during Sign Language Week 2024 and over 2,000 companies signed up.</p>
2.2 Inspire and support families of deaf children to learn BSL as soon as possible after diagnosis	<p>*Evaluation of the FSH in NI carried out, interviewing several families.</p> <p>*Project implementation of the FSH in England and Wales underway.</p> <p>*First new MEL framework for the FSH developed including data collection tools.</p> <p>*Brand new branded FSH curriculum and teaching resource pack for the BSL tutors developed.</p> <p>*39 families of the deaf children signed up for the FSH England programme</p>	<p>Early Years position statement created to take forward direct action. To be launched during SLW 2024.</p> <p>*Evaluation Report created for the FSH NI, showing the impacts and successes of the project.</p> <p>*Trained and inducted BSL tutors ready for the sessions with the families of deaf children.</p> <p>*14 families from Wales signed up for the FSH programme</p> <p>*Further funding from DoC secured for the FSH programme NI.</p> <p>*Inducted 6 tutors in NI with a refresher's training</p> <p>*Seven families began in Family Signing at Home for 20 weeks earlier, totalling 27 people, including siblings, grandparents, and others such as classroom assistants.</p>	<p>*Nine families still processed in Family Signing at Home (FSH) for 20 weeks that will be finishing by the end of March totalling 35 people, including siblings, grandparents, and others such as classroom assistants</p> <p>*5 families began refresher courses for 10 weeks which only started this month that will end by the end of March. The numbers of people involved will be announced next report</p> <p>*13 families completed 6-week FSH programme (England &amp; Wales)</p>	<p>*51 families in England &amp; Wales, completed 6-week FSH programme, involving 193 family members.</p> <p>*Ten families completed the 20-week Family Signing at Home (FSH) course. In total, 42 people participated, including siblings, grandparents, and classroom assistants.</p> <p>*Additionally, 5 families completed the 10-week refresher course, bringing the total to 19 people.</p> <p>*20 new families on the waiting list</p>

# STRATEGIC GOALS

2.3 Engage with professionals who work with deaf children e.g. audiologists, teachers of the deaf, speech and language therapists, social workers to promote the use of BSL equitably as other communication methods.

Business plans for each Country to manage projects in the BSL language field.

Undertake development projects relating to language policy and planning implement innovative research and development projects

Promote professional training and other educational activities in the field of language planning.

\*Fourteen professionals, one of the examples, gave a presentation to the Sensory Support Team to reconnect and discuss the referral pathway and feedback to cardiology booking team to request that they include in their letters if an interpreter has been booked to alleviate stress on the Service User

\*Deaf organisations from across Belfast came together for a pre-Christmas celebration. It was a great opportunity to catch up with each other after years of homeworking, and more recently hybrid working. Everyone expressed the hope that this will become an annual event. We also discussed the forthcoming sign language bill and how we could work together.

\*2 Deaf Equality Training totalling 43 people (Fermanagh & Omagh Hospital and BT Groups)

\*Child & Adolescent Mental Health Service (CAHMS) met with over 19 different professionals, such as Teachers of the Deaf (ToD), Educational Psychologists, Sensory Disability Workers, and some Deaf organisations, to discuss the referral pathway between all services

\*Northern Health & Social Care Trust (Children's Hearing Services Working Group) met to discuss updating services between all Deaf organizations and how to collaborate. Family Signing in the Home always kept mentioning during the meeting

\*Engaged with ToDs from Cardiff to explain of the FSH project covering Wales area

\*Resulted in receiving 11 referrals from families to participate in the project

\*14 professionals, one of the examples, co-production meetings with Planning & Equality & Personal and Public Involvement teams to develop staff guidance to ensure Deaf and Disabled people are involved in decision making processes, liaising with Social Worker to improve SU involvement in informed choice and decision making in health settings

\*The BDA NI had a one-on-one meeting with the head teacher at Cregagh Primary School, where they have 15 deaf children integrated with their hearing peers. We discussed introducing a sign language class for all pupils from P1 to P7 to promote inclusivity for the deaf children. Additionally, we explored the opportunity for the families of deaf children to participate in our Family Signing In the Home. The head teacher will send our flyer to these families

\*3 Deaf Equality Training sessions were delivered amongst 3 hospitals in Altnagelvin, Belfast City and Lurgan, reaching a total of 59 people. Participants included staff members such as dieticians, occupational therapists, palliative care providers, and radiographers

\*Child & Adolescent Mental Health Service (CAHMS) to meet 4 times a years, over 23 different professionals, such as Teacher of the Deaf (ToD), Sensory Disability Workers, Deaf organisations, Speech & Language Therapists etc to develop the questionnaires for the families to share their experiences of accessing services in the early years and will help the group to understand what is working well, and where support could be better

# STRATEGIC GOALS #TAKINGBSLFORWARD 2022-2032

2.4 Expand the signing community from 2022 to 2032 by collaborating with DFE, BSL teachers and other BSL training providers, awarding bodies, and funding providers.

Continued to work with Signature and NDCS regarding the BSL GCSE qualifications consultation.

\*GCSE BSL is not yet being developed in Northern Ireland. However, the course is starting in England and is expected to roll out to Northern Ireland within 2-3 years.

\*Regarding the BSL & ISL tutor/teacher group led by Deaf Answers and Foyle Deaf Association, they have set up the tutor working group for the first time in a long while. Both old and new tutors participated in this group. This group will have their own independent charity registered shortly, following the sign language framework.

\*3 internal staff/volunteers completed the teaching training in Derby college, BDA worked with a local college to recruit 14 deaf people and completed the teaching course to increase the number of BSL tutors.

\*Signed the MoU with ABSLTA

\*Delivered several BSL workshops to the 300+ frontline staff from the cinemas across the UK, in partnership with Paramount UK.

\*Vulnerability Week- Deaf Awareness & Inclusion training session with 95 people attending.

\*Workforce of Diversity & Inclusion in Health & Social Care- 75 people attended the training session.

\*A pool of new BSL tutors are recruited for FSH programme

Prepare an open Letter to the Government to invest in Deaf workforce development to deliver BSL GCSE in schools across the Country.

\*Attended the Sign Language Partnership Group, led by the Department for Communities (DFC), to discuss and prepare the sign language bill that will be introduced to the Assembly

\*Attended the launch of both MA courses for interpreters/translators, as well as three PhD programs, led by the Department for Communities, Ulster Society for Promoting the Education of the Deaf & Blind, and Queen's University

\*Had two 1:1 meetings with the Ulster Society for Promoting the Education of the Deaf & Blind to discuss the proposal of training 'Classroom Assistant' Level 3 and how it could be implemented for Deaf people only, as there are not enough Deaf Classroom Assistants. This is still in process

\*5 tutors for the past 12 months but one new tutor joining. One of them who attend the training at Hands That Talk, funded by DFC, has now become 6 tutors

\*Delivered BSL Awareness to Paramount cinema staff

\*Delivered BSL Awareness to British Airways, Heathrow

\*Deaf Equality/BSL Training delivered to North-east Derbyshire CAB team

\*Delivered BSL Awareness to PAs/CSWs

\*Sourced and inducted 20 tutors ready for 2025

• From the last quarter, we had 6 tutors for the Family Signing in the Home program. Now, with the addition of 2 more tutors, we have a total of 8 tutors for this quarter

• Belfast City Council, in partnership with People 1st, launched an opportunity for anyone working under 16 hours to apply for a course to become a classroom assistant specialized in supporting deaf children. The BDA shared their materials and promoted this on our BDA Northern Ireland Facebook page. BDA NI involved the discussion with Ulster Society for Promoting the Education of the Deaf & Blind to discuss this initiative before the funding becoming available that People 1st won the contract.

\*Over 2000 people signed up to Sign Language Week taster sessions. Follow up emails sent following training to maintain engagement.

\*One online workshop delivered to Molecule to Medicine (approx. 20 staff)



# STRATEGIC GOALS #TAKINGBSLFORWARD 2022-2032

Protect				
3.1 Develop an Action Plan to maintain and increase the number of signers (with a particular focus on the families of Deaf children) and contribute to the creation of nationwide BSL curricula from the early years to advanced levels and support the implementation of BSL teaching	Regional BSL Business Planning.	Gap Analysis developed and finalised for BDA Scotland	*Analysing the Gap Analysis for BDA England and NI currently	Regional plans developed.
3.2 Set up a BDA Research Forum to work with universities, language experts and BSL teachers to document, describe and engage the world with our language.	BSL Conference 2024 - SORD presentations	Economics of BSL research commissioned.  Literature review of early years BSL benefits.	Peer review of the Genetics Position Statement following Cambridge University meeting.	Prepare for BSL Conference 2025. Research Forum Partners deliver workshop sessions.
3.3 Create a persuasive PR campaign to generate greater public understanding of BSL, including the important differences between artificial communication systems such as Makaton and Signalong and the natural languages of the Deaf community such as BSL and ISL	Produced a joint statement which is still in draft stages following complaints from members about them promoting Makaton during Sign Language Week 2024.	Makaton Charity agreed to remove 'language' from their profile and reposition themselves.	Ongoing engagement with Makaton Charity.	Position statement and resources on Makaton / BSL differences.
3.4 Create a persuasive PR campaign that promotes bilingualism against the threat of sign-deprivation advocated by organisations that seek to deliberately or inadvertently restrict deaf children's access to language, and making clear the lifelong implications of language deprivation on Deaf people's ability to thrive.	BSL in Our Hands campaign launch during the BSL Conference.  Members expressed the need to prioritise Early Years ahead of the other priority issues as highlighted in the 10-year strategic vision. Members say our lifelong issues arise from systemic barriers oppressing our language in early years resulting in so many deaf children arriving at school with language delays resulting in extra burden on schools to develop their language before they can access the curriculum.	Deaf Awareness Week 2024 saw the launch of the visual handprint petition and BSL Manifesto to support the future of BSL in the UK.	Took the BSL in Our Hands campaign to the Labour Conference and the team raised important questions about BSL in early years. Met with Minister Morgan MP in October 2024 and we discussed systemic issues around BSL in practise.	Junior BSL Poet Laureate plans underway to promote BSL Poetry in schools.

# STRATEGIC GOALS

Strengthen				
4.1 Invest in our staff and infrastructure including BDA Youth	The restructure of the BDA is now complete. Head of Policy, Head of Fundraising & Communications, Head of Finance and Head of Community Services to deliver the strategy as outlined by members.	Internal staff training matrix has been developed identifying training needs across the organisation including BSL, Budgeting, Marketing, Fundraising and Community Building.	Staff Away Day in December discussing Wellbeing in the workplace and 'from policy to community' processes how we can roll out position statements in our regional advocacy work. In addition, BDA Youth travelled to Glasgow to attend our AGM, a wonderful, exciting experience for them all.	During the final quarter of 24/25, we have continued with our investment in staff development. We have 4 staff on BSL level 6 courses, 2 that have just completed level 1 training, and we also have a staff member studying a BSL coaching course. Workshops were also completed in Inclusive Leadership, Recruitment and Retention and IT designing. Finally, a member of finance continued with her AAT studies and will take her next examination in the next few months.
4.2 Establish governance sub-committees such as BDA Youth and co-produce an Equality, Diversity and Inclusion (EDI) strategy with members to ensure we are more representative of the diverse Deaf communities in the UK	Recruitment for new BDA Youth committee members.	EDI Strategy Group survey developed.	EDI Strategy Group away day. BDA Youth Activities during the AGM weekend.	Final plans to launch the EDI survey amongst BDA staff in the first instance.
4.3 Co-produce and establish regional members' forums and develop youth leadership to empower the wider BSL community to represent their views and shape our external strategy on promoting their language.	feedback from the AGM co-designing and co-producing the future of 'bringing our community together' through Regional Member Forums has been analysed and we will report back to members on proposed plans	'Co-design and co-establish Regional Member Forums in the North-East and South-East with members and BSL Alliance partners using the PCS model. Include BDA Youth in the development.	Feedback to the AGM on work done in NI and SE.	Ongoing development of RMF in NE and SE.
4.4 Build a sustainable income, reducing our reliance on legacies.	Legacy Marketing underway with the re-establishment of partnerships.	Community Fundraising and Individual donor engagement planning.	Remember A Charity Week. Launch of BDA/Culver Free Will Writing Service.	SLW Fundraising 'Loss to Found' appeal launched.

# STRATEGIC GOALS

4.5 Develop our international relations with parent organisations such as WFD and EUD	EUD GA 2024 in Belgium - Delegates were CEO and Vice-Chair. BDA Youth delegates at EUDY. Invited Joseph Murray President of WFD to present at the BSL Conference 2024 in Manchester.	Invited EUD President, Sofia Isari, to the Parliamentary Launch of BSL in Our Hands.	IWDP 2024 - To reposition BDA as the 'National Representative organisation of BSL and ISL in the UK' as members of EUD and WFD.	Plans underway to attend the WFD Conference in Kenya during summer 2025.



## EDI Committee Group meeting 23 March 2024

Rebecca Mansell, CEO, Samira Mohammed, Ahmed Mudawi, EDI Chair, Aisha Sadiq, Priyesh Patel, Hamza Shaikh, BDA Trustee



## BSL in Our Hands Parliamentary Reception 18 March 2024

Abigail Gorman, Vice Chair, Sofia Isari, EUD President, Rebecca Mansell, CEO, Robert Adam, Chair



# ENGAGING WITH OUR MEMBERS



Across the diverse Deaf communities in the UK, there is a shared ambition that the BSL Act 2022 will serve as a turning point to bring about social change to dismantle the barriers that have restricted Deaf people's lives for more than 130 years, ever since the BDA was established.

Over the next ten years, we will work with Deaf communities to build a grassroots social justice movement. We will set up regional member forums where Deaf people can learn about their shared history, receive training to fully understand their civil rights and feel empowered to become equality activists.

The strategy aims to bring back regional member forums, an updated version of the popular 'branch' model of BDA membership which was raised by so many members during the roundtable series. We will consult with members about the design of these forums as we prepare to implement an Action Plan. Together with our members across the country, we can co-produce plans for a national #BSL2032 movement.

There was a suggestion that the regional member forums could be developed across 12 regions across the UK. This could be achieved by working with regional Deaf clubs, communities, and BSL Alliance organisations.

- 1.Scotland
- 2.North East
- 3.North West
- 4.Yorkshire & the Humber
- 5.West Midlands
- 6.East Midlands
- 7.East of England
- 8.South West
- 9.South East
- 10.London
- 11.Wales
- 12.Northern Ireland



# ENGAGING WITH OUR MEMBERS

## Funding

Members expressed the need to bring back the Deaf community through a modernised 'Branch' system and how we can develop and support their community and work together to break down barriers we face every day.

As a result, the BDA secured funding from the Joseph Rowntree Charitable Trust to establish the North-East and South-East Regional Member Forums. This foundation believes in creating discussion to support change towards a better world.

### Example

The local Deaf community in the Northeast are not happy with the interpreting service at their local hospital. They tell the hospital that an interpreter is needed for their appointment, but the interpreter hasn't turned up. They discover that that an interpreter hadn't been booked. This isn't an isolated incident, and the local Deaf community want to do something about it. The forum brings together the local NHS Trust, BSL Alliance member/s in the area and the local Deaf community to address this issue.

Keep an eye on social media if you would like to join the BDA and the Regional Members Forum.



Left: North East and Right: South East

## European Union of the Deaf (EUD)

Delegates at the EUD General Assembly 2023 Sweden, Rebecca Mansell CEO and Abigail Gorman, Vice-Chair attended the 3-day General Assembly on 25 – 27 May 2023.

### **Important topics we took away included:**

#### **1. European Accessibility Legislation**

The EU has been improving its response to ensuring accessibility for disabled people, including deaf people, through the adoption of key legislation. However, the implementation at Member State level has not been as successful as they hoped for.

#### **2. Legal Recognition of EU National Sign Languages**

EUD has been working hard to advocate for the EU to legally recognise its 30 national sign languages at the EU level. As a State Party to the CRPD, the EU is obliged to do so in line with Article 21(e) that recognises sign languages as full languages.

#### **3. European Charter for Regional or Minority Languages (ECRML)**

The working group for ECRML gave an update and presentation about ECRML. Members of the working group include:

- EUD Board Member Paal Richard Peterson, Norway
- Working Group Member Berglind Stefánsdóttir, Iceland
- Dr. Filipe Venade, Portugal

Dr Filipe Venade is a Deaf lawyer, and he explained the ECRML and its goals. Dr Venade talked us through how the structure of regional and minority languages work including the various articles. It was interesting, and we took away a lot of information that we can use in the UK to advocate for our national sign language rights.

#### **4. Why Belgium has two NADs?**

Marie-Florence and Tiina van Hoorebeke gave interesting presentations about why Belgium has 2 National Deaf Associations – one in the North of Belgium where the language is Flemish (Dutch) and one covering the South of Belgium where the language is French. There is also a third area in the East of Belgium where German is used. See photos of the map of Belgium. They use 3 National Sign Languages and the 2 NADs work closely together for the Deaf communities across Belgium.

#### **5. How does the management of volunteers and workers differ from each other in a non-profit organisation? Markku Jokinen**

Former EUD President, Markku, gave a fantastic presentation on the difference between volunteering and working for a charity such as the BDA. He talked about his career journey, both as a volunteer and paid staff and how they complemented each other.



## European Union of the Deaf (EUD)

Interestingly, back in 2018, Markku did a survey of all National Deaf Associations in Europe including the BDA and assessed how many paid staff each organisation employs. Back in 2019, the BDA had 86 staff and currently, we have about 25 FTE staff across the UK. The survey also revealed that Holland and France NDA don't have any paid staff and that they only have volunteers.

### **6. Volunteer policy program in Doof Vlaanderen by Tiina van Hoorebeke, Doof Vlaanderen director**

Tiina gave a great presentation about how they work with volunteers to carry out advocacy work. Their NAD is about the same size as the BDA with 22 paid staff (BDA has 25 paid staff) and they have approximately 300 volunteers of whom 60 – 70 carry out advocacy work throughout the region.

Abigail and Rebecca talked about how this model could be useful for our regional member forums once they are established. We attended further workshops on

### **7. Accessibility to healthcare: experience sharing and presentation of a website dedicated to health information in sign language by Florence Marion & Mylene Seguin.**

In the afternoon, we took part in an interactive workshop on identifying what change is needed to improve access to healthcare for the deaf community. We gathered in groups to work through the 'problem tree'. Interestingly, all NADs faced similar challenges in their countries, and we agreed the issues stemmed from systemic inequalities.

### **8. EUD General Assembly**

After the Roll Call, we went through the agenda which includes approving the minutes of the General Assembly 2023, Annual Report 2023, Financial Report 2023, Work Programme 2024, Budget 2024 and Motions.

We raised concerns about the critically low reserves and asked for them to present their fundraising plan next year despite the 2023 Minutes stating that the EUD Board planned to work on expanding their current reserves last year which we didn't see evidence of. Additionally, we asked whether NADs could receive monthly management accounts to ensure their 2024 budget is on track to make a surplus as presented. The EUD Board explained that there were unexpected costs incurred from staff leaving such as accrued annual leave which resulted in the unexpected deficit. They also said they are keeping a close eye on the 2024 budget.

The BDA took forward our Board's suggestions to reject/approve motions put forward by NADs. The first one from Sweden was about Deaf children's right to sign language in school. EUD rejected this motion although NADs approved it. The Second and Third motions were withdrawn by the proposers.

## World Federation of the Deaf (WFD)

Joseph Murray presented to the BSL Conference in Manchester.

### **EUDY Report – Oslo, Norway 14<sup>th</sup> June to 16<sup>th</sup> June + EXGA 22<sup>nd</sup> August 2024**

The chair of BDAYouth, Erin McCluskey attended EUDY's GA in Norway, Oslo, as a representative and a delegate on the behalf of the BDAYouth Committee.



**Day 1:** Started with the usual process, approving the chairperson of the EXGA, approving the secretariats and the tellers etc, then the roll call.

New Board Members:

- Daniel (President Elect)
- Anna (Board Member Elect) from the UK
- Lucas (Board Member Elect)
- Marino (Board Member Elect)
- Paula (Board Member)



**DISMISSAL OF A BOARD MEMBER; A TREASURER** – this discussion lasted over 9 hours, whilst there is a lot of information, I will highlight some key events.

- The treasurer and the EUDY board were allowed to explain themselves by providing their defence submission and two-minute videos from their witnesses.
- Within the past few years of EUDY boards, a total of 6 board members resigned, this raises the question of what is happening in the background of the EUDY.
- The YNADS had 20 minutes to discuss five questions each for the treasurer and the board member, totalling 10 questions

EUDY's reasoning for dismissing the treasurer:

- Communication was difficult with the treasurer
- No financial management as well as no transparency
- The treasurer has the attitude to influence on others which creates some tension within the work environment

BDAYouth ultimately voted YES, in support of dismissal of the treasurer.

## **EXGA 22<sup>ND</sup> AUGUST VIA ZOOM:**

Erin as the BDA Youth's chair, Erin attended this virtual EXGA meeting by EUDY as a delegate

There is an EXGA because as explained previously; the events in Norway's GA did not allow us to full complete the GA's agenda planned at the time.

The EXGA started with the introduction of new Board; as listed as above and the standard procedure, approving the chair, secretariats, tellers, voting process, and the roll call.

It was announced that Laith, the former director of EUDY had resigned, the EUDY's explanation for this is that Laith simply doesn't follow the EUDY's vision anymore

**EXGA 4:** to accept the financial report of 2023. Outcome: **PASSED**

**EXGA 5:** Action plan 2025. Outcome: **PASSED**

**EXGA 6:** Budget Plan 2025. Outcome: **PASSED**

Election of election committee 2024-2025

All three candidates were elected to the Election Committee: Arpad (Hungary), Raul (Poland/Spain) and Konstantioro (Greece).

Election of Ombuds Committee 2024-2025

3 Years: **Loran**

2 years: **Xavier**

1 year: **Rosita**

BDAYouth would like to congratulate all candidates involved.

## **BDA Youth Committee Elections**

In 2024, BDA Youth underwent Elections for new Committee members. A total of 17 applications were received and 11 were shortlisted for interview in November 2024. A total of 7 Committee members were recruited into the BDA Youth committee! Their names are:

1. **Erin McCluskey** – Chair
2. **Sayfullah Ismail**- Treasurer
3. **Hannah Atkinson**- Events Officer
4. **Lucy Aitken**- Social Media Officer
5. **Damian Bastikar** – General Member
6. **Tobias Hester**- Outreach Officer
7. **Simranjit Kaur**- Administrator

We are very proud of the re-establishment of BDA Youth with almost full committee, and we are now focusing on developing a BDA Youth Strategy and Plan.

The Board would like to thank BDA Youth for all their hard work and contribution over the year.



# FINANCIAL REVIEW

The financial year continued to provide both the BDA and charities in general challenges in raising income, and in the financial year 2024-25 total income decreased by £60,765 from 2023-24 to £2,477,672.

Legacies remain an unpredictable income source which should not be relied upon. In this financial year there was a decrease of £101,084 in legacies receivable resulting in an overall decrease of 6.93% of total legacies from the previous year to £1,356,642.

The surplus for the year 2024-25 of £304,099 which is significantly lower than the previous year (2024-25 surplus £1,126,477). As a result, general funds increased by £402,801 to £2,192,071 which represents 9.8 months of the annual expenditure budget for 2024-25.

## INCOME

Total income decreased by 2.39% from £2,538,437 to £2,477,672.

Legacy income totalled £1,356,642 in 2024-25 (2023-24: £1,457,726) representing 54.8% of total income (57.4% in 2023-24).



## EXPENDITURE

**During 2024-25, 86.4p of every £1 of total expenditure was spent on direct costs towards empowering Deaf people (2023-24: 89.2p of every £1).** The remaining 13.6p in every £1 (2023-24: 10.8p) went towards other costs such as fundraising, organisational governance and our European and international work.

Expenditure increased during the year by £761,613 to £2,173,573 (2023-24 total: £1,411,960).

The breakdown of the expenditure on charitable activities as a proportion of total charitable activities costs are as follows.

# EXPENDITURE

Charitable Activity	% of charitable activity costs 2025	% of charitable activity costs 2024
Deaf Access and Inclusion projects	30.6%	33.7%
Deaf Community Advocacy projects	12.4%	21.4%
BSL Media and Deaf Community Development projects	26.5%	19.9%
Deaf Children, Youth and Families projects	11.2%	11.8%
Sign Language and Training projects	8.5%	5.2%
Policy and Campaigns	10.8%	8.0%

# FUNDS

Total funds were £3,597,719 (2023-24: £3,293,620) of which £1,992,138 related to general funds (2023-24: £1,489,743) and £199,932 (2023-24 £299,527) relates to the Pension Reserve. In addition, £27,300 has been set aside for organisational and Deaf Community development by way of designated funds (2023-24: £121,203).

Regarding our Pension liability debt, the new plan requires the charity to make annual deficit reduction payments of £35,266 to 31 December 2027 and, to pay scheme administration expenses of £56,695 per year, (increasing by 3% per annum) until the scheme winds down or when the last member has passed away – whichever comes first. The Board has maintained its policy of covering the total cost of these repayments from unrestricted funds thereby providing reassurance to funders that project grants will not be used to service the Pension Debt contributions. In the 2024-25 accounts, the BDA has a Pension Fund Reserve of £199,932, compared to £299,527 (2023-24).

There are several restricted funds that have supported specific BDA activities over the past year. (See note 14.) Total restricted funds have decreased by £4,799 to £1,378,348 (2023-24 total: £1,383,147).

# PLANS FOR USING THE BDA RESERVES OVER THE NEXT 3 YEARS

In summary, the financial statements for 2024-25 show a surplus of £304,099 (2023-24: £1,126,477).

Our general funds have increased from £1,489,743 in 2023-24 to £2,192,071 in 2024-25.

Income and existing project grants have been designated for, and will continue to underpin, key areas of work such as Deaf Community Advocacy, Deaf Access and Inclusion, Deaf Children and their Families, and the increased use and visibility of sign language presentations and videos through our social media platforms.

**Therefore, our reserves at 31<sup>st</sup> March 2025 are:**

Reserves	2024-25	2023-24
Current Project Grants	£1,063,985	£1,067,328
Legacies/ADAs Funds	£314,363	£315,819
<b>Total Restricted Funds</b>	<b>£1,378,348</b>	<b>£1,383,147</b>
Designated: Development Fund	£27,300	£121,203
Designated: Pension Deficit Fund	£199,932	£299,527
General Funds	£1,992,139	£1,489,743
<b>Total Unrestricted Funds</b>	<b>£2,219,371</b>	<b>£1,910,473</b>

The BDA will continue to monitor its reserves carefully. In 2025, we continued to prioritise securing project funding for Deaf community projects – particularly given the need to provide additional support through visual language communication mediums in our first language, BSL.

The current reserves policy as agreed by the Trustees is a minimum of 50% of annual expenditure or 6 months running costs in the current financial year to preserve the BDA's cash flow and to meet any unexpected contingencies. Based on the 2024-25 budget, a 50% target would require a reserve of £1,079,417 in unrestricted general funds. The present level of free reserves (excluding the pension reserve and fixed assets) of £1,982,408 (2023-24: £1,479,745) now available to the charity is a significant increase on the previous year's figures and is in excess of the 50% target level.

In addition to the free reserves, £199,932 has been set aside to meet our future Pension Liability obligations to 2025.



# GRATEFUL THANKS TO THE FOLLOWING FUNDERS FOR THEIR SUPPORT OF OUR WORK



SCAN ME FOR BSL  
OR CLICK HERE

The BDA would like to extend our grateful thanks to the following funders, organisations and donors for supporting our work over the year 2024 – 2025:

## BSL Conference 2024 – Manchester

- Headline sponsor – SignLive
- Gold sponsor – SORD
- Silver sponsor – Amsaan Tours
- Bronze sponsor – DCAL
- Red sponsor – Deaf Action



## BSL Poet Laureate sponsors:

DeafZone

## Trusts & Foundations:

Grateful thanks to the following funders and their generous support of our work:

- John Ellerman Foundation
- Joseph Rowntree Charitable Trust
- deafPLUS
- City Bridge Foundation
- City Bridge Foundation (Propel)
- Masonic Charitable Foundation
- The National Lottery Community Fund People and Places 3, Wales
- Impact Funding Partners
- Northern Ireland Health & Social Care Board
- Promotion of ISL – Department of Communities
- Democratic Engagement Grant – Welsh Government
- Care and Repair
- Inspiring Scotland
- The National Lottery Community Fund – Scotland
- Robertson Trust
- Access and Inclusion – Scottish Government
- Age Scotland
- Family Signing at Home – Departments of Communities
- Lord and Lady Lurgan Trust
- The National Lottery Heritage Fund, Northern Ireland
- Dorothy Hay-Bolton Charitable Trust
- The Privy Purse Charitable Trust

Our special thanks to our corporate sponsors towards the BDA's AGM held on 16th November 2024 in Glasgow:





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 31<sup>st</sup> March 2025.

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) effective from 1 January 2019.

The British Deaf Association is constituted as a company limited by guarantee and is registered for charitable purposes with the Charity Commission and also with 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.

The BDA is incorporated in England and Wales and is governed by a Board of Trustees, listed on page 1, who are elected every three years by members. The Trustees are provided with key information on appointment such as Trustee Handbook and Charity Commission booklet CC3. They are also required to attend a full Trustee Induction Away Day or Weekend.

Management is delegated to the CEO, who works with a team of managers, and who are responsible for delivering the full range of the BDA's activities. The Board and CEO meet and agree the Charity's strategic intentions.

The report resultant of these discussions is a reference point for all projects and developments.

The Board determines the remuneration of the CEO on an annual basis and in doing so, they benchmark salaries across comparable salaries with similar sized organisations within the sector, consider the external environment and also the current financial position of charity itself.

## Public benefit statement

The Trustees confirm that they have referred to the guidance contained in section 17 of the Charities Act 2011 on public benefit when reviewing the Charity's objectives and activities and in planning future activities. Our overview and achievements section from page 4 to 9 reflects the scope of our activities.

## Statement of Trustees responsibilities

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- 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 financial statements comply with the Companies Act 2006 Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the charity's constitution. 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

Insofar as the Trustees are aware:

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

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



## Auditors

Price Bailey LLP were appointed auditors to the company in accordance with section 485 of the Companies Act 2006.

## Fundraising

During 2024 – 2025, the Head of Communications & Fundraising was tasked to lead the delivery of the BDA's 5-year Fundraising Plan, building on and leveraging relationships with the community and those who are engaged with it. Staff employed by the BDA carry out our fundraising activities. All arrangements are governed by written agreements that cover the responsibilities of each party and ensure that anyone working on our behalf adheres to our strict ethical standards.

We made significant progress during 2024 – 2025 with the migration of our marketing and fundraising data to the new CRM. We completed the development and integration of Beacon forms on BDA's website such as donor forms, member forms, sign language week sign-ups and a ticketing platform.

Fundraising is essential to allow us to carry out our vital work campaigning for our national sign language rights. Trustees are extremely grateful to our individual donors as well as companies, trusts and foundations who have supported our work over the year. Our fundraising is supervised by the trustee Finance sub-committee, with regular reporting to our full board of trustees.

We are members of the Fundraising Regulator and the Chartered Institute of Fundraising. We are conscious of the need to take care when interacting with individuals who are, or may be, vulnerable and we require all staff we work with to follow our Ethical Fundraising policy and Business Gift policy.

The British Deaf Association is registered with the Fundraising Regulator and complies with the Code of Fundraising Practice. No instances of non-compliance with any relevant regulations or guidelines have been identified, and nor have we received any complaints about our fundraising activities (2023-2024: none).

A significant proportion of our income is received from donation and legacies. When seeking to raise money from the public, we only send marketing material to those who have previously said they are happy to be contacted by us (and individuals are free to change their minds at any time). We take great care to ensure that our level of communication with our supporters is proportional and appropriate. In the past fifteen years we have not engaged in telephone marketing or in raising money from door to door or street collections.



## STRUCTURE, GOVERNANCE AND MANAGEMENT

We joined the Remember a Charity scheme again during 2024-25, calling on our members and supporters to remember the BDA in their Will to enable us to preserve BSL for future generations.

### Restricted Trusts and Foundations:

**John Ellerman** (£80,000 unrestricted over 2 years secured in March 2023) to fund the next stage in our mission to protect, preserve and promote BSL/ISL, to support and monitor the BSL Act's implementation in policy and practice, and to push for an equal deal for Deaf people across the UK.

**City Bridge (Propel)** (£49,900 over 12 months awarded April 2023) to explore the systemic issues faced by the Deaf community in London. We successfully secured a further grant from City Bridge (Propel) to expand on the explore phase.

**City Bridge Foundation** (£96,290 over two years (£57,215 and £39,075) awarded in July 2023) to establish a Deaf-led campaign workforce in London focused on both long-term systemic change and immediate practical improvements. The initiative will include a London Members Forum, a Campaign Action Plan, training workshops, and ensuring Deaf individuals hold decision-making roles within London.

**Masonic Charitable Foundation** (£53,725.00 for 1 year awarded September 2023) to provide Family Signing at Home, early years BSL support for 0–5-year-olds and their families, including 1:1 home visits and group sessions.

**Joseph Roundtree** (£111,648 for 2 years awarded February 2024) for a project that will pilot focused local action by forming two Regional Member Forums based in England's South-East and North-East regions.

## Legacies

We are so appreciative of the continued generosity of our benefactors and can report that, due to their kindness our Legacy income in 2024/25 was £1,356,642, which, although a decrease compared to £1,457,726 in 23/24, is still exceptionally high.

Although the backlog at the probate registry has cleared significantly this year with output improved by 20%, there still remain significant delays in the administration of estates due to delays at HMRC which is now having an impact on charities' cashflow from legacies, rather than accruals.

BDA received 20 notifications in 2024/25, and together with our pipeline of legacies from previous financial years that have not concluded yet, the estimated value associated with all legacies still outstanding at the end of 31st March 2025 was £1,593,421. The amount of cash income received for legacies in 2024/25 was particularly strong in 2024/25 at £2,059,856.

2025/2026 is off to a good start with several legacy notifications received already that will help drive the pipeline for the remainder of the year.

Thank you for your support.

## Principal risks and uncertainties

The principal risks faced by the charity are the unpredictable legacy income, reductions in government funding and possible reduced donations due to the financial stability of donors being affected by inflation and the current cost of living crisis.

We maintain a risk register that is reviewed and updated annually. In addition, the charity has a Business Continuity Plan that covers how the BDA identifies key activities, evaluates risks, and considers and plans for Business Continuity in the event of an unplanned/emergency event which affects our ability to function normally.

Left: International Presidents of the WFDF, Abigail and Robert with Rebecca.

Right: Signing the Declaration on the Rights of Deaf Children.





## Taking BSL Forward: British Deaf Association's 10-Year Strategic Vision 2022-2032

There is a shared ambition that the BSL Act 2022 will serve as a turning point to bring about social change to dismantle the barriers that have restricted Deaf people's lives for more than 130 years, ever since the BDA was established.

Members overwhelmingly called on the BDA to work with the UK Government to introduce bold new measures over the next decade that will make progress towards equal civil rights for Deaf people in the United Kingdom. The top priority must be for Deaf children and their families to have access to fluent BSL language models from birth and throughout the education system, setting them up to become equal and valued members of society.

# STRUCTURE, GOVERNANCE AND MANAGEMENT

Deafness is nothing to be ashamed of. We Deaf people can excel at anything, just like the hearing people around us, if our hands are not tied by unnecessary and discriminatory language and communication barriers.

Building on the groundbreaking BSL Act (Scotland) in 2015, our language, BSL, now has official status across the whole of Great Britain with the BSL Act (2022). Legislation is finally in place that recognises BSL and commits the Government to actively promote and facilitate its use.

The hard work now begins to build the **#BSL2032** movement. We need to deliver our vision for a world in which Deaf people no longer struggle, but instead positively thrive from birth to old age, playing a full part in British society, and British Sign Language is promoted, protected and preserved for future generations.

The 10-year Strategic Vision takes as its starting point the date at which the BSL Act, which recognised British Sign Language as a language of Great Britain in law for the very first time, received Royal Assent: 28 April 2022. That date will now be celebrated annually as National BSL Day.

You can view our bilingual Strategic Vision publication below. Please navigate using the arrow keys at the bottom of the page. You can also view this publication in full screen by clicking the icon at the bottom-right.

<https://bda.org.uk/strategic-vision/>



## Small Company Exemptions

The report has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.

On behalf of the Board of Trustees

**Chair:**

Dr Robert Adam

**Date:**

12 Sept 2025



## Opinion

We have audited the financial statements of British Deaf Association (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities (including income & expenditure account), the Balance Sheet, the Statement of Cash Flows, and notes to the financial statements, including 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) and the Charities SORP 2019.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements 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

In auditing the financial statements, we have concluded that the trustees' (who are also the directors of the company for company law purposes) use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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



# INDEPENDENT AUDITORS' REPORT

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

## Other information

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

We have nothing to report in this regard.

## Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006, the Charities and Trustees Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

# INDEPENDENT AUDITORS' REPORT

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

## Responsibilities of trustees

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

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

## Auditor responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under 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 financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

# INDEPENDENT AUDITORS' REPORT

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charitable company and the sector in which it operates and considered the risk of the charitable company not complying with the relevant laws and regulations including fraud; in particular those that could have a material impact on the financial statements. This included those regulations directly related to the financial statements, including financial reporting and tax legislation. In relation to the operations of the charitable company this included compliance with Companies Act 2006, Charities Act 2011 and the Charities and Trustee Investment (Scotland) Act 2005.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified. These included the following:

- Review of legal fees incurred;
- Reviewing minutes of Trustee Board meetings;
- Agreeing the financial statement disclosures to underlying supporting documentation;
- Enquiring of management, including those charged with governance;
- Reviewing key accounting policies and estimates

To address the risk of management override of controls, we carried out testing of journal entries and other adjustments for appropriateness. We also assessed management bias in relation to the accounting policies adopted and in determining significant accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for> This description forms part of our auditor's report.





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



Michael Cooper-Davis FCCA ACA (Senior Statutory Auditor)

For and on behalf of: **Price Bailey LLP**  
Chartered Accountants  
Statutory Auditors  
24 Old Bond Street  
London, W1S 4AP

**Date:** 15 October 2025

# STATEMENT OF FINANCIAL ACTIVITIES

Statement of Financial Activities (incorporating an income and expenditure account) For the year ended 31 March 2025

	Note	General Funds £	Designated Funds £	Unrestricted Funds £	Restricted Funds £	2025 Total £	2024 Total £
<b>Income</b>							
Donations and legacies	2	1,445,554	-	1,445,554	1,980	<b>1,447,534</b>	1,511,911
Other trading activities		42,724	-	42,724	320	<b>43,044</b>	18,830
Investment income		12,280	-	12,280	-	<b>12,280</b>	10,291
		1,500,558	-	1,500,558	2,300	<b>1,502,858</b>	1,541,032
Income from charitable activities	3	67,097	-	67,097	907,717	<b>974,814</b>	997,405
<b>Total income</b>		<b>1,567,655</b>	<b>-</b>	<b>1,567,655</b>	<b>910,017</b>	<b>2,477,672</b>	<b>2,538,437</b>
<b>Expenditure</b>							
<b>Costs of raising funds</b>							
Fundraising costs		147,567	-	147,567	-	<b>147,567</b>	<b>111,236</b>
Investments management costs		-	-	-	-	<b>-</b>	-
		147,567	-	147,567		<b>147,567</b>	111,236
<b>Charitable activities</b>							
Costs of charitable activities		917,692	93,903	1,011,595	914,816	<b>1,926,411</b>	1,297,494
Other – pension costs scheme		99,595	-	99,595	-	<b>99,595</b>	3,230
<b>Total expenditure</b>	4	<b>1,164,854</b>	<b>93,903</b>	<b>1,258,757</b>	<b>914,816</b>	<b>2,173,573</b>	<b>1,411,960</b>
<b>Net income</b>		<b>402,801</b>	<b>(93,903)</b>	<b>308,898</b>	<b>(4,799)</b>	<b>304,099</b>	<b>1,126,477</b>
<b>Transfers between funds</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds</b>		<b>402,801</b>	<b>(93,903)</b>	<b>308,898</b>	<b>(4,799)</b>	<b>304,099</b>	<b>1,126,477</b>
<b>Funds at 31 March 2024</b>		<b>1,789,270</b>	<b>121,203</b>	<b>1,910,473</b>	<b>1,383,147</b>	<b>3,293,620</b>	<b>2,167,143</b>
<b>Funds at 31 March 2025</b>		<b>2,192,071</b>	<b>27,300</b>	<b>2,219,371</b>	<b>1,378,348</b>	<b>3,597,719</b>	<b>3,293,620</b>

All movements derive from continuous activities during the above financial year. The notes on **pages 80 to 104** form part of these financial statements.

# BALANCE SHEET

## Balance Sheet - As at 31 March 2025

	Note	£	2025 £	£	2024 £
<b>Fixed assets</b>					
Tangible fixed assets	9		9,730		9,998
<b>Current assets</b>					
Debtors	10	936,885		1,688,813	
Cash at bank and in hand		3,106,289		1,988,324	-
		4,043,175		3,677,137	
<b>Creditors: amounts falling due within one year</b>	11	(384,654)		(393,515)	
<b>Net current assets</b>			3,658,520		3,283,622
<b>Creditors: amounts falling due after one year</b>	12		(70,532)		-
<b>Total assets less current liabilities</b>			3,597,719		3,293,620
<b>Funds</b>					
Restricted funds	14		1,378,348		1,383,147
<b>Unrestricted funds</b>					
• Designated funds	15		27,300		121,203
• General Funds			1,992,138		1,489,743
• Pension Reserve	15		199,932		299,527
<b>Total funds</b>			3,597,719		3,293,620

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

Approved by the Board of Trustees on 6<sup>th</sup> September 2025 and signed on its behalf by:



**Dr Robert Adam (Chair)**

**Company Registration No. 2881497**

The notes on **pages 80 to 104** form part of these financial statements.



# STATEMENT OF CASH FLOW

## Statement of Cash Flows - For the year ended 31 March 2025

	Note	2025 £	2024 £
<b>Cash flow from operating activities</b>			
Net cash provided by operating activities	A	1,126,248	321,222
<b>Cash flow from investing activities</b>			
Purchase of tangible fixed assets	9	(8,283)	(9,436)
<b>Net cash used by investing activities</b>		-	-
<b>Change in cash and cash equivalents in the year</b>		1,117,965	311,786
<b>Cash and cash equivalents at 1 April 2024</b>		1,988,324	1,676,538
<b>Cash and cash equivalents at 31 March 2025</b>		3,106,289	1,988,324
<b>Notes to the cash flow statement for the year 31 March 2025</b>			
<b>A – Reconciliation of net movement in funds to net cash flows from operating activities</b>		<b>2025 £</b>	<b>2024 £</b>
Net movements in the funds for the year		304,099	1,126,477
Depreciation charge		8,551	4,832
(Increase) in debtors		751,928	(899,345)
Increase in creditors		61,670	89,258
<b>Net cash provided by operating activities</b>		<b>1,126,248</b>	<b>321,222</b>
<b>B – Analysis of cash and cash equivalents</b>			
Cash at bank and in hand		3,106,289	1,988,324

The notes on **pages 80 to 104** form part of these 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)” effective from 1 January 2019. The charity is a public benefit entity as defined by FRS 102.

The charity had a dormant subsidiary company, Big D Company Limited, whose registered office was St. John's Deaf Community Centre, 258 Green Lanes, London N4 2HE. The company has been dormant for many years and the trustees decided to close the company and it was subsequently dissolved on 24 January 2023. The charity has not prepared consolidated accounts as inclusion of the results of its subsidiary undertaking, Big D Company Limited, as it would not be material to the consolidated 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 unrestricted funds at 31 March 2025, which includes 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, however at the 31 March 2025 the pension scheme reserves are in surplus. Therefore overall, unrestricted funds are considered adequate to meet all working capital needs for the foreseeable future.

The Trustees have agreed to make a number of investments to ensure the charity increases its income over the medium to long term, as well as having the infrastructure to support the charity's growth. Going concern is dependent on future income continuing at an acceptable level and the Trustees are confident that this remains achievable.

Therefore, at the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing these financial statements.

# NOTES TO THE FINANCIAL STATEMENTS

## **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 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.

Legacies are recognised at the earlier of actual receipt or on receipt of Estate accounts which confirm the BDA's entitlement to receive the funds, the probability of receipt and provide an accurate measure of the legacy. If the legacy is in the form of an asset other than cash or an asset listed on a recognised stock exchange, recognition is subject to the value of the asset being able to be reliably measured and title to the asset has passed to the charity. Recognition is not taken for legacies subject to a life interest as they do not meet the SORP's recognition criteria.

Investment income is recognised on a receivable basis. All grants (including from government) are accounted for when the charity has entitlement to the funds, and performance related conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably.

## **I.5 Expenditure**

The costs of raising funds relate to the costs incurred by the charitable company in raising funds for its charitable work. Governance costs are primarily associated with constitutional and statutory requirements. Expenditure is 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.



# NOTES TO THE FINANCIAL STATEMENTS

## 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 £1,000. 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 14). 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 income 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.

# NOTES TO THE FINANCIAL STATEMENTS

## 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, St. John's Deaf Community Centre, 258 Green Lanes, London N4 2HE. 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 Functional 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 their settlement value. Fixed assets are recorded at depreciated historical cost and all other assets and liabilities are recorded at cost which is their fair value.



Mims Davies MP former Minister for Disabled People, Health and Work.



IWDP 2023 Jane Hunt MS addressing the BDA and Disability Wales;

# NOTES TO THE FINANCIAL STATEMENTS

## 2. Donation and Legacies

		Unrestricted Funds £	Designated Funds £	Restricted Funds £	2025 Total £
Donations and gifts		88,912	-	1,980	90,892
Legacies receivable		1,356,642	-	-	1,356,642
	<b>Total</b>	<b>1,445,554</b>	<b>-</b>	<b>1,980</b>	<b>1,447,534</b>

		Unrestricted Funds £	Designated Funds £	Restricted Funds £	2024 Total £
Donations and gifts		54,185	-	-	54,185
Legacies receivable		831,726	-	626,000	1,457,726
	<b>Total</b>	<b>885,911</b>	<b>-</b>	<b>626,000</b>	<b>1,511,911</b>

## 3. Charitable Activities

		Unrestricted Funds £	Designated Funds £	Restricted Funds £	2025 Total £
Sign Language Projects		-	-	-	-
Deaf Children, Youth and Families Projects		-	-	56,254	56,254
Deaf Community Advocacy Projects		-	-	74,003	74,003
Deaf Community Development		730	-	602,020	602,750
Deaf Access and Inclusion Projects		-	-	175,440	175,440
Others		66,367	-	-	66,367
	<b>Total</b>	<b>67,097</b>	<b>-</b>	<b>907,717</b>	<b>974,814</b>



# NOTES TO THE FINANCIAL STATEMENTS

		Unrestricted Funds £	Designated Funds £	Restricted Funds £	2024 Total £
Sign Language Projects		-	-	-	-
Deaf Children, Youth and Families Projects		-	-	-	-
Deaf Community Advocacy Projects		-	-	-	-
Deaf Community Development		-	-	833,717	833,717
Deaf Access and Inclusion Projects		-	-	83,510	83,510
Others		80,178	-	-	80,178
	<b>Total</b>	<b>80,178</b>	<b>-</b>	<b>917,227</b>	<b>997,405</b>

Included within income from charitable activities are government grants received amounted to £361,018 (2024: £327,818). There were no unfulfilled conditions or other contingencies attaching to these grants (2024: none).

## 4. Expenditure

		Unrestricted Funds £	Designated Funds £	Restricted Funds £	2025 Total £
Costs of raising funds		147,567	-	-	147,567
Charitable expenditure		917,692	93,903	914,816	1,926,411
Other – pension scheme costs		99,595	-	-	99,595
	<b>Total</b>	<b>1,164,854</b>	<b>93,903</b>	<b>914,816</b>	<b>2,173,573</b>

		Unrestricted Funds £	Designated Funds £	Restricted Funds £	2024 Total £
Costs of raising funds		111,236	-	-	111,236
Charitable expenditure		395,481	78,490	823,523	1,297,494
Other – pension scheme costs		3,230	-	-	3,230
	<b>Total</b>	<b>509,947</b>	<b>78,490</b>	<b>823,523</b>	<b>1,411,960</b>

# NOTES TO THE FINANCIAL STATEMENTS

		Staff £	Depreciation £	Others £	2025 Total £
Costs of raising funds		102,794	-	44,773	147,567
<b>Charitable activities:</b>					
Direct costs		899,090	-	273,827	1,172,917
Support costs		165,509	8,550	531,433	705,492
Governance costs		639	-	47,363	48,002
		1,065,238	8,550	897,396	1,926,411
<b>Other expenditure:</b>					
Pension finance charges		1,031	-	-	1,031
Remeasurements of scheme valuation		626	-	-	626
Remeasurements – Amendments to the contributions schedule		97,938	-	-	97,938
	<b>Total</b>	<b>1,267,627</b>	<b>8,550</b>	<b>897,396</b>	<b>2,173,573</b>

		Staff £	Depreciation £	Others £	2024 Total £
Costs of raising funds		86,095	-	25,141	111,236
<b>Charitable activities:</b>					
Direct costs		718,923	-	179,443	898,366
Support costs		61,779	4,832	294,290	360,901
Governance costs		1,340	-	36,887	38,227
		782,042	4,832	510,620	1,297,494
<b>Other expenditure:</b>					
Pension finance charges		3,201	-	-	3,201
Remeasurements of scheme valuation		29	-	-	29
Pension scheme administration expenses		-	-	-	-
	<b>Total</b>	<b>871,367</b>	<b>4,832</b>	<b>535,761</b>	<b>1,411,960</b>

# NOTES TO THE FINANCIAL STATEMENTS

Analysis of charitable expenditure		Direct		Indirect		2025 Total £
(excluding governance costs)		Staff £	Others £	Staff £	Others £	
Sign Language Projects		12,112	9,125	15,433	50,171	86,841
Deaf Children, Youth and Families		98,590	7,967	63,866	39,034	209,457
Deaf Community Advocacy Projects		108,228	76,459	6,105	42,311	233,103
Deaf Community Development		34,868	9,460	6,105	34,592	85,025
Policy and Campaigns		103,396	13,970	24,762	60,458	202,586
Deaf Access and Inclusion		379,068	90,166	13,850	92,395	575,479
Publication, Membership & Communications		26,265	39,405	12,324	118,072	196,066
Deaf Training Projects		23,590	7,871	9,214	32,645	73,320
BSL Media, Governance, Access to Work and Others		112,973	19,404	13,850	70,305	216,532
Pension Cost		-	-	-	99,595	99,595
	<b>Total</b>	<b>899,090</b>	<b>273,827</b>	<b>165,509</b>	<b>639,578</b>	<b>1,978,004</b>



# NOTES TO THE FINANCIAL STATEMENTS

Analysis of charitable expenditure		Direct		Indirect		2024 Total £
		Staff £	Others £	Staff £	Others £	
Sign Language Projects		7,077	3,592	9,254	16,772	36,695
Deaf Children, Youth and Families		72,093	40,472	9,084	26,799	148,448
Deaf Community Advocacy Projects		164,479	71,822	(271)	33,021	269,051
Deaf Community Development		42,831	6,265	(271)	14,222	63,047
Policy and Campaigns		48,623	3,271	18,779	29,777	100,450
Deaf Access and Inclusion		264,775	90,269	6,011	63,818	424,873
Publication, Membership & Communications		1,142	1,178	10,278	39,775	52,373
Deaf Training Projects		4,914	(35)	2,904	21,076	28,859
BSL Media, Governance, Access to Work and Others		112,989	(37,395)	6,011	53,866	135,471
	<b>Total</b>	<b>718,923</b>	<b>179,439</b>	<b>61,779</b>	<b>299,126</b>	<b>1,259,267</b>

Analysis of support costs	2025 £	2024 £
Premises and related costs	89,528	52,482
Travel and accommodation	83,761	61,830
Office costs	133,539	87,303
Governance costs	48,002	38,227
Consultancy	217,496	83,516
Other costs	325,070	212,403
	<b>897,396</b>	<b>535,761</b>

## 5. Costs of generating donations and legacies

	2025 £	2024 £
<b>Other costs comprise:</b>		
Costs of generating donations and legacies	44,773	25,141
	<b>44,773</b>	<b>25,141</b>

## 6. Governance costs

	2025 £	2024 £
<b>Other governance costs comprise of:</b>		
Audit fees	12,864	12,597
Legal and professional fees	3,495	8,907
Trustees' costs (including staff costs)	31,643	16,723
	<b>48,002</b>	<b>38,227</b>

Included within Trustees' costs is £5,687 (2024: £3,775) paid to 6 (2024: 6) 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 (2024: £Nil).

# NOTES TO THE FINANCIAL STATEMENTS

## 7. Employees

	2025	2024
<b>The average head count of employees during the year was:</b>		
Deaf Community Advocacy	3	4
Deaf Community Development	10	7
Deaf Children, Youth and Families	1	1
BDN / BSL Media and Communications	2	3
Policy and Campaigns	2	2
Support Staff	5	5
Secondment	1	1
	<b>24</b>	<b>23</b>

## 8. Employment costs

	2025 £	2024 £
Wages and salaries	912,769	643,775
Social security costs	86,007	60,341
Redundancy costs	-	-
Other pension costs	25,354	19,096
Sub total	<b>1,024,130</b>	723,212
Other staff related costs	143,902	144,925
FRS 102 Valuation movement on defined benefit scheme	99,595	3,230
Total	<b>871,367</b>	<b>871,367</b>

The number of employees whose annual remuneration was £60,000 or more were:

	2025	2024
Between £60,000 and £69,999	0	1
Between £70,000 and £79,999	1	0



# NOTES TO THE FINANCIAL STATEMENTS

The key management and personnel of the charity was the Chief Executive, The Board of Trustees and the Head of Finance. Total remuneration with respect to key management and personnel amounted to £151,234 (2024: £103,006). These amounts include gross pay, employers NI, employer pension contributions, bonuses and any benefits in kind.

## 9. Tangible fixed assets

	Computer equipment £	Fixtures, fittings & equipment £	Total £
<b>Costs</b>			
At 1 April 2024	42,166	2,500	44,666
Additions	42,166	-	8,283
Disposals	(26,500)	-	(26,500)
<b>At 31 March 2025</b>	<b>23,949</b>	<b>2,500</b>	<b>26,449</b>
<b>Depreciation</b>			
At 1 April 2024	32,168	2,500	34,668
Disposal	(26,500)	-	(26,500)
Charge for the year	8,551	-	8,551
<b>At 31 March 2025</b>	<b>14,219</b>	<b>2,500</b>	<b>16,719</b>
<b>Net book value At 31 March 2025</b>	<b>9,730</b>	<b>-</b>	<b>9,730</b>
At 31 March 2024	9,998	-	9,998

## 10. Debtors

	2025 £	2024 £
Trade debtors	45,415	80,407
Other debtors	857,711	1,562,218
Prepayments and accrued income	33,761	46,188
<b>Total</b>	<b>936,886</b>	<b>1,688,813</b>

# NOTES TO THE FINANCIAL STATEMENTS

## I 1. Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	61,490	102,756
Taxation and social security costs	3,262	5,751
Deficit repayment plan on multi-employer pension scheme	28,301	39,081
Other creditors	248	-
Accruals and deferred income (see below)	291,353	245,927
Total	384,654	393,515

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

	2025 £	2024 £
Deferred income brought forward	200,734	124,397
Income deferred in the year	224,683	200,734
Deferred income released from prior year	(200,734)	(124,397)
Deferred income carried forward	224,683	200,734

Deferred income is disclosed in the financial statements to show to what extent income has been received by the charity but recognised as income in a future accounting period. Income deferred relates to grants received in the current year, but which relate to a future period.

## I 2. Creditors: amounts falling due after one year

	2025 £	2024 £
Deficit repayment plan on multi-employer pension scheme	70,532	-

## 13. Pension and other post-retirement benefit commitments

The company participates in the scheme, a multi-employer scheme which provides benefits to some 521 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 2023. This valuation showed assets of £514.9m, liabilities of £531.0m and a deficit of £16.1m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

### Deficit contributions

<b>From 1 April 2025 to 31 March 2028:</b>	<b>£2,100,000 per annum</b>	<b>Payable monthly</b>
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Unless a concession has been agreed with the Trustee the term to 31 March 2028 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

### Deficit contributions

<b>From 1 April 2022 to 31 January 2025:</b>	<b>£3,312,000 per annum</b>	<b>Payable monthly</b>
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# NOTES TO THE FINANCIAL STATEMENTS

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 2025 (£000s)	31 March 2024 (£000s)	31 March 2023 (£000s)
Present value of provision	98,833	39,080	83,661

## Reconciliation of Opening and Closing Positions

	Year Ending 31 March 2025 (£000s)	Year Ending 31 March 2024 (£000s)
<b>Provision at start of period</b>	<b>39,080</b>	83,661
Unwinding of the discount factor (interest expense)	<b>1,031</b>	3,201
Deficit contribution paid	<b>(39,842)</b>	(47,811)
Remeasurements – impact of any change in assumptions	<b>626</b>	29
Remeasurements – amendments to the contribution schedule	<b>97,938</b>	-
<b>Provision at end of period</b>	<b>98,833</b>	39,080

# NOTES TO THE FINANCIAL STATEMENTS

## Income and Expenditure Impact

	Year Ending 31 March 2025 (£000s)	Year Ending 31 March 2024 (£000s)
Interest expense	1,031	3,201
Remeasurements – impact of any change in assumptions	626	29
Remeasurements – amendments to the contribution schedule	97,938	-
Scheme administration expenses	56,695	55,044
<b>Total</b>	<b>156,290</b>	<b>58,274</b>

## Assumptions

	31 March 2025 % per annum	31 March 2024 % per annum	31 March 2023 % per annum
Rate of discount	4.84	5.31	5.52

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 Contribution Schedule

Year Ending	31 March 2025 (£000s)	31 March 2024 (£000s)	31 March 2023 (£000s)
Year 1	35	39	48
Year 2	35	-	40
Year 3	35	-	-
Year 4	-	-	-

# NOTES TO THE FINANCIAL STATEMENTS

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.

The company also operates a defined contribution pension scheme. The assets of the scheme are held in a separate fund from the company. Amounts charged during the year from this scheme are £19,096 (2024: £19,096) and the amount outstanding at 31 March 2025 was £Nil (2024: £Nil).

## 14. Restricted Funds

Movement in funds					
	Balance at 1 April 2024 £	Income £	Expenditure £	Transfer £	Balance at 31 March 2025 £
Legacies / ADAs	1,067,328	-	3,343	-	1,063,985
Current Project Grants	315,819	910,017	911,473	-	314,363
<b>Total</b>	<b>1,383,147</b>	<b>910,017</b>	<b>914,816</b>	<b>-</b>	<b>1,378,348</b>
Legacies / ADAs	Balance at 1 April 2024 £	Income £	Expenditure £	Transfer £	Balance at 31 March 2025 £
Local Group Legacy Funds	97,044	-	-	-	97,044
Youth Funds	4,416	-	-	-	4,416
Scotland Funds	680,259	-	-	-	680,259
Greater London Funds	40,000	-	-	-	40,000
Research Funds	69,774	-	-	-	69,774
Holiday Schemes Funds	119,993	-	3343	-	116,650
Other Restricted Funds	25,030	-	-	-	25,030
Area Deaf Associations	30,812	-	-	-	30,812
<b>Total</b>	<b>1,067,328</b>	<b>626,000</b>	<b>3343</b>	<b>-</b>	<b>1,063,985</b>



# NOTES TO THE FINANCIAL STATEMENTS

Current Project Grants	Balance at 1 April 2024 £	Income £	Expenditure £	Transfer £	Balance at 31 March 2025 £
Scottish Government: Equality	81,246	200,172	202,473	-	78,945
Dementia Project (Scotland)	28,223	-	4,200	-	24,023
Dementia Research (Scotland)	3,335	-	-	-	3,335
BSL Case Scenarios (Scotland)	11,882	-	-	-	11,882
Northern Ireland – General	(4,520)	37,245	32,725	-	-
Wales - General	337	1,500	1,500	-	337
Deaf Access/Inclusion (England)	59,402	155,126	155,781	-	58,747
Deaf Access/Inclusion (Wales)	7,953	5,700	12,955	-	698
Deaf Access/Inclusion (Scotland)	2,754	-	1,250	-	1,504
Deaf Advocacy (N. Ireland)	(622)	101,639	103,654	-	(2,637)
Deaf Advocacy (Wales)	25,524	-	22,355	-	3,169
Deaf Roots and Pride (Scotland)	22,253	40,195	39,349	-	23,099
Self-Harm Project	10,359	-	106	-	10,253
City Bridge Trust	9,029	34,401	32,603	-	10,827
Propel	11,555	29,108	36,528	-	4,135
Masonic Charitable Foundation	5,240	41,327	36,608	-	9,959
DeafPlus	1,966	23,832	17,573	-	8,225
Scotland Isolation and Loneliness	7,191	24,123	12,848	-	18,466
Scottish Housing Regulator	(1,871)	5,814	-	-	3,943
Scotland – General	350	7,940	4,764	-	3,526
Family Signs at Home (N. Ireland)	6,338	37,525	45,411	-	(1,548)
I&A : Dementia (Age Scotland)	5,664	-	284	-	5,380

# NOTES TO THE FINANCIAL STATEMENTS

Current Project Grants	Balance at 1 April 2024 £	Income £	Expenditure £	Transfer £	Balance at 31 March 2025 £
Welsh Government – BSL Charter	6,542	8,473	13,789	-	1,226
Loneliness Engagement (England)	-	250	559	-	15,380
Rowntree Foundation	-	56,254	32,858	-	23,396
Heritage (untold Stories) – NI	-	8,384	8,955	-	(571)
ATW – Northern Ireland	-	68,062	67,571	-	491
Deaf Cymru Access	-	5,942	7,132	-	(1,190)
Tackling Inequalities – Wales	-	17,004	17,642	-	(638)
<b>Total</b>	<b>315,819</b>	<b>910,017</b>	<b>911,473</b>	<b>-</b>	<b>314,363</b>

# NOTES TO THE FINANCIAL STATEMENTS

Comparative 2024	Balance at 1 April 2023 £	Income £	Expenditure £	Transfer £	Balance at 31 March 2024 £
Legacies / ADAs	441,328	626,000	-	-	1,067,328
Current Project Grants	222,115	917,227	823,523	-	315,819
<b>Total</b>	<b>663,443</b>	<b>1,543,227</b>	<b>823,523</b>	<b>-</b>	<b>1,383,147</b>

## Legacies / ADAs

Local Group Legacy Funds	97,044	-	-	-	97,044
Youth Funds	4,416	-	-	-	4,416
Scotland Funds	54,259	626,000	-	-	680,259
Greater London Funds	40,000	-	-	-	40,000
Research Funds	69,774	-	-	-	69,774
Holiday Schemes Funds	119,993	-	-	-	119,993
Other Restricted Funds	25,030	-	-	-	25,030
Area Deaf Associations	30,812	-	-	-	30,812
<b>Total</b>	<b>441,328</b>	<b>626,000</b>	<b>-</b>	<b>-</b>	<b>1,067,328</b>



# NOTES TO THE FINANCIAL STATEMENTS

Current Project Grants	Balance at 1 April 2023 £	Income £	Expenditure £	Transfer £	Balance at 31 March 2024 £
Scottish Government: Equality	42,903	230,963	192,620	-	81,246
Dementia Project (Scotland)	28,223	-	-	-	28,223
Dementia Research (Scotland)	3,335	-	-	-	3,335
BSL Case Scenarios (Scotland)	11,882	-	-	-	11,882
Northern Ireland – General	3,648	34,191	42,359	-	(4,520)
Wales - General	450	-	113	-	337
Deaf Access/Inclusion (England)	37,513	149,953	128,064	-	59,402
Deaf Access/Inclusion (Wales)	2,440	7,600	2,087	-	7,953
Deaf Access/Inclusion (Scotland)	-	5,500	2,746	-	2,754
Deaf Advocacy (N. Ireland)	14,882	152,726	168,230	-	(622)
Deaf Advocacy (Wales)	9,701	104,382	88,559	-	25,524
Deaf Roots and Pride (Scotland)	6,106	53,463	37,316	-	22,253
Self-Harm Project	-	10,572	213	-	10,359
City Bridge Trust Foundation	-	28,608	19,579	-	9,029
Propel	-	20,792	9,237	-	11,555
Masonic Charitable Foundation	-	12,398	7,158	-	5,240
DeafPlus	-	5,750	3,784	-	1,966
Scotland Isolation and Loneliness	-	15,963	8,772	-	7,191
Scottish Housing Regulator	-	-	1,871	-	(1,871)
Scotland - General	-	869	519	-	350
Family Signs at Home (N. Ireland)	16,582	26,644	36,888	-	6,338
Covid-19 Project (Wales)	4,260	8,633	7,229	-	5,664

# NOTES TO THE FINANCIAL STATEMENTS

Current Project Grants	Balance at 1 April 2023 £	Income £	Expenditure £	Transfer £	Balance at 31 March 2024 £
Welsh Government – BSL Charter	2,670	16,220	12,348	-	6,542
Loneliness Engagement (England)	9,487	32,000	25,798	-	15,689
Deaf Children's Literacy	27,681	-	27,681	-	-
Deaf Heritage Films Project	352	-	352	-	-
<b>Total</b>	<b>222,115</b>	<b>917,227</b>	<b>823,523</b>	<b>-</b>	<b>315,818</b>

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.

# NOTES TO THE FINANCIAL STATEMENTS

Area Deaf Associations	At 1 April 2024 £	Income £	Expenditure £	At 31 March 2025 £
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)	13,731	-	-	13,731
Deaf Association Northern Ireland (DANI)	4,510	-	-	4,510
Scottish Deaf Association (SDA)	2,990	-	-	2,990
Deaf Association Wales (DAW)	2,693	-	-	2,693
South West Deaf Association (SWDA)	2,419	-	-	2,419
East Midlands Deaf Association (EMDA)	472	-	-	472
West Midlands Deaf Association (WMDA)	958	-	-	958
South East Deaf Association (SEDA)	-	-	-	-
Yorkshire & Humberside Deaf Association (YHDA)	-	-	-	-
<b>Total</b>	<b>30,812</b>	<b>-</b>	<b>-</b>	<b>30,812</b>

Area Deaf Associations	At 1 April 2023 £	Income £	Expenditure £	At 31 March 2024 £
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)	13,731	-	-	13,731
Deaf Association Northern Ireland (DANI)	4,510	-	-	4,510
Scottish Deaf Association (SDA)	2,990	-	-	2,990
Deaf Association Wales (DAW)	2,693	-	-	2,693
South West Deaf Association (SWDA)	2,419	-	-	2,419
East Midlands Deaf Association (EMDA)	472	-	-	472
West Midlands Deaf Association (WMDA)	958	-	-	958
South East Deaf Association (SEDA)	-	-	-	-
Yorkshire & Humberside Deaf Association (YHDA)	-	-	-	-
<b>Total</b>	<b>30,812</b>	<b>-</b>	<b>-</b>	<b>30,812</b>



# NOTES TO THE FINANCIAL STATEMENTS

The nature of the restricted funds is shown below;

## **Derbyshire BSL Helpline**

The BDA's Derbyshire BSL Helpline is a three-year Lottery-funded project supporting deaf individuals in Derby and Derbyshire through advocacy, information, and guidance services.

## **Know Your Rights**

Funded by deafPLUS, we carry out Know Your Rights Roadshows for deaf clubs and community groups in England, educating deaf people about their rights under the Equality Act.

## **Family Signing at Home (FSH)**

The FSH projects offer sign language classes taught by Deaf tutors for family members of deaf children in England & Wales and Northern Ireland, funded by Masonic Charitable Foundation and Department for Communities NI.

## **Advocacy Services for Deaf Adults**

The Advocacy Service helps Deaf adults access healthcare confidently by providing one-to-one advocacy, information, and training for healthcare professionals in Northern Ireland, funded by the Department of Health.

## **Untold Stories**

Funded by the National Lottery Heritage Fund, this 2-year project, Untold Stories, aims to raise awareness within the deaf community of the importance of preserving our heritage, culture, and sign language for future generations.

## **Equality & Human Rights Fund (EHRF)**

Funded by the Scottish Government's Equality and Human Rights Fund (EHRF), the project focuses on the BSL (Scotland) Act 2015 and BSL National Plan 2023 – 2029, with a focus on BSL Rights and Equality for Deaf people.

## **Deaf Roots & Pride (DRP) Transitions**

DRP Transitions, funded by the National Lottery Community Fund and The Robertson Trust, supports Deaf children and young people (8-25 years) in Scotland during educational transitions.

## **Scottish Housing Register**

Commissioned by Scottish Housing Register, we carried out the consultations with deaf community in Scotland regarding their housing issues.

## **Self-Harm Awareness Project**

Funded by Scottish Government, we created several videos in BSL for deaf community to raise awareness about self-harm.

## **Social Isolation and Loneliness (SIAL)**

This project is funded by Impact Funding Partners (IFP), tackling isolation & loneliness in the Deaf community in Scotland.

# NOTES TO THE FINANCIAL STATEMENTS

## **Deaf Health Project**

This is a 3-year, AHRC funded project, “Tackling Health Inequalities with and for the Deaf BSL-Using Communities in Wales”. It aims to improve health and healthcare services for deaf community in Wales.

## **Your Democracy - Your Rights**

The project, funded by Welsh Government's Democratic Grant scheme, empowers the deaf community in Wales, to actively engage with elected representatives and participate meaningfully in democracy.

## **Deaf People are Here!**

The 2-year project funded by Joseph Rowntree Trust, empowers the Deaf community, developing and delivering regional member forums in the North East, and South East.

## **Deaf Voices and Leadership**

Funded by the City Bridge Foundation, the project delivers the series of leadership and campaign workshops for deaf community living in London.

## **Propel Explore**

The project is to explore the systemic issues faced by the deaf community in London and create a theory of change, funded by the City Bridge Foundation.

**Local Group Legacy Funds:** Set up a specific project and local funds for Deaf people bequeathed through Wills to fund activities.

**Holiday Schemes Fund:** Set up a respite fund for Deaf people to fund specific activities.

# NOTES TO THE FINANCIAL STATEMENTS

## 15. Unrestricted 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:

2025	Movement in funds				
	Restated Balance at 1 April 2024 £	Income £	Expenditure £	Transfer £	Balance at 31 March 2025 £
General Fund	1,489,743	1,567,655	(1,065,259)	-	1,992,139
Development Fund	121,203	-	(93,903)	-	27,300
Pension Fund	299,527	-	(99,595)	-	199,932
<b>Total</b>	<b>1,910,473</b>	<b>1,567,655</b>	<b>(1,258,757)</b>	<b>-</b>	<b>2,219,371</b>

2024	Movement in funds				
	Restated Balance at 1 April 2023 £	Income £	Expenditure £	Transfer £	Balance at 31 March 2024 £
General Fund	1,001,250	995,210	(506,717)	-	1,489,743
Development Fund	199,693	-	(78,490)	-	121,203
Pension Fund	302,757	-	(3,230)	-	299,527
<b>Total</b>	<b>1,503,700</b>	<b>995,210</b>	<b>(588,437)</b>	<b>-</b>	<b>1,910,473</b>

**Pension Fund:** Since April 2013, the Pensions Trust has required the BDA to pay additional pension contributions. Our pension liability debt at 31 March 2025 is approximately £99,000, however our pension reserve at the same date just under £300,000 and therefore we currently have a surplus position. Based on the September 2020 actuarial valuation a new payment plan was agreed commencing in April 2022. The new plan requires the charity to make deficit reduction payments of £35,266 per year to 2027, and, to pay scheme administration expenses of £58,396 per year, (increasing by 3% per annum) until the scheme winds down or when the last member has passed away – whichever comes first. The charity's unrestricted income is unpredictable, especially unknown legacy income, hence why the Board's priority is to protect the BDA's long-term future by ensuring there are sufficient funds allocated to its Pension Reserve Fund.



# NOTES TO THE FINANCIAL STATEMENTS

**Development Fund:** The main purpose of the Development Fund is to cover new business development opportunities, such as consultancy to help re-design the charity's database and a strategic review of our fundraising position.

## I 6. Analysis of changes in net debt

	Balance at 1 April 2024 £	Cash flows £	Other non-cash changes £	Balance at 31 March 2025 £
<b>Cash and cash equivalents</b>				
Cash	1,988,324	1,117,965	-	3,106,289

## I 7. Analysis of net assets between funds

Fund Balances at 31 March 2025 represented by:	General Funds £	Designated Pension £	Designated Funds £	Restricted £	Total £
Tangible Fixed Assets	9,730	-	-	-	9,730
Current Assets	2,114,079	298,765	27,300	1,603,030	4,043,175
Creditors: amounts falling due within one year	(131,670)	(28,301)	-	(224,683)	(384,654)
Creditors: amounts falling due after one year	-	(70,532)	-	-	(70,532)
<b>Total</b>	<b>1,992,139</b>	<b>199,932</b>	<b>27,300</b>	<b>1,378,347</b>	<b>3,597,718</b>

Fund Balances at 31 March 2024 represented by:	General Funds £	Designated Pension £	Designated Funds £	Restricted £	Total £
Tangible Fixed Assets	9,998	-	-	-	9,998
Current Assets	1,633,445	338,608	121,203	1,583,881	3,677,137
Creditors: amounts falling due within one year	(153,700)	(39,081)	-	(200,734)	(393,515)
Creditors: amounts falling due after one year	-	-	-	-	-
<b>Total</b>	<b>1,489,743</b>	<b>299,527</b>	<b>121,203</b>	<b>1,383,147</b>	<b>3,293,620</b>

18. Operating lease commitments

At the 31 March 2025, the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	Land and Buildings		Other	
	2025 £	2024 £	2025 £	2024 £
Within 1 year	-	-	3,120	-
Between 2 and 5 years	-	-	-	-
Total	-	-	3,120	-

19. Related party transactions

During the year the trustees made donations which totalled £Nil (2024: £Nil)

20. Post Balance Sheet Events

The BDA ceased to participate in the TPT Growth Plan and exited the scheme on 1<sup>st</sup> April 2025. This resulted in a Section 75 debt liability of £259,534, which was paid in August 2025. Additional liability may occur as a result of a legal review regarding the application of changes to scheme benefits. The charity will be made aware of any additional liability relating to this by December 2025. Following this, a final balancing payment and pension reserve adjustment will take place".





## British Deaf Association

St John's Deaf Community Centre, 258 Green Lanes, London N4 2HE  
[www.bda.org.uk](http://www.bda.org.uk) | [bda@bda.org.uk](mailto:bda@bda.org.uk)



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

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