



A Company Limited by Guarantee

Company No. 2881497
Charity No. 1031687
Scottish Charity No. SCO42409

Report and Financial Statements
For the year ended 31st March 2024

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British Deaf Association

Trustees' Annual Report for the year ended 31st March 2024

Reference and administrative information

Trustees:

Dr Robert Adam	Chair from 6 November 2022. Trustee term commenced 26 June 2021
Abigail Gorman	Vice-Chair from 6 November 2022. Term commenced 5 November 2022
Jonathan Evans	Hon Treasurer from 5 November 2022
Hamza Shaikh	Term commenced 5 November 2022
Ahmed Mudawi	Term commenced 11 January 2023
Caroline Doherty	Term commenced 11 November 2023
Irfan Yusuf	Term commenced 11 November 2023

Departing Trustees during 2023-24:

Sabina Iqbal	Term ended 12 September 2023
Jeff Brattan Wilson	Appointed 11 November 2023, resigned 6 August 2024

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: Burnetts,
Victoria House,
Wavell Drive,
Rosehill Industrial Estate,
Carlisle,
Cumbria, CA1 2ST

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

Trustees' Annual Report 2023-24

The Trustees are pleased to present their annual report and audited financial statements for the year 1 April 2023 to 31 March 2024.

Who we are

<https://vimeo.com/870258816/293ba270c7?share=copy>

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 is the UK's only national representative organisation for British Sign Language (BSL) and Irish Sign Language (ISL) in Northern Ireland.

As a Deaf-led membership organisation, the BDA is an Ordinary Member body of both 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 in the UK. 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 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. 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.

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.

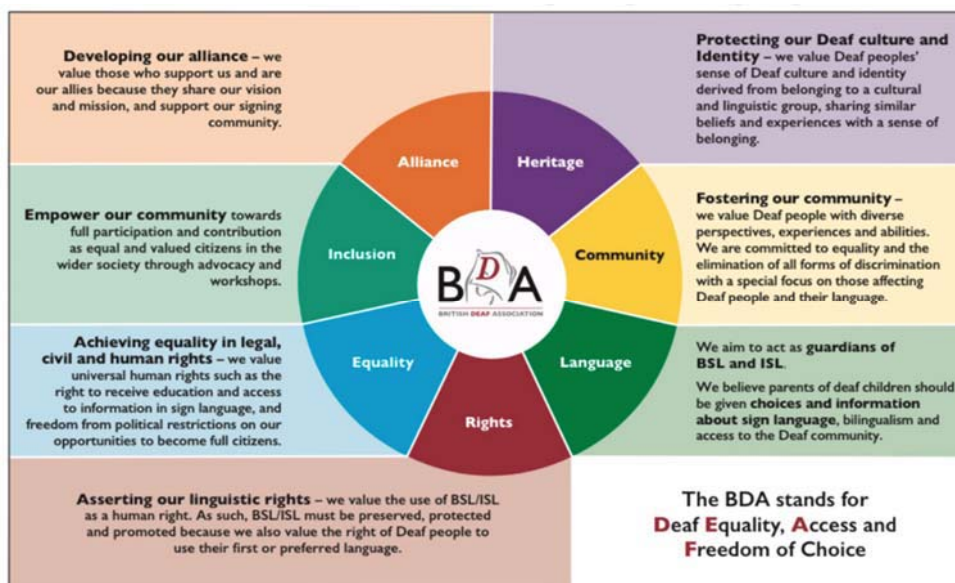
FREEDOM OF CHOICE

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.



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 had no impact on BDA's membership of the EUD.

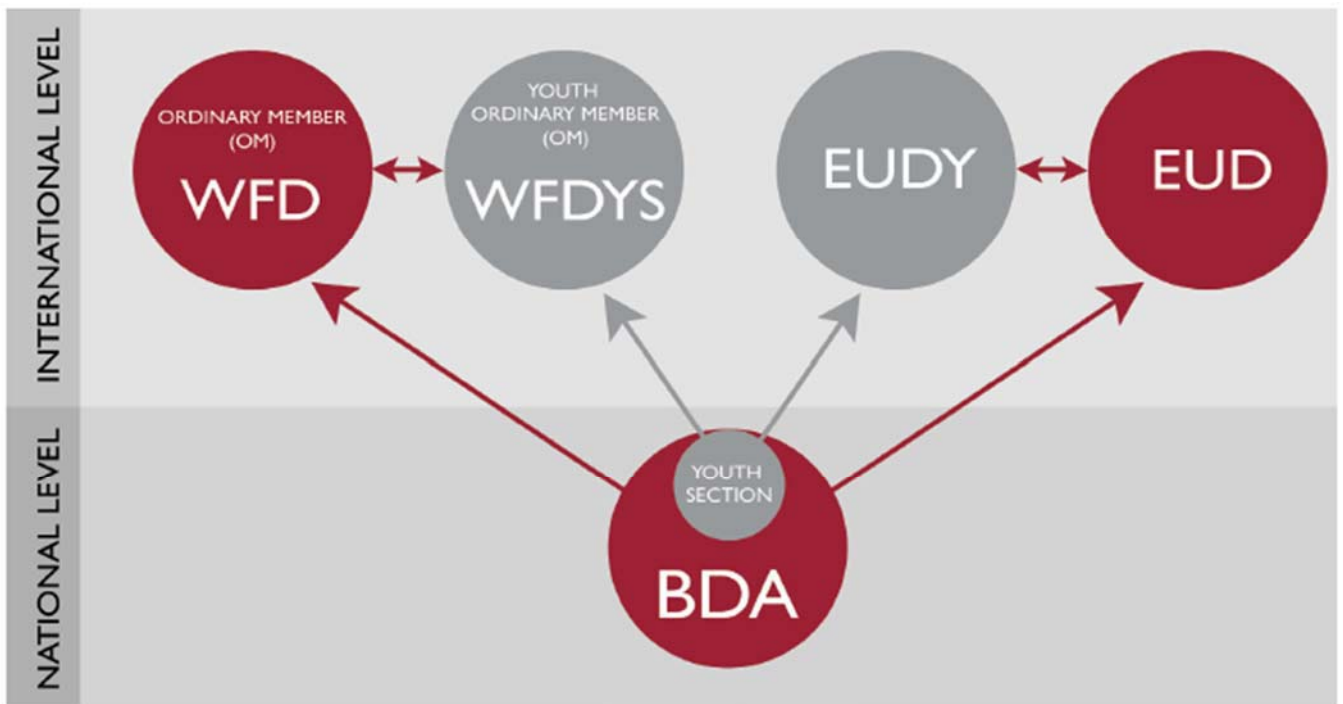
BDA Youth, a sub-committee, are members of the **World Federation of the Deaf Youth Section (WFDYS)**, the **European Union of the Deaf Youth (EUDY)**, and represent young Deaf people across the UK.

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.



Corporate structure, governance and accountability

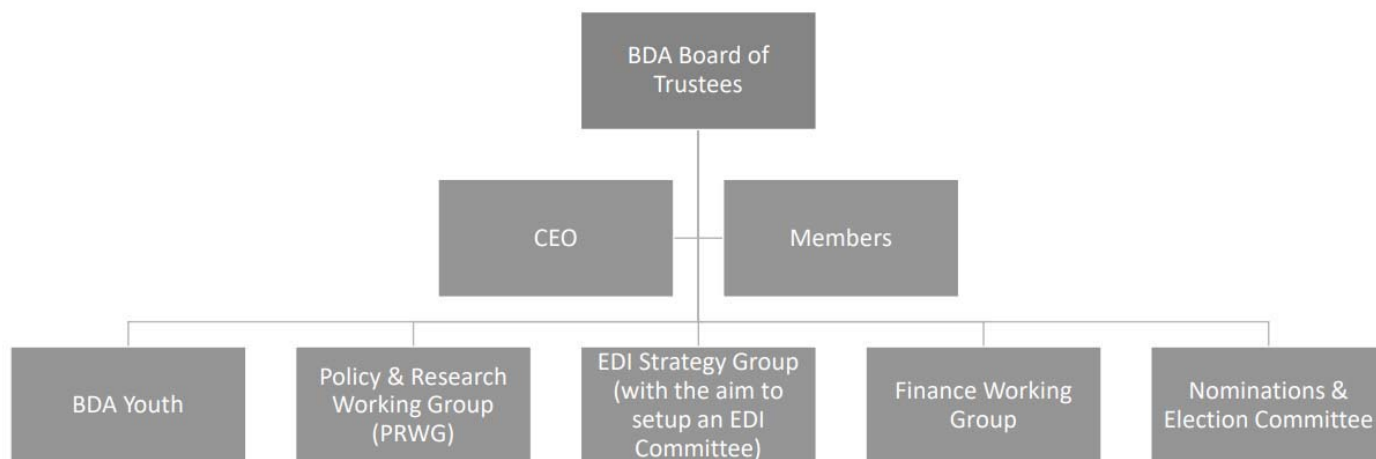
The board of trustees governs the charity and has a maximum of 9 trustees. A total of 45% of trustees must be elected by the membership. All elected trustees must be Deaf and members of the charity. The board can appoint the remaining 55% of our trustees. Additional trustees may be co-opted by the trustee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

1. BDA Youth
2. Finance & Risk
3. Policy & Research
4. Equality, Diversity & Inclusion
5. 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. 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.

Welcome from our Chair

I am very proud to present my second 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.

We can't do this 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) has gone from strength to strength with 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.**

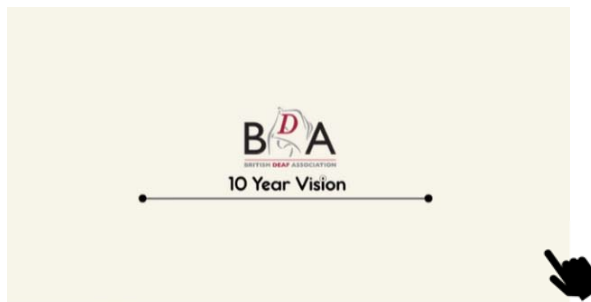
This Act recognises BSL in England, Wales and Scotland. As equality law is devolved in Northern Ireland, the BSL Act 2022 does not extend there in recognition of both British and Irish Sign Language among the Northern Irish Deaf community. While both sign languages were officially recognised as minority languages in Northern Ireland in March 2004, we also need a legal status there. Majella McAteer, from BDA's Northern Ireland office has been seconded to the Northern Ireland Government to specifically support them 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.

Following the 2022 consultations with members to shape the future of BDA's work, we developed a draft 10-year Strategic Vision which we presented back to members with further consultations. Members overwhelmingly expressed delight at the shape of the strategy which subsequently passed with no objections at the 2023 AGM in Ipswich.



[This 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 hard work started during 2023 – 2024 to strengthen the BDA's infrastructure. The BDA were in a fortunate position to have received substantial legacy income which was added to a designated fund for development activities. Our priorities include:

1. Building a strong infrastructure with robust internal systems;
2. Ensuring and investing in a diverse workforce;
3. Raising the visibility of BSL/ISL;
4. Being recognised by mainstream stakeholders as the experts on BSL/ISL;
5. Diversifying income sources;
6. Increasing equity and inclusion through national representation and influencing.

The Development Fund plan was carefully considered and phased as follows:

Phase 1

- Investment in the IT infrastructure of the organisation to enable effective fundraising and membership communications
- Fundraising income analysis and the development of a 5-year fundraising plan

Phase 2

- Taking BSL Forward marketing campaign to raise the profile of BSL/ISL
- Restructure of the BDA's senior leadership team to align with the BDA's strategic goals
- Launch of an early years campaign and Parliamentary Reception

With the plan approved, we kicked off 2023 with the transformation of our CRM and recording systems including the development and integration of BDA's website to the CRM.

We have much more work to do in 2024–2025 as we strive for change. We must seize this opportunity to prepare the ground for the world we want, promote the nationwide learning of BSL/ISL and protect our language to ensure it flourishes long into the future.

The financial accounts show a substantial surplus with two super legacies which is another good note to end the year. This position has enabled us to embed plans for the future, to allow us to achieve the outcomes outlined in the strategy.

One of the highlights of the AGM was the approval by members of the strategic vision for the British Deaf Association (BDA) and the Deaf community in the UK for the next decade and beyond.

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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 forefront of the 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.

Another significant moment as Chair during 2023 – 2024 was hosting my first AGM which took place in Ipswich. It was a huge honour, and I was thrilled when members commented how much they enjoyed the weekend. I would like to extend my thanks to staff who organised a wonderful weekend which started off at the Deaf club on the Friday evening. Thank you, also to Ipswich Deaf Society, for hosting us. There was an amazing presentation from Stephen Iliffe about Walton Burrell (1863–1941) who is the earliest known Deaf working photographer. Walton was from Suffolk and photographs linked him as an acquaintance of Francis Maginn, the founder of the BDA. It was fascinating.



In the evening, the Town Hall transformed into a stunning Gala venue, and we enjoyed a delicious 3-course dinner. We enjoyed performances by our BSL Poet Laureate winner Kabir Kapoor and an hilarious comedy sketch from Gavin Lilley and Florian Tirnovan. The evening was hosted by Paul Scott! To end the weekend, John Wilson provided a tour of Ipswich – many thanks to him. It was really interesting and the feedback from attendees was that they really enjoyed it.

BDA Youth Chair, Anna Muir-Weissbrodt resigned from the BDA Youth Sub-Committee to join Frontrunners, a youth leadership training programme in Denmark, and we would like to thank her for her service for re-establishing the BDA Youth Committee. We also wish Anna luck as she embarks on the programme in Denmark.



I was also very proud to present my first awards to the various recipients nominated by members. Congratulations everyone:

Name of Award:	Award winner
BDA Medal of Honour	Sylvia Simmonds
Posthumous BDA Medal of Honour	Kavita Chana
Francis Maginn Award	Maresia Liburd-Spencer

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Francis Maginn Award	Oliver Westbury
Francis Maginn Award	Yvonne Cobb
Francis Maginn Award	Professor Annelies Kusters
Francis Maginn Award	Joanna Gardiner
Chair's Award	Sabina Iqbal
Chair's Award	Anna Muir-Weissbrodt
Certificate of Merit	Wendy Daunt
Certificate of Merit	Matthew Banks
Certificate of Merit	Chloe Smith MP
Certificate of Merit	Daniel Jillings
Certificate of Merit	Professor Jim Kyle
Certificate of Merit	Gerard Maguire

We were also very proud our former Chair, David Buxton, was awarded an OBE for his services to the Deaf community for leading the *BSL Act Now!* campaign. David was also recognised with the International Solidarity Merit Award (Second Class) award at the WFD Congress in Jeju, South Korea. Congratulations David from everyone at the BDA and our members.



It is appropriate to reflect on just how much has been achieved by a national organisation of just 23 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 2023-24. 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 started to deliver against the objectives outlined in the 10-year Strategic Vision which was approved by members at our AGM in Ipswich in November 2023. 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 in 2023. It is time for this to change.

We must work collectively with the Deaf communities across the UK and our partners, stakeholders and allies to seize the historic opportunity presented by the BSL Act 2022 to prepare the ground for the world we want, one in which Deaf people can finally achieve equitable civil rights and our precious language and culture are recognised, included and celebrated.

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. We acknowledge that the BDA needs to adapt.

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!



Source: <https://www.bbc.co.uk/news/uk-wales-68907928>



The BDA is You and Me

The following highlights some of our service impact during 2023 – 24:

POLICY AND RESEARCH

Strengthening ties for Deaf people and our signing communities

Over the past year, the BDA Policy team has worked on improving and encouraging two-way collaboration and engagement with key stakeholders from within the Deaf community and our signing allies.

We founded the **BSL Alliance**, holding its inaugural meeting in June 2023. The aim is for the BSL Alliance to be an independent organisation, independent of the BDA, and independent of the Government and the BSL Advisory Board. Its purpose is to bring together BSL-led organisations, along with organisations that have BSL as a core aim; drive forward implementation of the BSL Act 2022; promote BSL leadership on BSL issues; and gather evidence on barriers to BSL and Deaf people across Britain. BDA currently provides the Secretariat and website, as part of its contribution, in order for the Alliance to sustain itself. Over the last year, the BSL Alliance met on a quarterly basis. Membership has grown to over 50 organisational members from across all areas of the UK. The working language of the group is BSL.



A key objective is to instigate a pipeline of evidence and case studies on the issues faced by Deaf people, to feed into the policy responses of responsible authorities. To this end, the Alliance has developed Action Teams for four key areas of focus, based on feedback from Deaf/signing communities, and will apply the concept of Deaf Leadership to all solutions proposed:

- BSL Interpreters – Developing mechanisms for Alliance members to gather evidence of community members' everyday experiences of barriers to securing interpreting provision.
- Early Years – Working towards establishing focus groups with each Alliance member's constituency, addressing families' experiences of accessing Early Years language development provision.
- BSL Teaching – Developing a platform for understanding barriers to teaching BSL and encouraging and supporting BSL Tutors and promoting BSL teaching careers among young deaf individuals.
- Health and Social Care – Establishing a survey to detail whether interpreters are routinely being provided for different kinds of healthcare settings, and how problems are being handled.

As part of our work with the BSL Alliance, the BDA was pleased to facilitate BSL Alliance members being invited to make individual presentations to the Government's BSL Advisory Board.

The BDA Policy team established a new **BSL Research Forum** to create collaboration between the BDA and BSL-led researchers across the UK; to generate a shared, strategic framework for BSL-centred research; and to ensure that their expertise and evidence feeds into the policies and campaigns in the BDA's 10-Year Strategic Vision.

Meeting quarterly, the Forum includes world-leading BSL-led researchers and academics from ten universities across the UK 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 BSL Research Forum members who fed into the development of our Early Years Position Statement and sourced an extensive list of high-quality academic studies and references for us to ensure the strength and credibility of the BDA's position papers.

Policy Development

The Deaf community and BDA members fed back to the BDA that they want to see more Deaf ownership of Deaf issues. We have highlighted this in our BSL Manifesto for the 2024 General Election and in the and 10-Year Strategic Vision. BDA has started to move the narrative regarding Deaf lives and sign language beyond

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a focus on 'disability' and 'access', towards focusing on Deaf Leadership, and recognition of our nuanced and intersectional position as both a language minority and a disability group and also a culturally significant grouping within British society.

Internally, the BDA Policy team has established the **Policy & Research Working Group** to provide a forum for discussing and monitoring policy development between staff and Trustees, meeting quarterly.

In Spring 2024, the BDA Policy team created our **BSL Manifesto** to advocate and highlight the underlying principles that our policies work towards – of Deaf leadership; of investing in the development of skills for Deaf people; of enabling them to take on leadership roles in order to deliver truly authentic service provision for Deaf and BSL issues. Our aim has been to foster general agreement on these aims and a commitment from all political parties to develop a multiyear plan, in collaboration with the BDA and other BSL-led organisation to upskill the UK's Deaf communities to take on responsibility for designing, commissioning, managing, delivering and evaluating all BSL services across the UK.

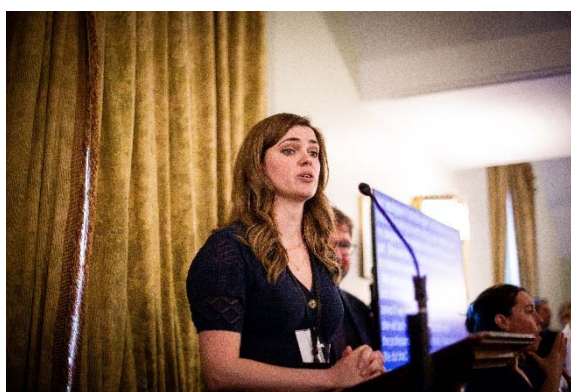
Achieving a commitment to implement these policy principles underpins the delivery of the BDA's 10-Year Strategic vision, which has an initial focus on Early Years and Education. It also underpins the importance of consulting with the BDA, because the BDA is the only national representative of the deaf signing community in UK. We are recognised in this role by the World Federation of the Deaf, European Union of the Deaf. The UK Government is also required to closely consult with and actively involve the BDA in the development and implementation of all policies related to sign language and deaf issues in the UK. (Article 4.3 of United Nations Convention on the Rights of Peoples with Disabilities).

Our single biggest policy achievement this year was the release of the **Early Years Position Statement**. In the work around the BDA's 10 Year Strategy, our members highlighted key themes representing priority issues spanning the lifetime of Deaf people from birth to death. The BDA Policy team decided to start at the beginning, focussing on what happens from birth onward for Deaf people. The grim reality is that our barriers to language are imposed on us from the first day of birth, so we have focused on the importance of language acquisition for deaf babies, deaf children and their families, beginning at the point of identification. The BSL Research Forum, and academics from the wider research community have supported us to turn community-based feedback into an evidence-based articulation of the issues and proposed solutions.

Our Early Years Position Statement was launched alongside our **BSL In Your Hands campaign** at a BDA Parliamentary Reception, attended by 30 Parliamentarians (27 MPs including 6 Ministers, and 3 Lords) and many CEOs from across the Deaf / BSL community.

We would like to give special thanks to Virginia Crosbie MP for hosting this event and also to Sofia Isari the President of the EUD for attending and giving her support.

We would also like to extend our thanks to Chloe Smith (Special Ambassador to the BDA) and to Katie Krey, Tilly Hawkes and Saurabh Mittal for being BDA Ambassadors.



Following the long-awaited announcement of a **BSL GCSE**, the BDA joined many within the Deaf community in responding to the two consultations about the BSL GCSE which closed in September 2023 – the Ofqual

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Consultation on BSL GCSE Assessment and the Department of Education Consultation on BSL GCSE Content.

In line with the BSL Manifesto, our response stressed the importance of Deaf BSL expertise in designing and delivering all aspects of the GCSE, (at that time) due to be launched in schools in September 2025. There are enormous, but not insurmountable, challenges involved if we are to ensure that qualified deaf teachers teach this qualification, with focus on planning for the necessary workforce and skills development to enable this.

The BDA reached agreement with **The Makaton Charity** to improve public awareness of the difference between BSL and Makaton. Makaton will no longer be called "a language programme" in their materials. This will help everyone to understand that BSL – which of course is a language – and Makaton are two very different things.

DPO Forum: Disabled People's Manifesto – The BDA raised concerns over the Disabled People's Manifesto which demanded to close all special needs schools and move all disabled children to mainstream education provision. **This means closing all Deaf schools.** The Chair of the Forum accepted our concerns, and a Task Action Group was established to redress this. The Group met 5 times between October and December 2023. In addition, the BDA's Head of Policy met with key stakeholders for 1-1 dialogue. As a result, the group agreed to support:

- The provision of signing schools as an alternative option to mainstream
- The need for Deaf role models/mentors
- The importance of Deaf leadership of Deaf issues (and Disabled leadership of Disabled issues)

The BDA's suggested revisions were agreed at the full DPO Forum in February and the online Disabled People's Manifesto has now been fully updated. This marks a significant step forward in relationships and mutual support between Deaf and Disabled campaigners.

Research

The BDA supported the **Channel 4-led 'SuSi' project** looking at developing norms for on-screen BSL output, with staff contributing to project advisory dialogues.

We have been collaborating with Cambridge University's Kavli Centre to host a small event for the BDA and selected allies to start dialogue which will lead to development of a new Deaf-centred **Position Statement on Genetics**, given that the science has moved on hugely in the last 20 years. This work will take place in the next financial reporting period.

Thanks to generous legacies received, the BDA will be commissioning research into the **Economics of BSL** to support us in costing the options developed in our policy and campaigning work.

Parliamentary Engagement

During this year, the Policy Team worked hard to establish relationships with the Conservative Party, as the party in government, to start to influence discussions on matters related to deafness and sign languages. Meetings were held with the Ministers for Disabled People, Chloe Smith MP and Tom Pursglove MP, and the Office of the Children's Commissioner.

Chloe Smith MP, a sponsor of the Westminster BSL Bill/Act and former Minister for Disabilities, was appointed as our BDA Special Ambassador. Inroads were made to the Labour Party, as the party in opposition, with meetings held with the Shadow Ministers for Disability, and Culture, Media & Sport. Liaisons extended to other parties off the back of the Parliamentary launch event for Early Years and BSL in Our Hands.

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BDA Policy supported BDA Cymru to be elected to the role of Secretariat for the Welsh Government Cross Party Group on Deaf Issues (CPGDI), for one year starting from March 2024.

We would like to extend grateful thanks to Virginia Crosby MP for sponsoring the Parliamentary Reception on 18th March 2024.

UK Sign Language Legislation

The BDA has effectively used its position as the only UK national representative on sign language issues, as recognised by the World Federation of the Deaf and European Union of the Deaf, to feed into the development of ongoing signed languages legislation across the UK to ensure that lessons from earlier legislation are learnt and the implementation of the things that really matter to the Deaf community, in line with the BSL Manifesto.

We provided active support to the development of the Motion for the **BSL (Wales) Bill** after it was selected in the Ballot, and the engagement of Deaf communities in Wales, working closely with Mark Isherwood, MS, and his team, and Deaf leaders in Wales.

We fed into consultation around preliminary work on a future **Northern Ireland Sign Language Bill**; also an updating of the current **Northern Ireland Sign Language Framework**; and also supported work on the **Belfast City Council Language Strategy**; the **Welsh Strategic Equality Plan**, and the **Scotland BSL National Plan** refresh.

In addition, we fed into the then **UK Government's Disability Action Plan** – which included reference to the provision of in-situ BSL Interpretation for all major press conferences and briefings from Spring 2024 onwards and a commitment for Number 10 also to increase the use of BSL in other communications, with progress to be reported in the Government's second report on the use of BSL in government communications by 31 July 2024.

Wider Stakeholder Engagement

Outside of parliaments and Deaf communities across the UK, the BDA has made efforts to strengthen and establish relationships with key stakeholders in Deaf and Disability spaces.

The BDA joined the **Deafness & Hearing Loss Alliance**, an alliance of 32 organisations that mostly focuses on the medical aspects of deafness and hearing loss, with members working in audiology, hearing services and public health. The BDA's work with them continues to focus on fundamental concerns over the serious lack of d/Deaf representation in both this Alliance and in the wider field of audiology and hearing services.

As a Disabled People's Organisation (DPO) ourselves, the BDA believes strongly in the ethos of noting about us that isn't led by us, and we are proud that 85% of our staff and 100% of our Board are Deaf fluent signers with lived experience of oppression, language deprivation and barriers to opportunity that form the everyday reality for many Deaf signers, meaning we are well-placed to represent this community. We consult regularly with **Inclusion London** through the DPO Forum and also directly on issues that arise.

We also joined the ALLFIE and Amnesty Disabled People Human Rights Network as well as networks within our regions.

OUR PROGRAMMES

The work of the BDA in our regions is centred around four key programmes:

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.

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.



Through Advocacy projects and BSL Helplines around the UK, BDA supported 316 Deaf people through one-to-one advocacy and had 1,103 engagements through the BSL helpline in England providing information, advice, guidance and signposting, culminating in a total of 1419 engagements/cases.

- BDA Scotland's BSL Helpline supported 51 Deaf clients with 57 cases.
- BDA Cymru's Advocacy and Inclusion Service supported 123 Deaf BSL users with one-to one support.
- BDA Northern Ireland's Advocacy Service supported in 136 cases.
- BDA England's BSL Helpline supported 1,103 engagements.

Our Roadshows in England and Scotland delivered workshops for the Deaf community to raise awareness and understanding of loneliness, and how to reduce stigma/prejudice towards those experiencing loneliness within the Deaf community. 1049 Deaf people were reached.

- BDA England's Bringing the Community Together Roadshow reached 998 Deaf people including young people and children.
- BDA Scotland provided Social Loneliness workshops which 151 Deaf people accessed.

BDA Cymru started supporting a Deaf migrant late in 2022-23. This continued into 2023-24. This was complex as the person presented with no formal language skills from his native country including no recognised sign language system. Communication was with his brother only using home-made gestures. We worked on a multi-agency approach and as a result the person now has a permanent home with ongoing housing support, good PIP award, access to free or concessionary travel. We also worked with Care & Repair Managing Better service to help him achieve installation of suitable accessible equipment. We also supported him following a violent attack. This person benefitted from support of all three members of BDA Cymru staff at that time.

"Advocacy Service got me involved in certain events over the past years, especially as I'm Deafblind. You did not treat me as a Deafblind person, but as myself. Thank you!" **Service User**

"The video of Kilmarnock Deaf Club was great. There were lots of good ideas on how to use visual pictures, and good information and suggestions. This will make other Deaf clubs think about how to make changes to their clubs to make them more dementia friendly. BDA Scotland is doing excellent good work." **Deaf woman, Kilmarnock.**

"I have never seen the pupils engaged in a workshop like this before. The smile on the boy's face was simply wonderful to see." **Teacher of the Deaf, Exmouth, January 2024.**

"This workshop has been very informative and interesting; people are showing more confidence and are sharing their feelings. This has been really worth knowing about. A big thank you to the BDA for the workshop, it was really worth it." **Deaf attendee, Bristol, January 2024.**

Training & Consultancy

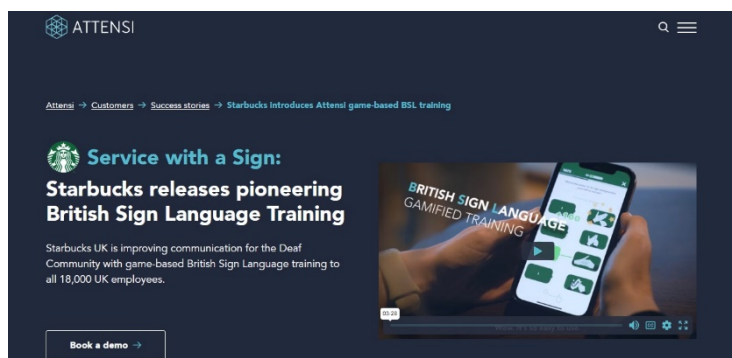
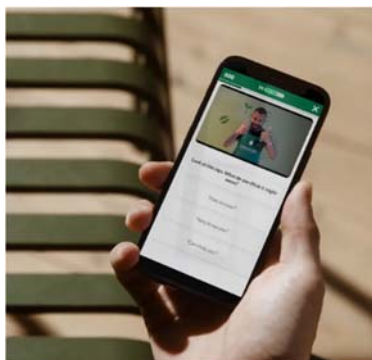
We conduct Human Rights and Capacity Building training with our members and the Deaf community. Additionally, we provide BSL Awareness training to provide participants with a greater understanding of BSL as a language and an insight into Deaf culture.

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.

The BDA partnered with Starbucks UK and Attensi to launch a game-based BSL and Deaf Awareness training to all 18,000 UK Starbucks employees. The game helps break down communication barriers for the Deaf Community. The BDA provided consultancy support to Attensi who produced a bespoke game-based training solution for Starbucks to improve the experience for Deaf employees and customers. They wanted a solution that delivered on this core principle, which was inclusive, accessible and engaging to encourage everyone to learn the foundations of BSL and to improve Deaf Awareness – removing some of the communication barriers and opening up brand new possibilities for human connection.

It was a hugely successful exercise with fantastic engagement across all Starbucks' stores with 73% of partners starting the training within 2 months. As it was non-mandatory training, these participation numbers and completion rates were incredibly high.

<https://attensi.com/success-stories/retail/starbucks-introduces-attensi-game-based-bsl-training/>



We also offered consultancy services to Natwest and Nationwide to improve access in BSL.



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.

The BDA's Sign Language Charter encourages and lobbies local authorities and public services across the UK to sign up to the Charter for British Sign Language (and Irish Sign Language), and in doing so make five pledges to improve access and rights for Deaf sign language users. The Charter is designed as a vehicle to remove direct and indirect discrimination, empower local Deaf communities and resolve conflicts between providers and Deaf people. The Charter sets out a number of key pledges to improve access and rights for Deaf people who use sign language.

In addition, we promote direct engagement with the Deaf community by hosting consultation events to facilitate dialogue between Deaf people and the wider community. By working with service providers to create information events and videos, we work to actively remove language barriers for the community in accessing services.

BDA provided 32 Deaf Equality and BSL Awareness workshops across the UK.

- BDA England delivered 5 deaf equality sessions to 56 staff from CAB offices and Derbyshire Law.
- BDA England provided 16 Deaf equality and BSL awareness workshops attended by 240 people from various organisations.
- BDA Northern Ireland delivered 11 Deaf equality sessions to 164 health and social care staff from various departments.
- BDA Scotland delivered information workshops for 146 Deaf people encouraging the Deaf community to become more dementia friendly/accessible and created 4 information videos on how to make Deaf Clubs more dementia friendly.
- The Mayor of London, Sadiq Khan signed the BSL Charter for the Greater London Authority

"Thank you for coming along and presenting at our Panel event today. We thoroughly enjoyed hearing more about BDA and the importance of becoming a BSL ally. I know we all found it very thought provoking."
Graduate, NatWest group, October 2023.

"My boss said that it was the most useful and entertaining hour he had spent in a management meeting for a very long time. :)" **Deaf attendee, Deaf Equality presentation for Rolls-Royce's senior management team, October 2023.**

[Sign Language Charter](#)

DERRY CITY AND STRABANE DISTRICT COUNCIL

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As part of Derry City and Strabane District Council's commitment to signing the (BSL & ISL) Sign Language Charter, the BDA has started this work with an initial visit to the Deaf members at Foyle Deaf Association. This was to explain to the Deaf residents what the Sign Language Charter is about our rights to access the services and to gain some feedback of their experiences accessing services in the Derry City and Strabane areas.

GREATER LONDON AUTHORITY SIGNING OF THE CHARTER FOR BRITISH SIGN LANGUAGE

<https://bda.org.uk/bsl-charter-signing-gla-mayor/>

The Mayor of London signed the BDA's Charter for British Sign Language to help eliminate barriers faced by London's Deaf communities.

The Mayor of London, Sadiq Khan and Deputy Mayor for Communities and Social Justice, Dr Debbie Weekes-Bernard, welcomed members of London's Deaf communities and representatives from organisations and services that work with, or advocate for, Deaf Londoners to City Hall to witness the signing of the Charter for British Sign Language.

The Charter aims to promote better access to public services for Deaf Londoners, address discrimination and empower Deaf communities. BSL is the first language for many Londoners, and by implementing the Charter, the Mayor and City Hall are committing to meet the needs of Deaf Londoners, uphold their rights and ensure access to City Hall's information and services.

By signing the Charter, an organisation commits to a tailored set of actions aimed at improving accessibility and inclusion of Deaf people. The Charter is structured around five pledges, these are:

1. Consulting with local Deaf people on a regular basis.
2. Ensuring Deaf Londoners have access to information and services.
3. Supporting Deaf children and their families.
4. Ensuring City Hall staff working with Deaf people can communicate effectively using BSL.
5. Promoting learning and high-quality teaching of BSL.

The move comes as the Mayor takes further strides to ensure City Hall is a truly inclusive employer, leading the way and inspiring other organisations to proactively tackle structural inequalities and place accessibility at the heart of policy



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:

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- 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.

The BDA provided a range of training workshops regarding democracy, rights and electoral rights/procedures, through roadshows around the UK, reaching a total of 747 Deaf people.



- BDA Scotland delivered “Knowing your Rights” training attended by 115 Deaf children and young people from 13 different schools in Scotland, to support them in confidently understanding and accessing their full citizenship and human rights.

- In partnership with deafPLUS, four Knowing your Rights information sessions were delivered, reaching 31 Deaf people.

- BDA England held workshops on the new requirement for voter ID in elections, which were attended by 303 Deaf people including those from Greater

London. 75% of those attending said they felt more confident in exercising their vote on completion of the session.

- The Propel project held forums focusing on system issues and inequalities, with 153 Deaf people attending.
- BDA Wales: 145 Deaf people attended workshops on the human rights of Deaf people.

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Over 75 BSL videos were created for a range of projects, organisations, and companies to ensure equal access through BSL for the Deaf community.

"It was interesting to hear what other councils are doing and it would be good to see more cohesion and consistency across the councils and what they offer. Hopefully, going forward, this will be the case! Great for staff and pupils to learn more about BDA, WFD and rights." **Human Rights at St. Roch's Secondary School**

"The way BDA talked to the group, and included everyone in the discussions and the way information was shared really brought all the people together and it felt like a family, we were all talking together as equals." **Group Co-ordinator, London, 2023**

"In the past, I was so frustrated. I kept asking and asking questions to my friend's brother, who is a Member of Senedd (MS). This MS will retire at the next election, and I was worried about how I would engage in the future. I didn't realise I could have contact with my local MS." **Deaf attendee from Swansea, October 2023.**

"Good presentation, eye opening. Useful information I now know what to do if any problem knowing and who to contact need more workshop giving plenty of examples well pace throughout the presentation." **Deaf attendee from North Wales, February 2024**

We've been doing a significant amount of work in our regions in respect of the BSL (Scotland) Act 2015, the BSL Act 2022 and supporting the work of the Northern Ireland's BSL/ISL Bill and Mark Isherwood's BSL (Wales) Bill. Below is a summary of work in the regions:

Scotland

This is the second BSL National Plan (Scottish Government's BSL National Plan 2023 – 2029), and is a six-year plan that represents the Scottish Government's ongoing commitment to making Scotland the best place in the world for BSL users to live, work, visit and learn. It focusses on 10 priority areas with 45 actions. Each of the priorities has a mix of short-, mid- and long-term goals that will be delivered in the six-year life of this plan. It will lead to improved equality, opportunities, and outcomes for BSL users. This plan will continue to be influenced by other national initiatives and the lived experiences and priorities of BSL users. Scottish Government's aim is to make long-term changes that will deliver positive impact by 2029 and beyond.

The BSL (Scotland) Act 2015 requires listed authorities in Scotland to publish their local plans every 6 years, showing how they will promote, and facilitate the promotion of the use and understanding of BSL in Scotland.

[British Sign Language National Plan 2023 to 2029 \(bslscotlandact2015.scot\)](#)

[BSL National Plan \(bslscotlandact2015.scot\)](#)

Northern Ireland

Communities Minister Gordon Lyons has outlined his plans for the development of sign language in Northern Ireland. Speaking in the Assembly on 20th February 2024, the Minister set out proposals to increase the number of interpreters and, ultimately, bring forward a Sign Language Bill. The Minister commented that Sign Language users, like many other minority language users, cannot necessarily access information on government websites or printed leaflets and various types of literature unless it is translated into their natural signed language. The Minister pointed to the sign language interpreters at the Ministerial briefings during the Covid pandemic as a positive step. But he added more needed to be done to address the current need for more British Sign Language and Irish Sign Language interpreters. The Minister outlined ongoing work to provide a pathway for interpreters through enhanced training and, potentially, an academic qualification.

The BDA has been working with NI government, to set up information sessions in Derry and Belfast, regarding an update of the bill. Additionally, the BDA sits in the Sign Language Partnership Group which has

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had participation in discussions with the Department for Communities and other sector organisations regarding the BSL/ISL Bill.

Belfast

<https://www.facebook.com/share/p/sGrnW9pyxu4t92tT/>

Derry

<https://www.facebook.com/share/p/t62ArWdn2n4ABdEP/>

Wales

Mark Isherwood MS won a ballot to introduce a proposal for a BSL (Wales) Bill at Senedd Cymru (Welsh Parliament). In summary the Bill aims to place BSL on the same footing as those using English and/or Welsh. It also says that a BSL Commissioner is required to help promote and protect BSL in Wales and to support devolved public services to develop BSL plans. The proposal was brought to the Senedd as a Private Members Bill on 19th June 2024 and was moved forward to the next legislative stage. Voting was 24-16 (with 3 abstentions).

The BDA in its role as Secretariat to the Cross-Party Group on Deaf Issues which is chaired by Mark Isherwood MS has been supporting the proposed Bill and will continue to support onto the next stage which must be completed by July 2025. Despite the Bill being passed at this stage, the then Cabinet Secretary for Culture and Social Justice, Lesley Griffiths MS, stated that Welsh Labour Government did not see the need for a BSL (Wales) Bill. BDA and other stakeholders have since met officials at Welsh Government to explain our concerns at the Government's position. Our next steps will be to meet Mark Isherwood who will be required to consult with Deaf BSL signers and allies.

A Deaf led campaign group has been set up by Dr Rob Wilks and Alison Bryan. The group aims to work with the BDA and other stakeholders to produce a campaign plan which is expected to launch in Autumn 2024. Tom Lichy, Head of Policy, Mike Hobday, Parliamentary Consultant and Martin Griffiths, BDA Cymru Manager will work with Rob and Alison to offer our full support. The group name is Grwp BSL a Byddar Cymru u Wales BSL and Deaf Group. Alison has posted a very useful timeline: [Timeline – Grŵp BSL a Byddar Cymru | Wales BSL and Deaf Group \(bsl-deaf.wales\)](#)

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)

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 28th April, this day is known as the National BSL Day.

International Week of Deaf People and International Day of Sign Languages

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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.

We've been delivering the following services across the UK:

- BDA Scotland's Deaf Roots and Pride recruited 30 Deaf people to become role models to engage and support 197 Deaf young people, through events/activities in schools.



They supported 23 young people with information relating to education transition and produced 22 videos in BSL focusing on transition for Deaf young people.



- Through our Family Signs at Home service, BDA Northern Ireland worked with 11 families providing 20 weekly sessions.
- BDA England's Family Signs at Home project begins this year.

We undertook an independent evaluation of our Family Signs at Home service in Northern Ireland and the report highlighted:

Feedback from family members:

"They really enjoyed this opportunity of learning together as a shared family experience which not only aided communication with their deaf child but further cemented their bond as a family".



"As a direct impact of FSH, a mother is witnessing her son and daughter communicating in sign language."

"C starts correcting me showing me the correct way to make the sign for a certain word. I'm sometimes just joking with her or testing her, and she's able to correct me."

"I can say, and that our whole family of four people came through and finished all the classes, I am just very happy about that."

"It's lovely thanks to FSH - M and TUTOR can hold a full conversation. It's beautiful to watch and watch her just progress."

Protecting BSL

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.

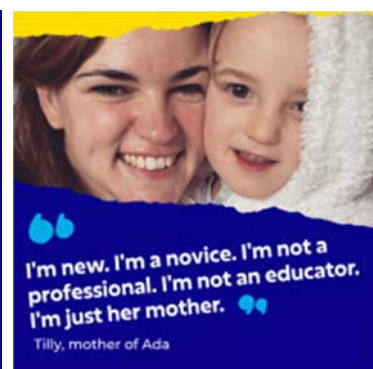
Our Asks:

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:

3230 people have 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>

This campaign gained 2852 new followers since launch of campaign on 24 March 2024,



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In January, The Right Honourable Chloe Smith MP agreed to become our Special Ambassador. As Minister for Disability, she led the Government's Parliamentary work on achieving the British Sign Language Act 2022 legislation and is renowned for her steadfast support of BSL and advocacy for the Deaf community.

In her capacity as a Special Ambassador, Chloe Smith supported the BDA's 10-year strategic vision, with a specific emphasis on breaking down barriers for Deaf children and young people to access language in their early years.

We launched #BSLinOurHands at an event in Parliament on 18th March, during Sign Language Week. The event drew over 40 government officials, Deaf CEOs, and key stakeholders from the Deaf community. The event served multiple purposes: it officially launched the "BSL in Our Hands" campaign, provided updates on the UK Government's progress in implementing the BSL Act 2022, and facilitated meaningful networking opportunities between decision-makers and community leaders.

Influential figures such as Minister for Disabled People Mims Davies and Chloe Smith MP delivered speeches emphasising the significant effect of early BSL education and inclusive policies. Our Campaign Ambassadors also shared their personal experiences with BSL as parents of deaf children. Additionally, the event showcased moving performances by students from Frank Barnes School and Heathlands School.

The event received notable recognition when it was mentioned during the House of Commons proceedings. Minister Mims Davies MP shared her greetings for Sign Language Week, while Dr Lisa Cameron MP highlighted the BDA BSL in our hands Parliamentary event, encouraging other MPs to attend. This helped in emphasising the significance and importance of the campaign at the national level.



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.

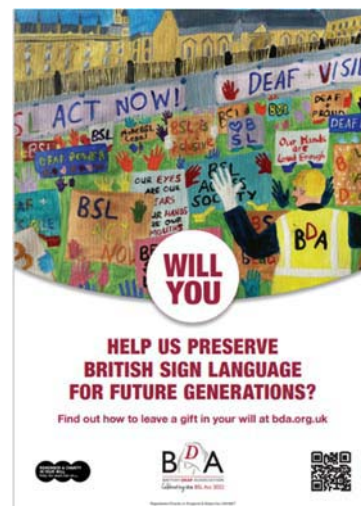
✓ 40+ Government officials in attendance at BSL in Our Hands parliamentary campaign event

✓ 1 Mention of the BSL in Our Hands parliamentary event during a parliamentary session by former Minister for Disabled People, Health and Work - Mims Davies

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

Preserving BSL

1. Remember A Charity Week 2023 brought together 200 leading UK charities, including the British Deaf Association (BDA), to safeguard their future impact. The BDA provided essential will-writing resources and highlighted the importance of supporting Deaf communities nationwide. The posts from RAC had a reach of 9500 across our social media.
2. This initiative aimed to secure long-term support and highlight the impact of charitable legacies on BSL advocacy and community empowerment.



BSL POET LAUREATE

We launched the first ever 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.

Kabir Kapoor won first place with a £500 prize and the opportunity to work with DeafZone at Glastonbury 2024. Kabir, who was the inaugural BSL Poet Laureate in April 2023, also re-filmed his winning poem with See Hear and Remark and performed at Glastonbury.

Zoë McWhinney came in second place and earned £200 for her poem on the history of BSL recognition and in third place, Michael Watkinson won £100 for his poem "Sailing in Silence".

<https://vimeo.com/910849102/7b094f1ab2?share=copy>



Promoting BSL

We marked the 2023 International Week of Deaf People (IWDP) and International Day of Sign Languages (IDSL) from 18 – 24 September with a series of social media videos under the theme "A World Where Deaf People Everywhere Can Sign Anywhere!". Throughout the week, the BDA showcased a variety of informative videos created by staff, each focusing on critical themes such as the rights of Deaf children, global capacity building, and advocacy for Deaf communities. Through these activities, the BDA aimed to celebrate Deaf culture while also advocating for the rights and visibility of Deaf communities on a global scale.



The BDA won the Sheila McKechnie Foundation Awards in 2023 in the 'Campaign of the Year' category for our *BSL Act Now!* campaign.

"This award celebrates the outstanding campaign of the past year – not just because of what they won, but also how they won it."



Winner

Sheila McKechnie Foundation Awards 2023

Campaign of the Year

BSL Act Now!

Presented to Bronwynne Buxton, *BSL Act Now!* campaign volunteer and Ahmed Mudawi, BDA Trustee.

We were also nominated for the Big Impact Award for the *BSL Act Now!* campaign at the Third Sector Awards 2023.



Sign Language Week 2024 (18-24 March) was marked by the launch of the #BSLinOurHands campaign, highlighting British Sign Language (BSL) and Irish Sign Language (ISL) as vital languages of the UK. A key initiative was the "Go Blue for BSL/ISL" encouraging participants to wear turquoise or navy blue as a symbol of unity and support, aligned with the Deaf Flag adopted by the World Federation of the Deaf in 2023.



Members of BDA Youth, Erin McCluskey and Samuel Perkins with CEO, Rebecca Mansell and BDA Board of Trustees Vice-Chair Abigail Gorman with the Deaf Flag that was voted by Ordinary Members at the WFD Congress, Jeju South Korea, July 2023.

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The BDA developed a Sign Language Week toolkit, which included theme assets, BSL and ISL resources, and fundraising initiatives. This toolkit was distributed to the press, BSL Alliance Members, Members, stakeholders, and promoted on social media on <https://signlanguageweek.org.uk/>.

The BDA organised an inaugural corporate British Sign Language (BSL) lesson, attracting participation from over 1,000 companies. Renowned Deaf TV presenter and educator Yvonne Cobb led these sessions, which aimed to promote inclusive communication and cultural awareness in workplaces.

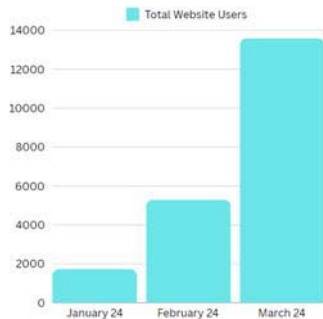


Feedback from corporate BSL lessons:

- "Loved having background knowledge regarding BSL at the start and practicing the signs."
- "In all the lesson was fantastic, I do have a strong interest in BSL, during lockdown got my level 2. But I need to keep using it, so this was a great lesson to get motivation again."
- "Really helpful, inspired to learn more".
- "I felt as a starter/introductory lesson it was perfectly pitched."
- "The presenter was excellent, very engaging, used great examples of how the language can vary e.g. talking through a word that has many meanings."

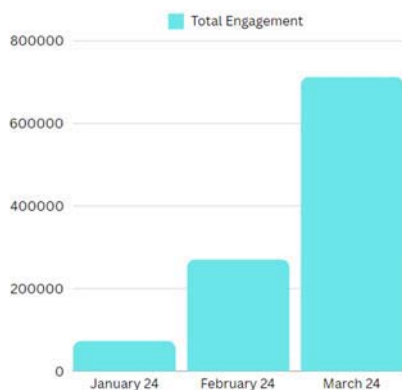
Following up from the corporate BSL lessons, we developed a corporate engagement plan to initiate partnership opportunities with our new corporate contacts to support future fundraising initiatives. Due to the success of the lessons, we will host them again during Sign Language Week 2025.

Additionally, in collaboration with Signature, the BDA hosted the largest-ever online BSL lesson in the UK, reaching 360,000 primary school children and fostering greater understanding of Deaf culture. We saw a significant increase in website traffic in March during Sign Language Week



Total users = the number of people who visited the site

Social media platforms buzzed with #BlueOutforBSL, #BlueOutforISL, and #SignLanguageWeek, showcasing widespread support for BSL and ISL.



Engagement = the number of people who interacted with the website

The BDA's profile has grown by 7,769 followers between 2023 – 2024.

	2023	2024	Increase Percentage
Instagram	8,539	11,208	31.2%
x	20,729	22,254	7.4%
LinkedIn	2,650	4,422	66.8%
Facebook	27,307	29,110	6.6%

- Facebook: Page views grew from 93.085 in March 2023 to 89.0366 in March 2024 - 856.5% increase.
- X: Impressions grew from 9.284 in March 2023 to 180.094 in March 2024 - 1839.8% increase
- Instagram: Accounts reached grew from 29.1128 in March 2023 to 70.5247 in March 2024 - 142.2% increase.

We are very proud of the campaigns launched during 2023-24 and the hard work of the Visual Language Service (VLS) team which consists of 2.5 staff.

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 393 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 2023 – 2024, we visited British Deaf History Society (BDHS) in Manchester to view our growing collection of artefacts that they have kindly catalogued and put on display including the visitor book that was signed by the late Princess of Wales.

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 Metropolitan Archives (LMA), which stores a significant amount of material on behalf of BDA, including 24 shelves of videos and 5 shelves of film. Thank you LMA!

**Strategic Goals #TakingBSLForward
2022-2032**

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

Strategic Goals 2023 - 2026	Year 1 2023 - 2024 key outcomes	Year 1 2023 - 2024 key outcomes	Year 1 2023 - 2024 key outcomes	Year 1 2023 - 2024 key outcomes
Prepare	Quarter 1	Quarter 2	Quarter 3	Quarter 4
1.1 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	Secured funding from Propel and City Bridge to connect with the Deaf community to create a Theory of Change to address the civil rights issues faced by the Deaf community.	Secured funding to establish Regional Member Forums in the Northeast and Southeast from Joseph Rowntree Charitable Trust.	Democracy - Your Vote, Your Rights' roadshow across South and North Wales as well as Southwest of England to bring our community together and a further 17 sessions to Deaf Clubs across UK. Member engagement November 2023 to co-produce the Regional Member Forum concept.	Theory of Change has been developed following workshops to address the civil rights issue faced by the Deaf community. Phase 2 application being prepared to 'Expand' the work.
1.2 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.	Established the BSL Alliance, and over 40 deaf organisations signed up. Our first meeting took place on 7 June 2023. There was a real sense of excitement as we started to work together to track the implementation of the BSL Act. More information about the BSL Alliance, please see our website https://bslalliance.org.uk/	Over 50 deaf organisations have now joined the BSL Alliance including UK Deaf Sport and SignHealth. Position statement on Early Years drafted and shared with key stakeholders and the Research Forum.	Continued to meet online with plans to meet in-person at BID in June 2024.	53 deaf organisations have now joined the BSL Alliance, and 4 action groups have been established focusing on 1 - Health & Social Care 2 - Interpreting 3 - Early Years 4 - BSL Teaching. Submitted written evidence to the BSL Advisory Board with input from BSL Alliance partners.
1.3 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	BDA Head of Policy and CEO met with Chloe Smith MP to discuss the next steps in #TakingBSLForward. Further meetings with MPs arranged.	Chloe Smith MP became BDA's Special Ambassador as the key liaison person between BDA and the Government to begin the process of engagement and building parliamentary	Invitation received to present to the BSL Advisory Board about our work. Following that, they asked the BDA to produce a report of case studies highlighting inequalities that the Deaf community face.	A parliamentary reception was hosted by the BDA and Virginia Crosbie MP to launch BSL in Our Hands. All BSL Alliance and Research Forum partners were invited to the event. 39 MPs and Lords joined us, and they heard stories

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including early years, education, employment, health and social care.		relationships. Introduced to Virginia Crosbie MP and agreed to host a parliamentary reception during SLW 2024.		from our Campaign Ambassadors on the barriers they faced in early years and accessing BSL to communicate with their child.
1.4 Work to improve the representation of Deaf people in influential public bodies, especially parliaments, governments and councils.	BSL Charter being reviewed and updated following the BSL Act 2022. BDA Youth re-established.		Wales roadshow democracy part 1 in October 2023 with 5 visits, Llanelli, Swansea, Barry, Bridgend and Cardiff. BDA Wales Manager and CEO met the Minister for Social Justice and Chief Whip with Disability Wales for UN International Day of Disabled People. Raised the question of a BSL Act for Wales and engaged with the Deaf community in Wales following that. The Greater London Authority signed the BSL Charter in November 2023 and the work now begins to engage Deaf Londoners to ensure Deaf people are consulted and part of service designs. EDI strategy group has been established with the first meeting held on 5th December 2023.	Wales roadshow part 2 in February 2024 visiting five areas in South Wales and North Wales. BDA Wales Community Engagement Officer recruited. The EDI Strategy Group met for the 2nd time face to face on 23rd March 2024 to identify the purpose of establishing an EDI Committee.
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 Kabir Kapoor on winning the BDA's BSL Poet Laureate competition on National BSL Day on 28th April 2023. Members said they wanted to see more visibility of BSL and showcase how rich our language and culture is. The response to the	BDA and BSL Celebration have signed a partnership agreement to promote BSL through BSL Celebration festivals across the UK.	BSL Conference 2024 planning underway. BDA and BSL Celebration collaboration began with their week-long BSL Fest in Manchester and a BSL Party in the Park at Cathedral Gardens.	BDA kicked off Sign Language Week 2024 with early years campaign: "BSL In Our Hands". 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. If you haven't already,

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	<p>competition was overwhelming. Many thanks to Deaf Zone Glastonbury for sponsoring the prize for 1st, 2nd and 3rd places as well as giving Kabir the opportunity to perform at Glastonbury!</p>			<p>please support it by writing to your MP https://bda.org.uk/bsl-in-our-hands/ Additionally, we offered free BSL lesson for companies during Sign Language Week 2024 and over 1,000 companies signed up.</p>
<p>2.2 Inspire and support families of deaf children to learn BSL as soon as possible after diagnosis</p>	<p>Evaluation of the FSH work in NI underway</p>	<p>Early Years position statement created to take forward direct action. To be launched during SLW 2024.</p>	<p>England and Wales funding secured through Masonic Foundation</p>	<p>2,224 Primary Schools and 364,000 students joined the free BSL lesson organised by Signature in partnership with the BDA. This is an increase of 900 more schools than 2023.</p>
<p>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.</p>	<p>Year 2</p>			

<p>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.</p>	<p>We worked with Signature and NDCS to launch the BSL GCSE curriculum consultation.</p> <p>Members shared concerns about who will be teaching the BSL GCSE, and we made our position clear that we would like to see investment in the workforce to ensure BSL is taught by Deaf teachers as much as possible. We also expect all BSL GCSE teachers to have Level 6 BSL qualifications, which is equivalent to a degree.</p> <p>However, we recognise the lack of BSL teachers who hold Level 6 qualifications so we discussed a transitional period where BSL teachers with Level 4 BSL in 2025 will be able to teach BSL GCSE whilst studying for Level 6 and by 2030. Level 4 teachers will be upskilled so all BSL GCSE teachers will have Level 6 going forward.</p>	<p>We wrote to the Government to invest in Deaf workforce development to deliver BSL GCSE in schools across the Country.</p>	<p>Ongoing engagement with the BSL GCSE consortium. BSL GCSE curriculum consultation released.</p>	<p>Partnership established with ABSLTA to roll out Family Signs at Home across the UK. Ongoing engagement with the BSL GCSE consortium.</p>
<p>Protect</p>				
<p>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</p>	<p>Work to commence in Year 2 although we attended the BSL Curriculum launch at Frank Barnes School and established relations with BATOD and other key stakeholders.</p>			

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<p>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.</p>	<p>Established a Research Forum with 11 Universities signed up. All university partners specialise in BSL and Deaf Studies.</p>	<p>Peer review of the Early Years position statement with research forum partners. Met in June 2023.</p>	<p>Research Forum meeting October 2023.</p>	<p>The BDA would like to thank our Research Forum partners for their peer review and contribution towards the Early Years position statement. It can be found here https://bda.org.uk/bsl-in-our-hands/</p>
<p>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</p>	<p>Work is continuing to engage with the Makaton Charity and CEO gave a presentation at Queens University Belfast in May about the differences between BSL and Makaton.</p>	<p>Makaton Charity agreed to remove 'language' from their profile and reposition themselves.</p>		<p>Developed a joint statement following complaints from members about them promoting Makaton during Sign Language Week 2024. Although we didn't release it.</p>
<p>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.</p>	<p>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.</p>	<p>The development of the BDA's Early Years position statement marks the starting point of our campaign.</p>	<p>Creative work began on the development of our Early Years campaign which we now know as 'BSL in Our Hands'.</p>	<p>Launched the BDA's manifesto ahead of the General Election. Launched the BSL in Our Hands campaign.</p>
<p>Strengthen</p>				

<p>4.1 Invest in our staff and infrastructure including BDA Youth</p>	<p>The BDA underwent an organisational restructure led by Change Management consultants, NineFeetTall. They analysed the BDA's pain points and developed a proposed restructure to ensure the organisation worked towards achieving the 10-year strategic vision.</p>	<p>BDA Youth has been re-established and members attended the WFDYS and EUDY general assembly representing the UK's Deaf youth.</p>	<p>The organisational restructure of the BDA is now complete with the following roles established: Head of Finance, Head of Communications & Fundraising, Head of Policy and Head of Community Services. We also recruited a dedicated Membership & Events Manager.</p>
<p>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</p>	<p>BDA Youth has been re-established with a new committee of young Deaf members. This has been an incredible achievement and we are really proud to see how they have come together. Four young people travelled to South Korea for the World Federation of the Deaf Youth Section (WFDYS) camp representing the UK. All four stayed on for the World Federation of the Deaf (WFD) Congress. In August, three BDA Youth members attended the European Union of the Deaf Youth (EUDY) camp in Portugal.</p>	<p>Members expressed the wish for the BDA to better represent its members. The Board agreed to establish an Equality, Diversity and Inclusion (EDI) committee group led by BDA's Trustee, Ahmed Mudawi, to develop the BDA's EDI strategy.</p>	<p>Launched the EDI strategy group recruitment drive. 15 members joined the group, and we had our first meeting on 5th December 2023.</p> <p>We co-designed the structure of the new Regional Member Forums concept during the AGM 2023 weekend in Ipswich after members wanted the 'branch' model back.</p> <p>First EDI strategy group face to face meeting took place on 23rd March 2024.</p> <p>Kiran Allcock joined the BDA to the role of Membership & Events Manager. She will engage with members to take BSL forward.</p>
<p>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.</p>			<p>Your feedback from the AGM co-designing and co-producing the future of 'bringing our community together' through Regional Member Forums is being analysed and we will report back to members on proposed plans.</p>

<p>4.4 Build a sustainable income, reducing our reliance on legacies.</p>	<p>During the roundtable series in the spring of 2022, many members raised concerns about the BDA's financial stability and wanting to see the BDA thrive into the future as we push for policy reforms.</p>	<p>We commissioned a fundraising agency to analyse BDA's income over the past year and develop a 5-year fundraising plan.</p>	<p>The BDA joined the Remember A Charity Week initiative. BDA's CEO joined the Remember A Charity Council to advocate for better access to will writing services for BSL signers.</p>	<p>Partnered with Legacy Link to conduct the day-to-day administration of the BDA's legacy income.</p>
<p>4.5 Develop our international relations with parent organisations such as WFD and EUD</p>	<p>The BDA Vice Chair and CEO represented the UK at the EUD General Assembly in Stockholm.</p> <p>The BDA Chair and Vice Chair attended the WFD congress in South Korea in July 2023 as delegates representing the UK Deaf community. BDA's CEO also attended the congress. We are very proud of our Chair and Vice-Chair who were also international presidents at the WFD congress.</p> <p>BDA Youth represented the 18-30 group in South Korea and Portugal in the summer of 2023 in WFDYS and EUDY camps.</p>	<p>The BDA Vice Chair and CEO represented the UK at the EUD General Assembly in Stockholm.</p> <p>The BDA Chair and Vice Chair attended the WFD congress in South Korea in July 2023 as delegates representing the UK Deaf community. BDA's CEO also attended the congress. We are very proud of our Chair and Vice-Chair who were also international presidents at the WFD congress.</p> <p>BDA Youth represented the 18-30 group in South Korea and Portugal in the summer of 2023 in WFDYS and EUDY camps.</p>	<p>At the WFD congress, we were given a book on 'guidelines for advocating your national sign language rights'. It was an incredible resource and as a result the BDA repositioned itself as the 'National Representative organisation of BSL and ISL in the UK'.</p>	<p>We invited the President of EUD to the Parliamentary Reception on 18th March 2024 for the launch of BSL in Our Hands. Grateful thanks to Sofia Isari for joining us.</p>

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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 split into 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

Funding

During the Ipswich AGM 2023 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 North East 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.

International

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. The rise and risk of AI on Sign Languages.
2. Co-creating with Deaf communities when it comes to producing AI.
3. The Social Scoreboard by mid-Dec on social issues affecting Deaf people.
4. The need to gather better data on population of Sign Language users, employment status, etc.
5. Eugenics, the history of how this ideology was used to try and wipe out the Deaf community and how this ideology exists today through oralism where BSL is not equitably offered.
6. Equality, Diversity and Inclusion – the importance of policies and to educate the Deaf community on all matters relating to intersectionality.
7. Domestic Abuse and Health & Wellbeing – Interesting presentations although we do have these services through SignHealth in the UK
8. General Assembly – the BDA's motion was passed.



World Federation of the Deaf (WFD)

Delegates at the WFD General Assembly 2023 Jeju, South Korea: Dr Robert Adam, Chair and Abigail Gorman, Vice-Chair.

The World Federation of the Deaf (WFD) Congress and General Assembly took place in Jeju, South Korea. The Deaf Flag was officially adopted by the WFD, and the next World Congress will be held in the



UAE in 2027. The voting process was a challenging time for many member organisations of the WFD (and subsequently an extraordinary meeting was held online on 21 October 2023 to revisit this decision, and the UAE were confirmed as the next hosts).



We came away very inspired and proud to be part of an international network of National Deaf Associations and their Youth Sections, Stakeholders and the global Deaf community. Amazing plenaries, presentations and meetings, all led by Deaf experts in their fields. We all have one thing in common – our National Sign Languages.

We share the same passion for social action to end audism and oppression of our language, desire for policy reforms to respect our language as a fully-fledged language and calls for us to be listened to as the experts in our National Sign Languages. Also we were excited to get our hands on the WFD's toolkit which contains all the information we needed to apply Human Rights legislation and evidence to push for policy reforms that have prevented us from learning BSL, having access to BSL at school, having equitable access to BSL in our daily lives and so forth.

Our CEO, Rebecca Mansell, participated in a Deaf Leadership workshop and collaborated with Deaf leaders from around the world, all with the same aim to protect our sign languages. This course was kindly arranged by Deaf Connect (Australia) and Gallaudet University (USA).

We met the WFD President Dr Joseph Murray and Vice-President Kasper Bergmann on 12 July with members of the BDA Youth committee. We talked about our draft strategy and asked for their support of our plans.

In September 2023, International Week of Deaf People (IWDP) and International Day of Sign Languages (IDSL) was launched with a series of social media activity and the Minister of Disabled People, Tom Pursglove, signed a message addressing the community. Rebecca was interviewed on BBC Radio and on a podcast about IWDP.



European Union of the Deaf Youth (EUDY) Camp and Youth General Assembly, Portugal

EUDY Youth Camp in Portugal + Youth General Assembly - Erin McCluskey and Sayfullah Ismail attended this Youth Camp as participants.

The theme of this camp was climate change. Erin and Sayfullah learnt from three presentations about: the impacts of environmental health, sustainability and green lifestyle.

- One fact from the environmental health presentation - underdeveloped countries uses lakes to obtain water to drink, to wash their clothes, to wash their hands and to wash their fresh produces, but these lakes are also used by people to do their toilet too - therefore



there is bad bacteria from the excreted matter being consumed due to the lack of access to different usages of water. This can have a detrimental impact on the health of the country. This presentation makes the participants realise how privileged the United Kingdom is to have access to clean and safe-to-drink water and that we should do our part in supporting other countries that aren't on the same development level as the United Kingdom (among other developed countries) by making sure they have the access to readily available clean and safe-to-drink water.

- One fact from the sustainability presentation that had a huge impact on the participants was that in the fast fashion, one t-shirt uses 6,000 litres of water in the production. The participants realise the ethics of using fast fashion clothes can have a detrimental impact on the environment.
- One fact from the green lifestyle presentation makes the participants realise how important the connection to nature is for positive mental health and wellbeing and that we should start reducing our usage of technology and to be outside often instead, to build our connection and practise reflection and gratitude.
- Erin posted all the days of EUDY's Youth Camp on Instagram and Facebook stories.
- Erin also created a video with Tamie – from Doof & Yong Vlaanderen (Belgian Deaf Youth Association) regarding what they both learnt from the sustainability workshop they did. BDA Youth recognises the importance of co-working with other Deaf Youth Associations as we all have the same, if not, similar mission for the Deaf youth communities, not only in Europe but globally and that is to increase the visibility of Deaf youth community and to develop & strengthen the Deaf youth communities.
- Anna and Erin produced summary videos of the General Assembly of EUDY's and posted on Facebook + Instagram.
- Erin represented the UK youth deaf community as delegate.

World Federation of the Deaf Youth Section (WFDYS) Camp + Youth General Assembly, South Korea

Anna Muir-Weissbrodt (England), Erin McCluskey (Scotland), Samuel Perkins (England) and Sarah Hill (Northern Ireland) all went to the WFDYS Youth Camp in South Korea as well as the WFD Congress.

They learnt a variety of subjects such as Ageism, Adulthood, Deaf within Social Media, and Deaf Space Design and have plans to include those topics and the information learnt within those presentations and the discussions had at WFDYS camp to educate the Deaf Youth community in the United Kingdom and to create the environment to have discussions about the issues/barriers encountered here in the UK and how we can resolve/overcome those issues/barriers.



Several participants commented that attending the WFDYS camp made them feel more confident, assertive and resilient.

Have a look at Sarah's video about what impacted her from WFDYS Youth camp and what she learnt:

https://youtu.be/ncmSV_I0CNc?si=DADSzyZfOJ-SzDuj

They spoke of recognising the gaps and 'privileges' within the Deaf community here in the United Kingdom after learning what other countries are like with their deaf community and the 'norms' of access and the Sign Language Act.

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They also realised the importance of uniting the Deaf youth community and to have the open minded and non-judgemental discussions about a wide variety of topics that has an impact on their generation, such as climate change, Sign Language Acts as well as the topics that may be considered as taboo such as mental health, sex/reproductive rights/sexual health, relationships, politics etc and what they can do going forward to ensure a better future for all current Deaf young people and future Deaf young people.

Anna Muir-Weissbrodt attended WFDYS' Youth General Assembly as the UK's representative delegate.

Presentations about BDAYouth & WFDYS/EUDY by Samuel Perkin, one of the BDAYouth Committee's members.

Healthy Deaf Minds in London	September 2023	Present about BDA Youth and WFDYS.
Cardiff Deaf Youth Club	September 2023	Present about BDA Youth, WFDYS and EUDY.
Northern Ireland Deaf Youth Club	Nov 2023	Present about BDA Youth, WFDYS and EUDY.

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, however in the financial year 2023-24 total income increased by £1,006,485 from 2022-23 to £2,538,437.

Legacies remain an unpredictable income source which should not be relied upon. In this financial year there was an increase of £924,140 in legacies receivable resulting in an overall increase of 273% of total legacies from the previous year to £1,457,726. Included within Legacy Income this year is £626,000 which is a restricted legacy which can only be utilised in Scotland.

The surplus for the year 2023-24 of £1,126,477 which is significantly higher than the previous year (2022-23 surplus £436,758). As a result, general funds increased by £485,263 to £1,789,270 which represents 13.4 months of the annual expenditure budget for 2023-24.

Income

Total income increased by 65.7% from £1,531,962 to £2,538,437.

Legacy income totalled £1,457,726 in 2023-24 (2022-23: £533,586) representing 57.4% of total income (34.8% in 2022-23).

Expenditure

During 2023-24, 89.2p of every £1 of total expenditure was spent on direct costs towards empowering Deaf people (2022-23: 93.1p of every £1). The remaining 10.8p in every £1 (2022-23: 6.9p) went towards other costs such as fundraising, organisational governance and our European and international work.

Expenditure increased during the year by £316,766 to £1,411,960 (2022-23 total: £1,095,194)

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

Charitable Activity	% of charitable activity costs 2024	% of charitable activity costs 2023
Deaf Access and Inclusion projects	33.7%	23.8%

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Deaf Community Advocacy projects	21.4%	25.2%
BSL Media and Deaf Community Development projects	19.9%	25.2%
Deaf Children, Youth and Families projects	11.8%	12.0%
Sign Language and Training projects	5.2%	6.9%
Policy and Campaigns	8.0%	6.9%

Funds

Total funds were £3,293,620 (2022-23: £2,167,143) of which £1,489,743 related to general funds (2022-23: £1,001,250) and £299,527 (2022-23 £302,757) relates to the Pension Reserve. In addition, £121,203 has been set aside for organisational and Deaf Community development by way of designated funds (2022-23: £199,693).

Regarding our Pension liability debt, the new plan requires the charity to make deficit reduction payments of £39,081 to 31 December 2024 and, to pay scheme administration expenses of £55,944 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 2023-24 accounts, the BDA has a Pension Fund Reserve of £299,527, compared to £302,757 (2022-23).

There are a number of restricted funds that have supported specific BDA activities over the past year. (See note 14.) Total restricted funds have increased by £719,704 to £1,383,147 (2021-22 total: £663,443).

Plans for using the BDA reserves over the next 3 years

In summary, the financial statements for 2023-24 show a surplus of £1,126,477 (2022-23: £436,758).

Our general funds have increased from £1,001,250 in 2022-23 to £1,489,743 in 2023-24.

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 31st March 2024 are:

Reserves	2023-24	2021-23
Current Project Grants	£1,067,328	£222,115
Legacies/ADAs Funds	£315,819	£441,328
Total Restricted Funds	£1,383,147	£663,443
Designated: Development Fund	£121,203	£199,693
Designated: Pension Deficit Fund	£299,527	£302,757
General Funds	£1,489,743	£1,001,250
Total Unrestricted Funds	£1,910,473	£1,503,700

The BDA will continue to monitor its reserves carefully. In 2024, 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 2023-24 budget, a 50% target would require a reserve of £810,000 in unrestricted general funds. The present level of free reserves (excluding the pension reserve and fixed

British Deaf Association

Trustees' Annual Report for the year ended 31st March 2024

assets) of £1,479,745 (2022-23: £995,856) 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 £299,527 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

BSL Poet Laureate sponsors:

DeafZone

Trusts & Foundations:

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

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

Our special thanks to our corporate sponsors towards the BDA's AGM held on 11th November 2023 in Ipswich: **Culver Law** and **Interpreting Matters**.



Thanks also to Ashley Kendall for delivering a workshop in the afternoon with members about the concept of our Regional Member Forums.



And, also to those who made generous donations and remembered the British Deaf Association in their Wills.

Structure, Governance and Management

The Trustees, who are also directors of the charitable company for the purposes of the Companies Act 2006, present their report and accounts for the year ended 31st March 2024.

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 the year 2023 – 2024, we recruited a Head of Communications & Fundraising to lead the delivery of the BDA's 5-year Fundraising Plan produced by Aldridge, Astaria & Ward Consultants building on and leveraging relationships with the community and those who are engaged with it. Staff employed by the BDA

British Deaf Association

Trustees' Annual Report for the year ended 31st March 2024

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 2023 – 2024 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 e.g. donor forms, member forms, sign language week sign ups etc.

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 (2022-2023: none).

We were made aware of a potential incident of fraud relating to fundraising in Northern Ireland which was reported to the Police Service Northern Ireland.

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.

We joined the Remember A Charity scheme again during 2023-24, 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:

We are grateful to have been awarded with grants from the following trusts and foundations:

John Ellerman (£80,000 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.

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.



**HELP US PRESERVE
BRITISH SIGN LANGUAGE
FOR FUTURE GENERATIONS?**

Find out how to leave a gift in your will at bda.org.uk



British Deaf Association

Trustees' Annual Report for the year ended 31st March 2024

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 grateful to report that our Legacy (unrestricted) income grew by 273% compared to last year, from £533,586 to £1,457,726

As you may be aware, there has been a huge backlog at the Probate Registry over the last few years which has negatively impacted charity legacy income across the sector. There had been some evidence that the backlog is coming down, and the latest data from HM Courts and Tribunals Service suggests that it has declined further as of April 2024, down to 49,000 from a high of over 75,000 in August 2023. At the peak, it was estimated that £650m-£700m of charity legacy income was tied up in the backlog. It does however appear that there are still delays in the estate administration process post-probate, possibly caused by the large influx of completed cases, meaning charities are likely not yet seeing the full impact.

BDA received 26 legacy notifications in 23/24, and when factoring these in with legacies still active from previous financial years, the estimated value associated with all legacies, still outstanding as at the end of 31st March 2024 was £1,562,217. £316,715 of the cash income associated with these legacies had been received after the end of the financial year to date, so We can be optimistic that there will be a large influx of cash in the remaining months of 24/25 (or early 25/26 if things don't move as quickly as hoped). There also has been a very promising start to 24/25 with some high value notifications already received further boosting the legacy pipeline.

Thank you for your support.

Principal risks and uncertainties

The principal risks faced by the charity are the unpredictable legacy income, the need to sustain contributions to the Pension Trust, fall in donations, and pressure on funders due to the cost-of-living crisis and the aftermath of the Covid-19 pandemic which, in turn, have created challenges for the charity to secure funds.

We have 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.

British Deaf Association

Trustees' Annual Report for the year ended 31st March 2024

On behalf of the Board of Trustees



Dr Robert Adam

Robert Adam (Fri, 18th Oct 2024 12:07:46
BST)

Chair:

.....
Dr Robert Adam

Date:

18 Oct 2024
.....

British Deaf Association

Independent Auditors' Report to the Members and Trustees of British Deaf Association For the year ended 31 March 2024

Opinion

We have audited the financial statements of British Deaf Association (the 'charitable company') for the year ended 31 March 2024 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 2024, 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.

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

British Deaf Association

Independent Auditors' Report to the Members and Trustees of British Deaf Association For the year ended 31 March 2024

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:

- 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.

British Deaf Association

Independent Auditors' Report to the Members and Trustees of British Deaf Association For the year ended 31 March 2024

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.

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.

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

British Deaf Association

Independent Auditors' Report to the Members and Trustees of British Deaf Association For the year ended 31 March 2024

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: 18.10.2024

British Deaf Association

Statement of Financial Activities (incorporating an income and expenditure account) For the year ended 31 March 2024

	Notes	General Funds £	Designated Funds £	Unrestricted Funds £	Restricted Funds £	2024 Total £	2023 Total £
Income							
Donations and legacies	2	885,911	-	885,911	626,000	1,511,911	653,659
Other trading activities		18,830	-	18,830	-	18,830	42,128
Investment income		10,291	-	10,291	-	10,291	1,764
		915,032	-	915,032	626,000	1,541,032	697,551
Income from charitable activities	3	80,178	-	80,178	917,227	997,405	834,401
Total income		995,210	-	995,210	1,543,227	2,538,437	1,531,952
Expenditure							
Raising funds							
Fundraising costs		111,236	-	111,236	-	111,236	39,779
Charitable activities							
Costs of charitable activities		398,711	78,490	477,201	823,523	1,300,724	1,055,415
Total expenditure	4	509,947	78,490	588,437	823,523	1,411,960	1,095,194
Net income		485,263	(78,490)	406,773	719,704	1,126,477	436,758
Transfers between funds	15	-	-	-	-	-	-
Net movement in funds		485,263	(78,490)	406,773	719,704	1,126,477	436,758
Funds at 31 March 2023		1,304,007	199,693	1,503,700	663,443	2,167,143	1,730,385
Funds at 31 March 2024		1,789,270	121,203	1,910,473	1,383,147	3,293,620	2,167,143

All movements derive from continuous activities during the above financial year. The notes on pages 60 to 75 form part of these financial statements.

British Deaf Association

Balance Sheet

As at 31 March 2024

	Notes	£	2024 £	£	2023 £
Fixed assets					
Tangible fixed assets	9		9,998		5,394
Current assets					
Debtors	10	1,688,813		789,468	
Cash at bank and in hand		1,988,324		1,676,538	
		<u>3,677,137</u>		<u>2,466,006</u>	
Creditors: amounts falling due within one year	11	(393,515)		(268,407)	
Net current assets			3,283,622		2,197,599
Creditors: amounts falling due after one year	12		-		(35,850)
Total assets less current liabilities			3,293,620		2,167,143
Funds					
Restricted funds	14		1,383,147		663,443
Unrestricted funds					
Designated funds	15		121,203		199,693
General Funds			1,489,743		1,001,250
Pension Reserve	15		299,527		302,757
Total funds			3,293,620		2,167,143

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 30th September 2024 and signed on its behalf by:



18 Oct 2024

Robert Adam (Fri, 18th Oct 2024 12:07:46 BST)

Dr Robert Adam (Chair)

Company Registration No. 2881497

The notes on pages 60 to 75 form part of these financial statements.

British Deaf Association

Statement of Cash Flows

For the year ended 31 March 2024

	Notes	2024 £	2023 £
Cash flow from operating activities			
Net cash provided by operating activities	A	321,222	424,170
Cash flow from investing activities			
Purchase of tangible fixed assets	9	(9,436)	(6,230)
Net cash used by investing activities		-	-
Change in cash and cash equivalents in the year		311,786	417,940
Cash and cash equivalents at 1 April 2023		1,676,538	1,258,598
Cash and cash equivalents at 31 March 2024		<u>1,988,324</u>	<u>1,676,538</u>

Notes to the cash flow statement for the year 31 March 2024

A – Reconciliation of net movement in funds to net cash flows from operating activities

	2024 £	2023 £
Net movements in the funds for the year	1,126,477	436,758
Depreciation charge	4,832	2,484
(Increase) in debtors	(899,345)	(55,662)
Increase in creditors	89,258	40,590
Net cash provided by operating activities	<u>321,222</u>	<u>424,170</u>

B – Analysis of cash and cash equivalents

Cash at bank and in hand	<u>1,988,324</u>	<u>1,258,598</u>
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The notes on pages 60 to 75 form part of these financial statements.

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

1 Accounting policies

1.1 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.

1.2 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 2024, 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 2024 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.

1.3 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.

1.4 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.

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

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.

1.5 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.

1.6 Tangible fixed assets and depreciation

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

Computer equipment	2 years
Fixtures, fittings & equipment	2 years

1.7 Leasing and hire purchase commitments

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

1.8 Cash and cash equivalents

Cash and cash equivalents include cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.9 Pensions

The charitable company participates in a multi-employer pension scheme, the Pension Trust's Growth Plan. The assets of the Scheme are held in an independently administered 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.

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

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.

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

2 Donation and Legacies

	Unrestricted funds	Designated funds	Restricted funds	Total 2024
	£	£	£	£
Donations and gifts	54,185	-	-	54,185
Legacies receivable	831,726	-	620,000	1,457,726
Total	885,911	-	626,000	1,511,911

	Unrestricted funds	Designated funds	Restricted funds	Total 2023
	£	£	£	£
Donations and gifts	119,348	-	725	120,073
Legacies receivable	533,586	-	-	533,586
Total	652,934	-	725	653,659

3 Charitable Activities

	Unrestricted funds	Designated funds	Restricted funds	Total 2024
	£	£	£	£
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
Total	80,178	-	917,227	997,405

	Unrestricted funds	Designated funds	Restricted funds	Total 2023
	£	£	£	£
Sign Language Projects	-	-	3,325	3,325
Deaf Children, Youth and Families Projects	-	-	84,855	84,855
Deaf Community Advocacy Projects	-	-	259,114	259,114
Deaf Community Development	-	-	54,705	54,705
Deaf Access and Inclusion Projects	-	-	299,028	299,028
Others	133,374	-	-	133,374
Total	133,374	-	701,027	834,401

Included within income from charitable activities are government grants received amounted to £327,818 (2023: £375,939). There were no unfulfilled conditions or other contingencies attaching to these grants (2023: none).

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

4 Expenditure

	Unrestricted funds	Designated funds	Restricted funds	Total 2024
	£	£	£	£
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
Total	509,947	78,490	823,523	1,411,960

	Unrestricted funds	Designated funds	Restricted funds	Total 2023
	£	£	£	£
Costs of raising funds	39,779	-	-	39,779
Charitable expenditure	389,160	-	666,012	1,055,172
Other – pension scheme costs	243	-	-	243
Total	429,182	-	666,012	1,095,194

	Staff costs	Depreciation	Other costs	Total 2024
	£	£	£	£
Costs of raising funds	86,095	-	25,141	111,236
Charitable activities:				
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
Other expenditure:				
Pension finance charges	3,201	-	-	3,201
Remeasurements of scheme valuation	29	-	-	29
Pension scheme administration expenses	-	-	-	-
Total	871,367	4,832	535,761	1,411,960

	Staff costs	Depreciation	Other costs	Total 2023
	£	£	£	£
Costs of generating funds	21,587	-	18,192	39,779
Charitable activities:				
Direct costs	515,477	-	163,277	678,754
Support costs	40,463	2,484	298,984	341,931
Governance costs	1,998	-	32,489	34,487
	557,938	2,484	494,750	1,055,172
Other expenditure:				
Pension finance charges	2,478	-	-	2,478
Remeasurements of scheme valuation	(2,235)	-	-	(2,235)
Pension scheme administration expenses	-	-	-	-
Total	579,768	2,484	512,942	1,095,194

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

Analysis of charitable expenditure (excluding governance costs)	Direct		Indirect		Total 2024
	Staff costs	Other costs	Staff costs	Other costs	
	£	£	£	£	
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, Access to Work and Others	112,989	(37,395)	6,011	53,866	135,471
Total	718,923	179,439	61,779	299,126	1,259,267

	Staff costs	Other costs	Staff costs	Other costs	Total 2023
	£	£	£	£	£
Sign Language Projects	-	170	7,717	12,839	20,726
Deaf Children, Youth and Families	65,712	19,422	4,589	33,082	122,805
Deaf Community Advocacy Projects	151,589	78,254	(1,669)	28,561	256,735
Deaf Community Development	60,939	463	(1,669)	19,294	79,027
Policy and Campaigns	25,721	10,146	17,104	17,700	70,671
Deaf Access and Inclusion	133,919	51,682	4,171	53,252	243,024
Publication, Membership & Communications	(40)	8,594	4,589	57,001	70,144
Deaf Training Projects	29,594	182	1,460	18,764	50,000
BSL Media, Governance, Access to Work and Others	48,043	(5,636)	4,171	60,975	107,553
Total	515,477	163,277	40,463	301,468	1,020,685

Analysis of support costs	2024	2023
	£	£
Premises and related costs	52,482	85,620
Travel and accommodation	61,830	37,373
Office costs	87,303	76,200
Governance costs	38,227	34,487
Consultancy	83,516	101,925
Other costs	212,403	177,337
	535,761	512,942

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

5	Costs of generating donations and legacies	2024 (£)	2023 (£)
	<i>Other costs comprise:</i>		
	Costs of generating donations and legacies	25,141	18,192
		25,141	18,192

6	Governance costs	2024 (£)	2023 (£)
	<i>Other governance costs comprise of:</i>		
	Audit fees	12,597	13,857
	Legal and professional fees	8,907	-
	Trustees' costs (including staff costs)	16,723	20,630
		38,227	34,487

Included within Trustees' costs is £3,775 (2023: £5,222) paid to 6 (2023: 5) 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 (2023: £Nil).

7	Employees	2024	2023
	<i>The average head count of employees during the year was:</i>		
	Deaf Community Advocacy	4	5
	Deaf Community Development	7	10
	Deaf Access and Inclusion	-	-
	Deaf Children, Youth and Families	1	2
	BSL and Deaf Films Development	-	-
	BDN / BSL Media and Communications	3	3
	Policy and Campaigns	2	1
	Support Staff	5	3
	Secondment	1	1
		23	25

8	Employment costs	2024 (£)	2023 (£)
	Wages and salaries	643,775	471,720
	Social security costs	60,341	37,096
	Redundancy costs	-	-
	Other pension costs	19,096	15,192
	Sub total	723,212	524,008
	Other staff related costs	144,925	55,517
	FRS 102 Valuation movement on defined benefit scheme	3,230	243
	Total	871,367	579,768

There was 1 employee whose annual emoluments were £60,000 or more (2023 – Nil). The key management and personnel of the charity was the Chief Executive and the Head of Finance. Total remuneration with respect to key management and personnel amounted to £103,006 (2023: £57,303).

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

9 Tangible fixed assets	Computer equipment £	Fixtures, fittings & equipment £	Total £
Costs			
At 1 April 2023	92,210	12,710	104,920
Additions	9,436	-	9,436
Disposals	(59,480)	(10,210)	(69,690)
At 31 March 2024	42,166	2,500	44,666
Depreciation			
At 1 April 2023	86,816	12,710	99,526
Disposals	(59,480)	(10,210)	(69,690)
Charge for the year	4,832	-	4,832
At 31 March 2024	32,168	2,500	34,668
Net book value			
At 31 March 2024	9,998	-	9,998
At 31 March 2023	5,394	-	5,394

10 Debtors	2024 £	2023 £
Trade debtors	80,407	72,160
Other debtors	1,562,218	669,033
Prepayments and accrued income	46,188	48,275
	1,688,813	789,468

11 Creditors: amounts falling due within one year	2024 £	2023 £
Trade creditors	102,756	80,342
Taxation and social security costs	5,751	607
Deficit repayment plan on multi-employer pension scheme	39,081	47,811
Accruals and deferred income (see below)	245,927	139,647
	393,515	268,407

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

	2024 £	2023 £
Deferred income brought forward	124,397	24,654
Income deferred in the year	204,872	124,397
Deferred income released from prior year	(124,397)	(24,654)
Deferred income carried forward	204,872	124,397

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

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

12 Creditors: amounts falling due after one year	2024	2023
	£	£
Deficit repayment plan on multi-employer pension scheme	-	35,850

13 Pension and other post-retirement benefit commitments

The company participates in a multi-employer scheme which provides benefits to some 950 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 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 has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025	£3,312,000 per annum ¹	Payable monthly
--------------------------------------	-----------------------------------	-----------------

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

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

Present Values of Provision

	31 March 2024 (£000s)	31 March 2023 (£000s)	31 March 2022 (£000s)
Present value of provision	39	84	131

¹ This is the amount collectively requested from the 950 companies that are members of the pension scheme. The contribution from the BDA is lower and is given on page 72 of the Annual Report.

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

Reconciliation of Opening and Closing Positions

	Year Ending 31 March 2024 (£000s)	Year Ending 31 March 2023 (£000s)
Provision at start of period	84	131
Unwinding of the discount factor (interest expense)	3	2
Deficit contribution paid	(48)	(47)
Remeasurements – impact of any change in assumptions	-	(2)
Remeasurements – amendments to the contribution schedule	-	-
Provision at end of period	39	84

Income and Expenditure Impact

	Year Ending 31 March 2024 (£000s)	Year Ending 31 March 2023 (£000s)
Interest expense	3	2
Remeasurements – impact of any change in assumptions	-	(2)
Remeasurements – amendments to the contribution schedule	-	-
Scheme administration expenses	(55)	(53)
Total	(58)	(53)

Assumptions

	31 March 2024 % per annum	31 March 2023 % per annum	31 March 2022 % per annum
Rate of discount	5.31	5.52	2.35

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 2024 (£000s)	31 March 2023 (£000s)	31 March 2022 (£000s)
Year 1	39	48	48
Year 2	-	40	48
Year 3	-	-	40
Year 4	-	-	-

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 (2023: £15,192) and the amount outstanding at 31 March 2024 was £Nil (2023: £Nil).

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

14	Restricted Funds	Movement in funds				
		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
	Total	663,443	1,543,227	823,523	-	1,383,147
	Legacies / ADAs	Balance at 1 April 2023	Income	Expenditure	Transfer	Balance at 31 March 2024
		£	£	£	£	£
	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
	Total	441,328	626,000	-	-	1,067,328

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

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

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
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	-	-
Total	222,115	917,227	823,523	-	315,819

Comparative 2023	Balance at 1 April 2022	Income	Expenditure	Transfer	Balance at 31 March 2023
	£	£	£	£	£
Legacies / ADAs	480,897	-	39,569	-	441,328
Current Project Grants	146,806	701,752	626,443	-	222,115
Total	627,703	701,752	666,012	-	663,443

Legacies / ADAs

	£		£	£	£
Local Group Legacy Funds	136,613	-	39,569	-	97,044
Youth Funds	4,416	-	-	-	4,416
Scotland Funds	54,259	-	-	-	54,259
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
Total	480,897	-	39,459	-	441,328

Current Project Grants	Balance at 1 April 2022	Income	Expenditure	Transfer	Balance at 31 March 2023
	£	£	£	£	£
Scottish Government: Equality	17,872	227,318	202,287	-	42,903
Dementia Project (Scotland)	28,223	-	-	-	28,223
Dementia Research (Scotland)	6,730	-	3,395	-	3,335
BSL Case Scenarios (Scotland)	11,882	-	-	-	11,882
Northern Ireland – General	-	49,779	46,131	-	3,648
Wales - General	-	500	50	-	450
Deaf Access/Inclusion (England)	-	52,981	15,468	-	37,513
Deaf Access/Inclusion (Wales)	-	5,700	3,260	-	2,440
Deaf Advocacy (N. Ireland)	12,340	156,785	154,243	-	14,882
Deaf Advocacy (Wales)	950	102,329	93,578	-	9,701
Deaf Roots and Pride (Scotland)	-	26,486	20,380	-	6,106
Deaf Roots & Pride (N. Ireland)	10,205	19,446	29,651	-	-
Family Signs at Home (N. Ireland)	611	38,923	22,952	-	16,582

British Deaf Association

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For the year ended 31 March 2024

Covid-19 Project (Wales)	-	4,317	57	-	4,260
Welsh Government – BSL Charter	-	3,325	655	-	2,670
Loneliness Engagement (England)	-	13,029	3,542	-	9,487
Deaf Children's Literacy	37,993	-	10,312	-	27,681
Deaf Heritage Films Project	20,000	834	20,482	-	352
Total	146,806	701,752	626,443	-	222,115

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.

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)	-	-	-	-
Total	30,812	-	-	30,812

Area Deaf Associations	At 1 April 2022	Income	Expenditure	At 31 March 2023
	£	£	£	£
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)	-	-	-	-
Total	30,812	-	-	30,812

The nature of the restricted funds is shown below;

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

British Deaf Association

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Youth Funds: Set up a specific project funds for Deaf young people to fund activities.

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

Other Restricted Funds: Set up a small number of key Deaf project funding carried over to complete the funding in the next year.

Area Deaf Associations: Set up 12 regional Deaf association funds as part of the BDA run by and for local BDA members.

Big Lottery (NI) Deaf Roots & Pride: Funded the activities programme for Deaf children and young adults in Northern Ireland.

Big Lottery (Scotland) Deaf Roots: Funded the activities programme for Deaf children and young adults in Scotland.

Dementia (including Research) Scotland: Funded the project supporting Deaf people who have dementia and their carers enabling them to share and receive information, knowledge and experiences.

Deaf Community Advocacy (Wales & NI): Funds the advocacy service for Deaf people in the South Wales and Northern Ireland respectively.

Deaf Access and Inclusion (England, Wales and Scotland): Funded a short term project for Deaf people in England, Wales and Scotland respectively.

Deaf Children's Literacy: One-off funding to fund Deaf Children Literacy project.

BSL Case Scenario / Give Me BSL: Funded a BSL incentive project in Scotland.

Propel: to explore the systemic issues faced by the Deaf community in London.

City Bridge Foundation: to establish a Deaf-led campaign workforce in London focused on both long-term systemic change and immediate practical improvements.

Masonic Charitable Foundation: 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.

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:

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

2024

Movement in funds

	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
Total	1,503,700	995,210	(588,437)	-	1,910,473

2023

Movement in funds

	Balance at 1 April 2022	Income	Expenditure	Transfer	Balance at 31 March 2023
	£	£	£	£	£
General Fund	549,682	830,200	(378,632)	-	1,001,250
Development Fund	250,000	-	(50,307)	-	199,693
Pension Fund	303,000	-	(243)	-	302,757
Total	1,102,682	830,200	(429,182)	-	1,503,700

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.

Pension Fund: Since April 2013, the Pensions Trust has required the BDA to pay additional pension contributions. Our pension liability debt at 31 March 2024 is approximately £39,000, 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 £47,810 per year to 2025, and, to pay scheme administration expenses of £55,044 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.

16 Analysis of changes in net debt

	Balance at 1 April 2023	Cash flows	Other non- cash changes	Balance at 31 March 2024
	£	£	£	£
Cash and cash equivalents				
Cash	1,676,538	311,786	-	1,988,324

17 Analysis of net assets between funds

British Deaf Association

Notes to the Financial Statements

For the year ended 31 March 2024

	General Funds	Designated Pension	Designated Funds	Restricted Funds	Total
	£	£	£	£	£
Fund Balances at 31 March 2024 represented by:					
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	-	-	-	-	-
	1,489,743	299,527	121,203	1,383,147	3,293,620
Fund Balances at 31 March 2023 represented by:					
Tangible Fixed Assets	5,394	-	-	-	5,394
Current Assets	1,092,055	386,418	199,693	787,840	2,466,006
Creditors: amounts falling due within one year	(96,199)	(47,811)	-	(124,397)	(268,407)
Creditors: amounts falling due after one year	-	(35,850)	-	-	(35,850)
	1001,250	302,757	199,693	663,443	2,167,143

18 Operating lease commitments

At the 31 March 2024, the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	Land and Buildings		Other	
	2024	2023	2024	2023
	£	£	£	£
Within 1 year	-	2,885	-	4,671
Between 2 and 5 years	-	-	-	-
	-	2,885	-	4,671

19 Related party transactions

During the year the trustees made donations which totalled £Nil (2023: £Nil)