

**ANNUAL REPORT & ACCOUNTS**

**2008/09**

|   |           |
|---|-----------|
| <b>LEGAL AND ADMINISTRATIVE DETAILS .....</b>               | <b>3</b>  |
| <b>REPORT OF THE BOARD OF TRUSTEES.....</b>                 | <b>4</b>  |
| <b>INDEPENDENT AUDITOR'S REPORT.....</b>                    | <b>9</b>  |
| <b>STATEMENT OF FINANCIAL ACTIVITIES.....</b>               | <b>11</b> |
| <b>BALANCE SHEET AT 31 MARCH 2009 .....</b>                 | <b>12</b> |
| <b>NOTES FORMING PART OF THE FINANCIAL STATEMENTS .....</b> | <b>13</b> |
| <b>OUR SUPPORTERS .....</b>                                 | <b>18</b> |

**LEGAL AND ADMINISTRATIVE DETAILS**

|                          |   |
|--------------------------|---|
| <b>Trustees</b>          | <b>Zia Arden (Chair)<br/>Dominic Byrne<br/>Elizabeth Llewellyn-Smith CB<br/>Elizabeth Mills OBE<br/>Pam Olliver<br/>Rod Walker DL<br/>Stephen W Woolgar</b> |
| <b>Secretary</b>         | <b>Zia Arden</b>  |
| <b>Director</b>          | <b>Jacqueline Stokes</b>  |
| <b>Company Number</b>    | <b>04569764 (England and Wales)</b>   |
| <b>Charity Number</b>    | <b>1095133</b>  |
| <b>Registered Office</b> | <b>Bignell Park Barns<br/>Chesterton<br/>Oxon<br/>OX26 1TD</b>  |
| <b>Business Address</b>  | <b>Bignell Park Barns<br/>Chesterton<br/>Oxon<br/>OX26 1TD</b>  |
| <b>Bankers</b>           | <b>Lloyds TSB<br/>1 High Street<br/>Oxford<br/>OX1 4AA</b>  |
| <b>Auditors</b>          | <b>Shaw Gibbs LLP<br/>264 Banbury Road<br/>Oxford<br/>OX2 7DY</b>   |

## **REPORT OF THE BOARD OF TRUSTEES**

### **Structure, Governance & Management**

The organisation is a company limited by guarantee and a registered charity. It is registered as The Auditory Verbal Centre and uses the working name, Auditory Verbal<sup>UK</sup>. The members of the company are the same as its trustees. The company is established under a memorandum of association, which sets out the objects and powers of the charitable company and is governed under its articles of association.

The board is responsible for oversight of the management of all the affairs of the charity. It seeks to ensure that all activities are within UK law and come within agreed charitable objectives. Our work includes setting strategic direction, agreeing the financial plan and ensuring that activities are carried out within agreed governance frameworks.

The charity is governed by its board of trustees who have met on average once every three months. These meetings comprise the trustees with the director and administrator in attendance. The meetings make decisions about the policies and strategic direction of the charity. The board delegates all other operational and management matters to the director. All decisions are recorded in the minutes of the meeting. We operate a separate remuneration committee, which meets to discuss matters of employment and remuneration policy.

The trustees seek to act independently and impartially with their sole interest being the furtherance of the charity's objects. In addition, all trustees have declared that there is nothing that, to their knowledge, could conflict with trustee independence before they were appointed as a trustee. Any potential conflict of interest must be declared in advance of any agenda item and, in such an event, an individual trustee may be excluded from the decision-making process.

Jacqueline Stokes, the director of Auditory Verbal<sup>UK</sup>, is married to Stephen Woolgar a trustee. The board has ensured that Professor Woolgar does not participate, nor influence in any way, decision making for any matters affecting his wife's terms and conditions of employment. All such matters are governed by the remuneration committee. Professor Woolgar is not a member of this committee.

Pam Olliver joined the board of trustees on 21 April 2008. She brings a wealth of experience from her years as Chief Executive of the UK Council for Psychotherapy and as a parent of two children with hearing impairment.

The trustees have considered the major risks to which the charity is exposed. These have been reviewed and a range of measures and systems are in place to manage them. Financial risk is mitigated by a multi-donor strategy, minimising reliance on one income stream. A system of monthly current and forecast financial reporting is in place and trustees review the data from this at trustee meetings. Policies on reserves and fundraising/administrative expenditure are in operation (see later in this report). Trustee and staff policies include child safeguarding measures and criminal records checks.

The trustees take into account the Charity Commission's guidance on public benefit and believe that the activities of Auditory Verbal<sup>UK</sup> are in line with that guidance.

### **Objectives & Activities**

Our vision is to give all children who could benefit from auditory verbal therapy (AVT) the chance to be able to do so. We will achieve this goal by establishing systems of training to create more qualified AV therapists allied with the provision of direct services for children and their families.

## Achievements & Performance

This year there has been an exponential increase in demand for our services, due to the professional and family networks we have built and the higher profile of the charity. In particular, we have recorded a marked increase in the number of new families contacting us. The delay between first contact and the offer of a regular place on our programme has grown to 4 months. Waiting for any length of time is detrimental to the child's listening and speaking development, and research in brain development has shown that early intervention must be in the pre-school years if children are to achieve the goal of age-appropriate language. We are dedicated to providing the skills and experience necessary to help families during this window of opportunity through our many training initiatives and service delivery.

In keeping with our goal to increase access to auditory verbal therapy (AVT) for families, we secured funding for two additional training posts, bringing the total to three. These new posts were filled in October 2008 and the post-holders are receiving intensive, fast-track training. The first of our trainees will qualify as a Listening and Spoken Language Specialist Certified Auditory Verbal Therapist (LSLS CertAVT®) in October 2009, and the second two in October 2010. The team at the end of this year comprises our Director, a Certified Auditory Verbal Therapist, three Auditory Verbal Therapists in training, a Development Officer, a part-time Family Liaison Officer, a part-time Book-keeper, and our Administration Manager.

The postgraduate diploma course, established in conjunction with Aston University, is key to our effort to modernise service delivery across the country. This year we saw a two-fold increase in the number of candidates applying for places. We anticipate this upward trend will continue in the foreseeable future. The delivery of the clinical practice elements of the Diploma impacts on the number of families receiving services from AV<sup>UK</sup> and we continue to address this capacity issue through our in-house and fast-track training.

In September 2008 we hosted the first LSLS CertAVT® and CertAVEd® examinations to be held by the AG Bell Academy in Europe. There was a 100% pass rate for the UK candidates resulting in three new LSLS CertAVT®s and two CertAVEds®.

In the autumn we provided specialist expertise to North Tyneside Council's sensory service team which was seeking to remodel its service for deaf children. This partnership continues and provides a model for future 'service transformation partnerships'. Long-term work with local service bodies is one of our preferred routes for raising the standard of intervention for all deaf children.

We expanded and broadened the menu of short courses offered to interest and educate an even wider range of professionals. We invited expert speakers from home and abroad to share their skills better to meet the needs of deaf children with additional difficulties. These courses covered feeding difficulties, sensory integration difficulties and PROMPT for motor speech difficulties. The four Open Mornings held during the year attracted a wide range of professionals and families interested in the work of AV<sup>UK</sup>. In response to our question "If you were to tell someone about your visit to AV<sup>UK</sup>, what would you say?", we had the following responses: "Highly informative. Full of practical ideas and sound reasoning. More holistic than originally thought." and "Excellent positive attitude and encouraging environment for the parents and children."

Members of our team also presented at a number of conferences and workshops in national and international professional communities, where it met our strategic aims.

These conferences enabled us to develop our national and international relationships, input into the training of professionals working in early years deafness and build special interest groups. During the year we had a presence in various places, including Milwaukee, Connecticut, Salamanca, London, Oxford, Lincolnshire and Birmingham.

We also continued to co-work with The Meningitis Trust towards a shared understanding of the support needed for children deafened by meningitis. We contributed our findings to The Meningitis Trust's Aftercare and After Effects Conference.

The range of training initiatives is matched by the effort and creativity we bring to the individual work with families and their hearing-impaired children. Our fully-fitted toddler-sized working kitchen came into operation and has proved more successful and popular amongst children, parents and therapists than we had ever imagined.

Families continue to come from as far afield as Scotland and Plymouth each fortnight for an hour's session. The geographical barrier to access will be reduced eventually through our training initiatives. At the moment only a few are able to secure a place at our centre and we are striving to reduce this inequity.

We are developing initiatives to reduce the financial barrier through the 'Reach Out' project, the provision of support for families seeking funding through a statement of special educational needs, and co-working with trusts and foundations. This is the second year of our 'Reach Out' project, which is increasing access to AVT for families on low incomes. Families on this project comprise 20% of our total caseload. In this year, more than half of the families were funded by external sources. We will endeavour to increase this figure.

The publication of our outcomes paper in September 2008 is a milestone in the work of AV<sup>UK</sup>. Its appearance in a mainstream, peer reviewed journal is crucial to our goal of making AVT available nationally for all who seek it. The article shows the effectiveness of AVT in accelerating the rate at which our children acquire listening and spoken language skills.

This year marked our fifth birthday as a charity. We celebrated first with friends and families by holding a picnic at Bignell Park Barns on a field especially prepared for us by the site landlord and farmer. In November we held a breakfast reception at the National Gallery, courtesy of GlaxoSmithKline. We launched our new activity report 'Achieving a Flying Start' and our new DVD 'An Introduction to our Work' made possible through trust funding and pro bono expertise. This was the occasion to thank our supporters from the past five years and look to our ambitions for the next decade.

### **Financial Review**

Trustees seek to maximise funds spent in the direct furtherance of the charity's objects and keep the proportion of charitable funds spent on administration and fundraising to a prudent minimum level commensurate with the effective and professional operation of the charity and its future financial sustainability.

This year shows income exceeding expenditure by £19,626.52. This is mainly due to the receipt of restricted funds ahead of planned expenditure in the forthcoming year.

In the event of the charity carrying reserves forward, the board of trustees maintains two reserve funds - restricted and unrestricted. Restricted reserves are those funds that are earmarked by the donor's wishes for specific future uses. The level of restricted reserves varies from year to year in accordance with the amount of restricted funds raised. We also seek to build a level of unrestricted reserves that will be sufficient to protect our programme of work from unexpected variances in income and to allow time for financial restructuring in the event of a major downturn in income. The level of unrestricted reserves is reviewed each year by the board of trustees by considering the financial risks associated with our various income streams, expenditure types and balance sheet items. We apply funds solely for the purpose for which they are intended by the donor. We distinguish in both our management and publicly reported financial accounts between such restricted and unrestricted funds.

At 31 March 2009, restricted funds carried forward amounted to £118,074.91; unrestricted funds carried forward amounted to £56,468.52 of which £7,511.73 was funds designated for training development. This £56,468.52 is equivalent to about 19% of the charity's projected 12 month unrestricted fund expenditure. The trustees consider this level to be consistent with the policy in relation to protecting our programme of work described above. However, we note that this sum is less than the amount currently needed to fulfil the charity's contractual obligations in the event of the charity facing a complete loss of income. The trustees' goal is to have a minimum level of unrestricted funds to protect our programme of work and to fulfil our contractual obligations in the event of a partial or complete loss of income. We believe the current level of unrestricted fund is towards the lower end of the range needed to meet this goal.

### **Plans for Future Periods**

In the current economic downturn, we must first ensure the long term sustainability of the charity through the development of broad based alliances with trusts and foundations, charities and supporters, and through an audit of our earned income. It is crucial that our main focus is on delivering our core activity and that we do not divert from our mission in an attempt to secure funding. We will then assess the feasibility of setting up satellite centres in other regions of the UK so that our service and training is more accessible to a wider audience.

We aim to work closely with national and local strategic partners to promote excellent auditory practice. We will seek to contribute to the mandatory training of Teachers of the Deaf and position the AV Diploma as the next step in the natural progression of professional training. This would be an important stage in our mission to strengthen auditory practice in the UK.

We will continue to develop deeper long-term relationships with more local authorities through our 'service transformation partnerships' and by encouraging enrolment on our Diploma course for professionals working in early years deafness. We will also ensure that expertise is put into schools so that children with hearing impairment are able to make a smooth transition into primary education.

We will look more closely at the statementing process and seek expert advice from professionals who support and represent families in legal matters, so that we can understand why poorly performing local authorities win at tribunal and how we can help families to secure better provision for their child.

We will conduct more research to show the long-term benefits of auditory verbal therapy, as measured by reading levels, and to show the effectiveness of AVT for families from a range of socio-economic backgrounds.

We will improve our service to parents on our growing waiting list by offering a new interim training course for parents. Our continued focus on training local professionals will help to ensure that future children will be able to access auditory verbal therapy closer to home.

### **Responsibilities of the Directors**

Company law requires the directors to prepare financial statements for each financial year, which give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of the incoming resources and the application of resources, for the year then ended.

In preparing those financial statements, which give a true and fair view, the directors should follow best practice and:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charitable company will continue on that basis

The directors are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 1985.

The directors 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.

In accordance with company law, as the company's directors, we certify that:

- so far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and
- as the directors of the company we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.



## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE AUDITORY VERBAL CENTRE**

We have audited the financial statements of the Auditory Verbal Centre for the year ended 31 March 2009 which comprise the principal accounting policies, the statement of financial activities, the balance sheet and the related notes. These financial statements have been prepared in accordance with the accounting policies set out therein.

This report is made solely to the charity's trustees, as a body, in accordance with Section 43 of the Charities Act 1993 and regulations made under section 44 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its trustees as a body, for our audit work, for this report, or for the opinions that we have formed.

### **Respective Responsibilities of the Trustees and Auditors**

The trustees' (who are also the directors of the Auditory Verbal Centre for the purpose of company law) responsibilities for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the Statement of Trustees' Responsibilities.

The trustees have elected for the financial statements not to be audited in accordance with Part VII of the Companies Act 1985. Accordingly we have been appointed as auditors under section 43 of the Charities Act 1993 and report in accordance with regulations made under section 44 of that Act. Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We also report to you if, in our opinion, the information given in the Trustees' Annual Report is not consistent with the financial statements, if the charity has not kept proper accounting records, the financial statements do not accord with those records or if we have not received all the information and explanations we require for our audit.

We read the Trustees' Annual Report, and consider the implications for our report if we become aware of any apparent misstatements within it.

### **Basis of Audit Opinion**

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.



**STATEMENT OF FINANCIAL ACTIVITIES (including Income and Expenditure Account)  
for the year ended 31 March 2009**

| <b>Incoming resources from generated funds</b>                         |      |                   |                   | 2009              | 2008           |
|--|------|-------------------|-------------------|-------------------|----------------|
|  | Note | Unrestricted      | Restricted        | Total             | Total          |
|  |      | £                 | £                 | £                 | £              |
| <b>Voluntary income</b>  |      |                   |                   |                   |                |
| Donations  | 2    | 72,756.30         | 209,400.00        | 282,156.30        | 242,564        |
| Gift Aid recovered   |      | 2,131.83          | -                 | 2,131.83          | 1,213          |
| <b>Activities for generating funds</b>                                 |      |                   |                   |                   |                |
| Direct services to families  |      | 140,645.28        | -                 | 140,645.28        | 92,180         |
| Training and development   |      | 29,770.00         | -                 | 29,770.00         | 11,446         |
| Education and outreach   |      | 600.00            | -                 | 600.00            | 770            |
| Fund raising events  |      | 5,470.00          | -                 | 5,470.00          | 1,718          |
| <b>Investment income</b>   |      |                   |                   |                   |                |
| Bank interest  |      | 4,521.16          | -                 | 4,521.16          | 3,938          |
|  |      | <u>255,894.57</u> | <u>209,400.00</u> | <u>465,294.57</u> | <u>353,829</u> |
| <b>Resources expended</b>  | 3    |                   |                   |                   |                |
| <b>Costs of generating voluntary income</b>                            |      | 28,001.79         | -                 | 28,001.79         | 25,640         |
| <b>Charitable activities</b>   |      |                   |                   |                   |                |
| Staff costs  | 4    | 153,489.71        | 79,515.81         | 233,005.52        | 179,446        |
| Recruitment costs  |      | 718.33            | 506.33            | 1,224.66          | 103            |
| Travel   |      | 5,451.61          | -                 | 5,451.61          | 1,826          |
| Premises   |      | 42,831.19         | -                 | 42,831.19         | 35,480         |
| Communications and advertising   |      | 6,933.16          | 10,000.00         | 16,933.16         | 2,435          |
| Legal and professional   |      | 2,778.75          | -                 | 2,778.75          | 3,671          |
| Depreciation   |      | 9,634.00          | 670.00            | 10,304.00         | 9,085          |
| Training and courses   |      | 8,484.85          | -                 | 8,484.85          | 2,456          |
| Toys/books   |      | 687.59            | 100.00            | 787.59            | 700            |
| Bookkeeper/casual & temporary staff                                    |      | 4,085.00          | -                 | 4,085.00          | 867            |
| IT   |      | 3,256.73          | 311.38            | 3,568.11          | 4,894          |
| Consumables  |      | 5,786.61          | -                 | 5,786.61          | 4,218          |
| Repairs/maintenance  |      | 2,613.49          | 8,216.72          | 10,830.21         | 2,186          |
| Insurances   |      | 744.20            | -                 | 744.20            | 969            |
| General expenses   |      | 2,577.47          | -                 | 2,577.47          | 2,556          |
| Subscriptions/Memberships  |      | 1,810.90          | -                 | 1,810.90          | 750            |
| Diploma Expenses   |      | 72.20             | 15,500.00         | 15,572.20         | 253            |
| Rechargeable Expenses  |      | 2,923.32          | -                 | 2,923.32          | 755            |
| Assessment Tools   |      | 674.06            | -                 | 674.06            | 102            |
| Reachout   |      | -                 | 18,259.73         | 18,259.73         | -              |
| Subsidies  |      | 10,815.33         | 13,689.67         | 24,505.00         | -              |
| Director's Discretionary Bursary                                       |      | -                 | 5,132.25          | 5,132.25          | 3,807          |
| <b>Governance costs</b>  |      | <u>3,884.14</u>   | <u>-</u>          | <u>3,884.14</u>   | <u>3,782</u>   |
|  |      | <u>298,254.43</u> | <u>151,901.89</u> | <u>450,156.32</u> | <u>285,981</u> |
| <b>Surplus/(Deficit) for the year,<br/>being net movement in funds</b> |      | -42,359.86        | 57,498.11         | 15,138.25         | 67,848         |
| <b>Balance brought forward 01 April 2008</b>                           |      | <u>98,828.38</u>  | <u>60,576.80</u>  | <u>159,405.18</u> | <u>91,555</u>  |
| <b>Balance carried forward 31 March 2009</b>                           |      | <u>56,468.52</u>  | <u>118,074.91</u> | <u>174,543.43</u> | <u>159,403</u> |

The notes on pages 13 to 17 form part of these financial statements



**NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2009**

**1 Accounting policies**

The financial statements are prepared under the historic cost convention and include the results of the charity's operations which are described in the Trustees' Report and in accordance with the Companies Act 1985 and follow the recommendations in Accounting and Reporting by Charities: Statement of Recommended Practice ("SORP") issued in March 2005 and applicable accounting standards.

**Voluntary income** is received by way of donations and gifts, and is included in full in the Statement of Financial Activities when receivable. The value of services provided by volunteers is not included.

**Grants**, including grants for the purchase of fixed assets, are included in full in the Statement of Financial Activities in the year in which they are receivable

Incoming resources from direct services to families and investments are included when receivable.

Resources expended are recognised in the period in which they are incurred and include irrecoverable VAT.

**Resources expended** are allocated to the particular activity where the cost relates directly to that activity. However the cost of overall direction and administration on each activity, comprising the salary and overhead costs of the central function, is apportioned based on an estimate of staff time attributable to each activity.

**Depreciation** is provided at rates calculated to write off the cost of each asset over its expected useful life, which in all cases with the exception of the leasehold improvements is estimated at 4 years. Leasehold improvements have been depreciated over the term of the lease.

**Unrestricted funds** are donations and other incoming resources receivable or generated for the objects of the charity without further specific purpose and are available as general funds.

**Designated funds** are unrestricted funds earmarked by the Trustees for particular purposes.

**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 management and support costs.

The charity operates a defined contribution pension scheme for its employees. Total pension costs for the period amounted to £14,000.13 (2008: £8,823).

## 2 Donations

|  | Unrestricted<br>£ | Restricted<br>£   | 2009<br>Total<br>£ | 2008<br>Total<br>£ |
|--|-------------------|-------------------|--------------------|--------------------|
| John Cabot Academy                                   | 750.00            | -                 | <b>750.00</b>      | -                  |
| CHK Charities Limited – Diploma                      | -                 | 10,000.00         | <b>10,000.00</b>   | 20,000.00          |
| The Dragon School                                    | -                 | 2,000.00          | <b>2,000.00</b>    | 2,000.00           |
| John Ellerman  | -                 | 25,000.00         | <b>25,000.00</b>   | -                  |
| Esmée Fairbairn Foundation                           | -                 | 30,000.00         | <b>30,000.00</b>   | 30,000.00          |
| Essex Fairway Charitable Trust                       | 5,000.00          | -                 | <b>5,000.00</b>    | 5,000.00           |
| Garfield Weston                                      | -                 | 20,000.00         | <b>20,000.00</b>   | -                  |
| GlaxoSmithKline                                      | -                 | 10,000.00         | <b>10,000.00</b>   | 25,000.00          |
| The Worshipful Company of Grocers                    | 3,000.00          | -                 | <b>3,000.00</b>    | -                  |
| The Hedley Foundation                                | -                 | 2,000.00          | <b>2,000.00</b>    | 1,000.00           |
| Helen Roll Charity                                   | -                 | 2,500.00          | <b>2,500.00</b>    | -                  |
| The Henry Smith Charity                              | -                 | 25,500.00         | <b>25,500.00</b>   | 11,500.00          |
| J Lovel  | -                 | 8,000.00          | <b>8,000.00</b>    | -                  |
| S Peake  | -                 | 45,000.00         | <b>45,000.00</b>   | -                  |
| PF Charitable Trust                                  | 2,000.00          | -                 | <b>2,000.00</b>    | 2,000.00           |
| Pink Panther Golf Society                            | 3,496.00          | -                 | <b>3,496.00</b>    | 3,675.00           |
| Quadrise Fuels                                       | 500.00            | -                 | <b>500.00</b>      | 500.00             |
| Eleanor F Rathbone                                   | -                 | 3,300.00          | <b>3,300.00</b>    | -                  |
| The Rayne Foundation                                 | -                 | 15,000.00         | <b>15,000.00</b>   | 35,000.00          |
| The Rayne Trust                                      | -                 | 10,000.00         | <b>10,000.00</b>   | -                  |
| The Sobell Foundation                                | 15,000.00         | -                 | <b>15,000.00</b>   | 15,000.00          |
| Steinberg Family Trust                               | 2,500.00          | -                 | <b>2,500.00</b>    | -                  |
| Thomas's Kindergarten                                | 1,500.00          | -                 | <b>1,500.00</b>    | -                  |
| Sir Jules Thorn Charitable Trust                     | 750.00            | -                 | <b>750.00</b>      | -                  |
| Sir Winston Churchill Educational Trust for the Deaf | -                 | 1,000.00          | <b>1,000.00</b>    | -                  |
| Other  | 38,260.30         | 100.00            | <b>38,360.30</b>   | 91,889.00          |
| <b>Total</b>   | <b>72,756.30</b>  | <b>209,400.00</b> | <b>282,156.30</b>  | <b>242,564.00</b>  |

## 3 Resources expended

|                                      | 2009<br>£         | 2008<br>£ |
|--------------------------------------|-------------------|-----------|
| Costs of generating voluntary income | <b>28,001.79</b>  | 25,640    |
| Charitable activities                |                   |           |
| Direct services to families          | <b>360,814.90</b> | 199,315   |
| Training and development             | <b>37,395.02</b>  | 38,446    |
| Education and outreach               | <b>15,572.20</b>  | 17,941    |
| Governance costs                     | <b>3,884.14</b>   | 4,639     |
| <b>Total</b>                         | <b>445,668.05</b> | 285,981   |

## 4 Expenditure incurred

Expenditure incurred includes the following amounts

|   | 2009<br>£         | 2008<br>£ |
|---|-------------------|-----------|
| Staff costs                             |                   |           |
| Wages and salaries                      | <b>222,815.20</b> | 180,037   |
| Social security costs                   | <b>22,903.82</b>  | 19,086    |
| Other pension costs                     | <b>14,000.13</b>  | 8,823     |
|   | <b>259,719.15</b> | 207,946   |
| Operating Lease Rentals (including VAT) | <b>37,423.36</b>  | 31,151    |
| Audit fee                               | <b>2,743.75</b>   | 1,639     |
| Depreciation                            | <b>10,306.00</b>  | 9,085     |

Included in the staff costs of £259,772.96 is £23,713.63 (2008 £25,500) allocated to costs of generating voluntary income and £3,000 (2008 £3,000) allocated to governance costs.

The average weekly number of employees during the year was 8 (2008: 6).

No employee earned more than £60,000 in the current or preceding year.

## 5 Payments to Trustees and connected persons

Apart from the connection between Professor Woolgar and the Director already noted (page 4), no trustee or person with a family or business connection received any remuneration in the year, directly or indirectly, from the charity.

No expenses were reimbursed to trustees during this or the preceding accounting period.

## 6 Taxation

The charitable company is exempt from corporation tax for its charitable activities.

## 7 Tangible fixed assets

|                           | Training<br>Equipment<br>£ | Office Equipment<br>£ | Leasehold<br>Improvements<br>£ | Total<br>£    |
|---------------------------|----------------------------|-----------------------|--------------------------------|---------------|
| <b>Cost</b>               |                            |                       |                                |               |
| At 1 April 2008           | 16,373                     | 22,817                | 7,000                          | 46,190        |
| Additions                 | <u>2,296</u>               | <u>3,185</u>          | -                              | <u>5,481</u>  |
| At 31 March 2009          | <u>18,669</u>              | <u>26,002</u>         | <u>7,000</u>                   | <u>51,671</u> |
| <b>Depreciation</b>       |                            |                       |                                |               |
| At 1 April 2008           | 10,270                     | 15,141                | 1,400                          | 26,811        |
| Charge for the year       | <u>4,667</u>               | <u>4,239</u>          | <u>1,400</u>                   | <u>10,306</u> |
| At 31 March 2009          | <u>14,937</u>              | <u>19,380</u>         | <u>2,800</u>                   | <u>37,117</u> |
| <b>Written down value</b> |                            |                       |                                |               |
| At 31 March 2009          | <u>3,732</u>               | <u>6,622</u>          | <u>4,200</u>                   | <u>14,554</u> |
| At 31 March 2008          | <u>6,103</u>               | <u>7,676</u>          | <u>5,600</u>                   | <u>19,379</u> |

All tangible fixed assets were used for charitable purposes. Leasehold improvements have been depreciated over the term of the lease.

## 8 Debtors

|                       | 2009<br>£               | 2008<br>£     |
|-----------------------|-------------------------|---------------|
| Rent deposit          | <u>3,500.00</u>         | 3,500         |
| Trade debtors         | <b>13,942.29</b>        | 25,637        |
| Gift aid              | <b>1,278.00</b>         | 1,213         |
| Rent Control          | <b>9,205.75</b>         | 9,406         |
| Rates Control         | <b>2,279.50</b>         | 2,171         |
| Insurance Control     | <b>593.70</b>           | 350           |
| Subscriptions Control | <b>345.53</b>           | 750           |
| Prepayments           | <u>-</u>                | <u>3,000</u>  |
| <b>Total</b>          | <u><b>31,144.77</b></u> | <u>46,027</u> |

## 9 Creditors payable within one year

|                             | 2009             | 2008          |
|-----------------------------|------------------|---------------|
|                             | £                | £             |
| Trade Creditors             | 3,658.24         | -             |
| Accrued income              | -                | 18,000        |
| Audit & Accountancy Control | 1,300.00         | 1,200         |
| Telephone Control           | -143.61          | -             |
| Accruals                    | 4,000.00         | -             |
| PAYE Control                | 6,993.24         | -             |
| Sundry creditors            | -                | 3,337         |
| <b>Total</b>                | <b>15,807.87</b> | <b>22,537</b> |

## 10 Unrestricted funds - general

|                               | £                |
|-------------------------------|------------------|
| At 1 April 2008               | 86,828.38        |
| Deficit for the year          | -42,359.86       |
| Transfer from Designated Fund | 4,488.27         |
| At 31 March 2009              | <b>48,956.79</b> |

## 11 Designated fund

This fund was established to provide additional funding for the training of auditory verbal therapists. It is expected that these monies will be utilised in the year ending 31 March 2010. At 1 April 2008 the balance stood at £12,000. During the year a transfer was made of £4,488.27 against training costs leaving a balance on designated fund of £7,511.73.

## 12 Restricted funds

|  | At 1 April 2008  | Incoming resources | Resources expended | Transfers   | At 31 March 2009  |
|--|------------------|--------------------|--------------------|-------------|-------------------|
|  | £                | £                  | £                  |             | £                 |
| Director's Discretionary Bursary                     | 12,621.92        | -                  | 18,821.92          | 6,200.00    | 0                 |
| CHK Charities Limited – Diploma                      | 11,600.00        | 10,000.00          | 15,500.00          | -4,200.00   | 1,900.00          |
| The Dragon School                                    | -                | 2,000.00           | -                  | -2,000.00   | 0                 |
| John Ellerman  | -                | 25,000.00          | 13,497.02          | -           | 11,502.98         |
| Esmée Fairbairn Foundation                           | 17,800.00        | 30,000.00          | 30,000.00          | -           | 17,800.00         |
| Garfield Weston                                      | -                | 20,000.00          | 3,333.36           | -           | 16,666.64         |
| GlaxoSmithKline                                      | -                | 10,000.00          | 10,000.00          | -           | 0                 |
| The Hananiah Charitable Trust                        | -                | 100.00             | 100.00             | -           | 0                 |
| The Hedley Foundation                                | -                | 2,000.00           | 216.72             | -           | 1,783.28          |
| The Henry Smith Charity                              | 68.28            | 25,500.00          | 6,953.84           | -           | 18,614.44         |
| J Lovell   | -                | 8,000.00           | 8,000.00           | -           | 0                 |
| S Peake  | -                | 45,000.00          | 7,990.69           | -           | 37,009.31         |
| Eleanor F Rathbone                                   | -                | 3,300.00           | -                  | -           | 3,300.00          |
| The Rayne Foundation                                 | 18,486.60        | 15,000.00          | 27,488.34          | -           | 5,998.26          |
| The Rayne Trust                                      | -                | 10,000.00          | 10,000.00          | -           | 0                 |
| Helen Roll Charity                                   | -                | 2,500.00           | -                  | -           | 2,500.00          |
| Sir Winston Churchill Educational Trust for the Deaf | -                | 1,000.00           | -                  | -           | 1,000.00          |
| <b>Total</b>   | <b>60,576.80</b> | <b>209,400.00</b>  | <b>151,901.89</b>  | <b>0.00</b> | <b>118,074.91</b> |

Monies received from **John Ellerman**, **Garfield Weston** and **S Peake** are to be used for the training of therapists.

**Eleanor F Rathbone** has donated money towards The Director's Discretionary Trust to fund therapy sessions.

Monies received from **Esmée Fairbairn Foundation** are to be spent on salary costs of the family liaison officer.

A new Alarm System will be purchased from the money donated by **Helen Roll Charity**.

Monies received from **The Hedley Foundation** and **Sir Winston Churchill Educational Trust for the Deaf** are to be used in the refit of Therapy Room 4.

Monies received from **The Henry Smith Charity** and **The Rayne Foundation** are to be used towards our research project "Reach Out".

The remaining balance from **CHK Charities Limited** will be drawn against Diploma expenses within the year ending March 2010.

### 13 Leasing commitments

The charity has entered into a lease, terminating in August 2012, in respect of its premises at an annual rental of £30,500 plus VAT.

### 14 Analysis of net assets between funds

|                       | Unrestricted Funds | Restricted Funds  | Total             |
|-----------------------|--------------------|-------------------|-------------------|
|                       | £                  | £                 | £                 |
| Tangible Fixed Assets | 14,555.50          | -                 | 14,555.50         |
| Debtors               | 31,144.77          | -                 | 31,144.77         |
| Bank & Cash Balances  | 26,576.12          | 118,074.91        | 144,651.03        |
| Current Creditors     | (15,807.87)        | -                 | (15,807.87)       |
|                       | <u>56,468.52</u>   | <u>118,074.91</u> | <u>174,543.43</u> |

## OUR SUPPORTERS

AV<sup>UK</sup> is pleased to acknowledge the wonderful support it has received during the year from its various supporters. Of the major contributors this year we would especially like to thank:

The Birkdale Trust for Hearing Impaired Limited  
Caudwell Children  
CHK Charities Limited  
Sir Winston Churchill Educational Trust for the Deaf  
The Dragon School, Oxford  
The John Ellerman Foundation  
Essex Fairway Charitable Trust  
Esmée Fairbairn Foundation  
Garfield Weston Foundation  
GlaxoSmithKline  
The Worshipful Company of Grocers  
The Hedley Foundation  
Lovel Foundation  
The Meningitis Trust  
Susanna Peake Charitable Trust  
PF Charitable Trust  
The Pink Panther Golf Society  
Eleanor Rathbone Charitable Trust  
The Rayne Foundation  
The Rayne Trust  
The Retail Trust  
The Helen Roll Charity  
The Henry Smith Charity  
The Sobell Foundation  
The Steinberg Family Charitable Trust  
Thomas's Kindergarten, Pimlico

We would also like to thank the Charity's "Friends" who individually raised funds on our behalf and to all those who supported them in their efforts.

Thank you.