

Registered company number 2922584. Charity number 1038448



Annual Report

for the year ended 31 March 2017

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Charity information

The UK Council on Deafness is a company limited by guarantee registered under number 2922584 on 25 April 1994. It is also a registered charity under number 1038448. It is governed by its Memorandum and Articles of Association.

Correspondence Address

4 & 5 The Cedars
Apex 12
Old Ipswich Road
Colchester
CO7 7QR

Registered Address

4 & 5 The Cedars
Apex 12
Old Ipswich Road
Colchester
CO7 7QR

Telephone Numbers

07903 560037 (voice & text)

Email

info@deafcouncil.org.uk

Website

www.deafcouncil.org.uk

Charity Number

1038448

Company Number

2922584

Staff

Mrs Clare L Long
(Office Manager)

Bankers

CAF BANK Ltd
PO Box 289
Kings Hill
West Malling
Kent
ME19 4TA

Independent

Examiner

D M Aldworth FCCA
FMAAT
Griffin Chapman
4 & 5 The Cedars
Apex 12
Old Ipswich Road
Colchester
CO7 7QR

Insurance Advisors

Arthur J Gallagher
Unit 5 & 6 Vantage
Court
Old Gloucester Road
Bristol
BS16 1GW

Trustees Report for the year ended 31 March 2017

The Trustees have pleasure in presenting their report together with the accounts of the Council for the year ended 31 March 2017. The annual report serves the purposes of both a trustees' report and a directors' report under company law. The financial statements of the charity are prepared in accordance with the Statement of Recommended Practice "Accounting and Reporting by Charities"(SORP revised 2015), and the Companies Act 2006.

UK Council on Deafness

The UK Council on Deafness is a company limited by guarantee registered under number 2922584 on 25 April 1994. It is also a registered charity under number 1038448. It is governed by its Memorandum and Articles of Association.

Membership of the Board

Nine trustees are elected at the Annual General Meeting for periods of three years (maximum six years). The Board has the power to appoint for periods of three years (maximum six years) a further three Trustees. The Trustees have the powers and obligations of directors under the Companies Act 2006.

The people who served as Trustees during the year were:

- Jason Barnett
- Gary Cottrell (resigned 9 December 2016)
- Craig Crowley
- James Cornelius Edwards (left office 2 November 2016)
- Jeff McWhinney
- Ralph Nattress
- Simon Pearse (appointed 2 November 2016)
- Michael Quinlan
- Mary Sorene
- Professor Bencie Woll

Our objectives

The Trustees confirm they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Council's aims and objectives and in planning future activities.

In accordance with the Charities Act, our charitable purposes include

- improving and extending co-operation between member organisations in promoting and representing the interests of deaf, deafened, deafblind and hard of hearing people;
- providing a forum for debate and a focus for action on deaf issues;
- promoting understanding and acceptance of the different perspectives on issues connected with deafness; and
- working together to achieve change on matters of shared concern.

Meeting our objectives

This year we have pursued our objectives by

- Supporting work arising from the sector's agreement of a common purpose;
- Supporting the All Party Parliamentary Group on Deafness;
- Supporting a special interest group on access to communications;
- Promoting Deaf Awareness Week; and
- Hosting a conference on telecommunication and broadcasting.

A common purpose for the sector

Following the sector's agreement of a statement of common purpose in 2014-15, we supported the establishment of a steering group and six mission groups.

The steering group has overseen and supported the work of the mission groups. Where possible, it has helped them identify members and issues to work on.

- The awareness group developed the outline and secured support for a nationwide public health campaign about deafness and hearing loss. The idea was not taken further due to a lack of time on the part of sector colleagues..
- The employment group continued to work with the Department for Work and Pensions to improve the Access to Work scheme. In particular, it worked with DeafATW to conduct a survey of the impact of the cap on the amount someone can be awarded by Access to Work. The subsequent report was submitted to the Minister for Disabled People and we anticipate a favourable meeting.
- The prevention and early intervention group...
- The education group
- The information and services group

These groups were not convened due to a lack of time on the part of sector colleagues. It highlights the central organising role we need to play if the common purpose initiative is to be a success.

In 2017-18 we will invest time in identifying colleagues who are engaged in work relevant to the mission groups that are less active or have not met. We will work with them to identify how that work could be enhanced by collaboration.

All Party Parliamentary Group on Deafness

- We continued to support the All Party Parliamentary Group on Deafness (APPG), helping it develop a work plan and enabling our members to raise issues with Parliamentarians. Over four meetings, the APPG discussed subtitles, and the campaign for legislative provision for minimum level of subtitling on video-on-demand services; the potential for the sale of mobile phone spectrum to interfere with hearing aids and other listening devices;
- The threat to the provision of NHS Hearing aids and the quality of adult audiology services across England; and
- Minority language recognition for BSL, including securing approval for an APPG inquiry.

The APPG also hosted the launch of NHS England's 'Commissioning Services for People with Hearing Loss: A framework for clinical commissioning groups'.

As a result of these discussions:

- The APPG secured a Westminster Hall debate on 'NHS England's Action Plan on Hearing Loss and the adult hearing service commissioning framework';
- Officers of the Group met with the then Minister of State for Community and Social Care, and the NHS England Deputy Chief Scientific Officer to discuss the early diagnosis and treatment of hearing loss and deafness;
- An amendment was passed to the Government's Digital Economy Act to give Ofcom and the DCMS the power to create a statutory code for the provision of access services on video-on-demand services;
- Ofcom allowed for stringent testing of the impact of spectrum sale on hearing aids and listening devices; and
- The APPG agreed the terms of reference for a parliamentary inquiry into the cost of legislation providing legal recognition for BSL.

Deaf Access to Communications

- The Deaf Access to Communications special interest group (DAC) was established to build on the work of the Telecommunications Action Group. It focuses on securing equal access to electronic communications for deaf and deafblind people, including subtitling and telecommunications.
- DAC continued to raise awareness of evolving VRS and VRI services. We now have a directory of over 60 organisations that provide access via these services and it is constantly growing.
- DAC continued to work with BT to raise awareness and encourage use the Next Generation Text Service (NGTS). DAC provided BT with feedback from deaf people about their experiences of the service and suggested improvements.

Deaf Awareness Week

The theme of Deaf Awareness Week in 2017 was 'Common Purpose' wherein members of the UK Council on Deafness and others have united behind a common purpose. It is to realise a vision of a world that benefits from people who are deaf or have a hearing loss being able to fulfil their potential.

The aim and vision is to encourage working with people who are deaf or have a hearing loss to make sure they have equal access to all aspects of society.

The week was well supported and campaigns launched during the week all providing valuable information and resources throughout the week, encouraging people to get together and share their knowledge amongst members and the public and giving support.

Details on Deaf Awareness Week can be found at <http://deafcouncil.org.uk/category/deaf-awareness-week/>

Accessibility in Telecommunications and Broadcasting

In November 2016, following a year of successful partnerships, we hosted a conference celebrating what we can achieve when we work together.

The conference aims were to:

- Assess Council members' recent positive progress;
- Identify new projects and initiatives;

- Encourage more collaboration; and
- Increase funding for the sector's collaborative work.

As a result of the conference, we agreed to

- Continue to develop relationships with organisations outside of the deafness and hearing loss sector as part of work following the statement of common purpose on deafness and hearing loss.

Outlook for 2017-18

We will draft an ambitious new strategy that will be implemented from April 2018. Our focus will be having an impact on policy development that benefits people who are deaf or have a hearing loss, and promoting membership.

In the meantime, we will continue to foster partnerships between members, partners, government and service providers. We will advocate for people who are deaf or have a hearing loss and influence the design and delivery of services.

A common purpose for the sector

In 2017-18 we will consider how best to support the common purpose mission groups to develop and meet their aims. We will help them gain the support and assistance of new partners.

We will focus on the employment and services mission groups. The Access to Work special interest group has been incorporated into the employment mission group.

Access to Work

We will pass responsibility for Access to Work from the special interest group to the employment mission group.

We will continue to monitor improvements to the Access to Work scheme. We will also make sure the Department for Work and Pensions understands the impact of the cap on the value of awards.

APPG on Deafness

We will continue to support the APPG on Deafness and help it grow in size and influence. We will make sure our members have the opportunity to raise issues with Parliamentarians, and encourage Parliamentarians to raise them with government.

We will work with Parliamentarians to address

- The cap on Access to Work awards;
- The legal status of British Sign Language;
- The lack of visibility and recognition of Deaf sport and elite Deaf athletes;
- Access to telecommunications; and
- Hearing aid provision.

Deaf Access to Communications

We will make sure the group's terms of reference are fit for purpose. We will continue to work with service providers, Ofcom and government to improve telecommunications for deaf and deafblind people.

We will focus in particular on access to video relay services and continuing improvements to the Next Generation Text Service. We will provide information to our members and the public about the services that are available and the standards they are expected to meet.

Deaf Awareness Week

'Health and social care' will be the theme for Deaf Awareness Week 2018. We will hold a conference to discuss access to health and social care services. We will use the outcome of those discussions to develop our advocacy and influencing work.

Deaflympic recognition

We will work with the APPG on Deafness and UK Deaf Sport to secure government recognition of the Deaflympics.

Interpreting contracts and agreements

We will work with government, NRCPD and service providers to make sure contracts and agreements provide high quality sign language interpreting.

Income and funding

Income was from three main sources during this financial period

- Membership fees; and
- Sponsorship;

Our services to member organisations are free or at a modest cost. A membership fee is charged on a sliding scale to ensure that small organisations can benefit.

Reserves

The Board of Trustees believes the charity should hold an Emergency Operating Reserve (EOR) because

- It has no endowment funding and is entirely dependent for income upon grants, membership fees, sponsorship and income generated from year to year which is inevitably subject to fluctuation; and
- It requires protection against and the ability to continue operating despite catastrophic or lesser but damaging events.

The trustees believe the minimum level of the EOR should be the equivalent of three months' core operating costs. The maximum level of the EOR should be the equivalent of six months' operating costs, calculated and reviewed annually.

The trustees intend to set annual budgets that maintain the EOR within the set parameters. The cash flow forecast for the full year indicates three months' core normal operating costs amounting to approximately £9,000.

This year the General Fund decreased by £7,963 to £1,632 at 31 March 2017,

This is clearly well below the level required by the reserves policy

Expenditure in the year to March 2017 was £45,415 expected income in the year to March 2018 is expected to be £34,355

In March 2017 the trustees therefore agreed that the treasurer should exercise strict control to minimise expenditure until the reserves can be restored to be no less than the minimum End of year reserves.

The maximum economies have been made including being handled internally and recommending a change in independent examiner that will reduce overheads in a full year by approximately £7000,

Unless currently outstanding membership subscriptions are paid the current forecast for end of year cash flow surplus / deficit is £968.

This is clearly incredibly tight with minimal net assets brought forward this year of only £1632 there is little room for unexpected costs. However, on this basis the trustees consider it appropriate to prepare the financial statements on a going concern basis.

Internal financial control

The charity has in place systems of internal control. They are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include

- A rolling plan and an annual budget and operational plan approved by the Trustees;
- No expenditure will be accepted as a commitment unless prior approved by the treasurer, in the event of any disagreement regarding requests for specific, expenditure, the final decision will rest with the trustees;
- A clear organisational structure with appropriate lines for reporting;
- Regular consideration by the Trustees of financial results, variance from budgets, non-financial performance indicators and benchmarking reviews;
- The development and regular review of policy documents covering major strategic and operational activities; and
- The delegation by the Trustees of the management and identification of risks to the treasurer or the Director, when a Director is in place.

Risk management

The major risks to which the charity is exposed, as identified by the trustees, have been reviewed and systems have been established to mitigate those risks.

Staffing

Due to continued financial constraints, we have been unable to appoint a Director since May 2012. We remain most appreciative of the way our Office Manager, Clare Long, has carried out some of the Director's duties as well as her existing responsibilities. The Board acknowledges that, without Clare, we couldn't have achieved all we have done in the last year.

Our thanks also go to member organisations who continue to support us by joining our special interest groups and supporting them with staff time.

We have maintained strict control over our costs. Monthly management accounts are prepared by our accountants, analysed by our Honorary Treasurer and monitored by the Trustees.

Trustees' responsibilities


Company law requires Trustees to prepare accounts for each financial period which give a true and fair view of the state of the company's affairs at the end of each period and of its surplus or deficit for that period. In preparing those accounts Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- Prepare the accounts on the going concern basis unless it is appropriate to presume that the company will not continue in business.

Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the company's financial position and enable it to ensure that the accounts comply with the Companies Act 2006. They are also responsible for

safeguarding the company's assets and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

By order of the Board

A handwritten signature in black ink, appearing to read 'R. Nattress', written over a horizontal line.

Ralph Nattress – Treasurer

Date: 17.11.2017

Independent Examiner's Report

I report on the accounts of the company for the year ended 31 March 2016 which are set out on pages 20 to 31.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- Examine the accounts under section 145 of the 2011 Act;
- Follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act; and
- State whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the requirements:
 - a. To keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - b. To prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

2. To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



D M Aldworth FCCA FMAAT
Chartered Certified Accountant

4 & 5 The Cedars
Apex 12
Old Ipswich Road
Colchester
CO7 7QR

Date: 22 December 2017

Statement of financial activities for the year ended 31 March 2017

	Note	General Fund £	Restricted Funds £	Total 2017 £	2016 £
Income from:					
Donations		-	-	-	-
Investment income		20	-	20	39
Membership and Affiliation Fees		33,349	-	33,349	30,849
Conference Income		1,250	-	1,250	4,489
Income From Projects	1	759	2,074	2,833	43,172
Total Income		35,378	2,074	37,452	78,549
Expenditure on:					
Charitable activities:					
Funding distributed to projects	2	2,074	2,074	4,148	35,731
Conference costs		3,643	-	3,643	1,677
Support costs	3	37,624	-	37,624	39,830
Total expenditure		43,341	2,074	45,415	77,238
Net income/(expenditure)		(7,963)	-	(7,963)	1,311
Reconciliation of funds					
Total funds brought forward		9,595	-	9,595	8,284
Total funds carried forward	8,9	1,632	-	1,632	9,595

The notes on pages 19 to 30 form part of these accounts.

Continuing Operations

All the results included in the statement of financial activities above relate to continuing activities.

Balance sheet at 31 March 2017

	Note	31.03.2017 £	31.03.2016 £
Fixed assets			
Tangible assets	5	-	208
Current assets			
Debtors	6	30,305	29,809
Cash at bank		4,661	17,963
		34,966	47,772
Creditors			
Amounts falling due within one year	7	(33,334)	(38,385)
Net current assets		1,632	9,387
Net assets		1,632	9,595
Represented by			
General fund	8,9	1,632	9,595
Restricted funds	8,9	-	-
		1,632	9,595

For the year ending 31 March 2017 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with Section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with provisions applicable to companies subject to the small companies regime.

The financial statements on pages 16 to 30 were approved by the Trustees on 16/11/2017

On behalf of the Trustees



Ralph Nattress – Treasurer

Company number 2922584

Statement of cash flows for the year ended 31 March 2017

	Note	31.03.2017 Total funds £	31.03.2016 Total funds £
Cash used in operating activities	10	(13,322)	3,785
Cash flows from investing activities			
Interest received		20	39
Fixed asset additions		-	-
Net cash flow from investing activities		20	39
Cash flows from financing activities		-	-
Decrease in cash and cash equivalents in year		(13,302)	3,824
Cash and cash equivalents at beginning of year		17,963	14,139
Cash and cash equivalents at end of year		4,661	17,963

Accounting policies

Basis of accounting

The financial statements have been prepared in accordance with 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 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

UK Council On Deafness meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity.

Incoming Resources

All incoming resources are included in the SoFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. No amounts are included in respect of services provided by volunteers.

Grants

All grants are recognised in full in the statement of financial activities in the year in which they are receivable, unless these relate to a specific future period in which case they are deferred.

Resources Expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to that category. Resources expended include attributable VAT that cannot be recovered.

Taxation

The Council, being a registered charity, is not liable to corporation tax on its charitable activities.

Fixed assets

All fixed assets are initially recorded at cost.

Depreciation

Depreciation is charged so as to write off the cost of tangible assets acquired evenly over their estimated useful lives which are as follows:

Computers	33% on cost
Fixtures and fittings	25% on reducing balance

Fund Accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific instructions imposed by the donors or which have been raised by the charity for particular purposes. Expenditure which meets these criteria is charged to the fund together with an agreed allocation of management and administration costs.

Operating leases

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.

Going Concern

The financial statements have been prepared on a going concern basis as the trustees believe no material uncertainties exist. The trustees have considered the level of funds held and the level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

Notes to the financial statements for the year ended 31 March 2017

1. Income from projects

	2017 £	2016 £
Income from projects	2,833	43,172
	2,833	43,172

Included above are restricted income from projects of £2,074 (2016: £34,874) and unrestricted £759 (2016: £8,298).

2. Funding distributed to projects

	2017 £	2016 £
Funding distributed to projects	4,148	35,731
	4,148	35,731

Included above are restricted funding distributed from projects of £2,074 (2016: £34,874) and unrestricted £2,074 (2016: £857).

3. Support costs

	2017	2016	2017	2016
	General fund	General fund	Restricted funds	Restricted funds
	£	£	£	£
Salaries and pension costs	20,815	20,940	-	-
Travel and subsistence	1,028	485	-	-
Project costs	-	2,359	-	-
Rent	1,387	1,625	-	-
Insurance	448	436	-	-
IT Costs	859	881	-	-
Telephone	604	553	-	-
Postage	103	50	-	-
Printing, stationery and office equipment	561	1,122	-	-
Depreciation	208	202	-	-
Subscriptions	138	-	-	-
Trustee expenses	1,242	2,204	-	-
Professional fees	1,577	514	-	-
Bookkeeping costs	2,880	2,880	-	-
Bank charges	31	12	-	-
Independent examiners fee	2,460	2,520	-	-
Common purpose expenses	549	1,686	-	-
Bad debts written off	2,734	1,361	-	-
	37,624	39,830	-	-

4. Staff costs

The average number of persons employed by the Council was one (2015/16: one).

Trustees receive no remuneration. Trustees received expenses to the value of £1,242 (2015/16: £2,204).

	2017 £	2016 £
Salaries	19,310	19,751
National Insurance Contributions	-	964
Pension Contributions	1,505	225
	20,815	20,940

5. Tangible assets

	Fixtures, fittings & computers £
Value	
As at 1 April 2016	4,931
Additions	-
Disposals	-
As at 31 March 2017	4,931
Depreciation	
As at 1 April 2016	4,723
Charge for the year	208
Disposals	-
As at 31 March 2017	4,931
Net book amounts	
As at 31 March 2017	-
As at 31 March 2016	208

6. Debtors (amounts falling due within one year)

	2017 £	2016 £
Trade debtors	29,748	29,299
Other debtors	-	-
Prepayments	557	510
	30,305	29,809

7. Creditors (amounts falling due within one year)

	2017 £	2016 £
Trade creditors	-	-
Taxation and social security	207	207
Accruals & deferred income	33,127	38,178
	33,334	38,385

8. Funds

	Unrestricted funds General Fund £	Restricted funds DHC £	Total £
Opening funds	9,595	-	9,595
Incoming resources	35,378	2,074	37,452
Outgoing resources	(43,341)	(2,074)	(45,415)
Closing funds	1,632	-	1,632

General fund

The General fund represents the unrestricted funds held for the general purposes of the charity as set out in its governing document.

Restricted funds

Restricted funds are funds held by the charity for particular applications, specified by the donor, within the charity's objectives, and can only be applied to those particular purposes. The restrictions may apply to income or capital or both.

The DHC (Deaf Health Champions) fund relates to a grant that has been received by SignHealth of £592,000 from the Department of Health's Health & Social Care Volunteering Fund (HSCVF) and ran until September 2015. Signhealth is the fund-holder for the project and transfers are made to UKCoD to cover salaries and specified overheads.

9. Analysis of net assets between funds

	General Fund £	Restricted Funds £	Total £
Fixed assets	-	-	-
Debtors	30,305	-	30,305
Cash at bank	4,661	-	4,661
Creditors	(33,334)	-	(33,334)
Total Net Assets	1,632	-	1,632

10. Reconciliation of net income to net cash flow from operating activities

	2017 £	2016 £
Net income/(expenditure) for year	(7,963)	1,311
Add back Depreciation	208	202
Deduct interest income shown in investing activities	(20)	(39)
(Increase)/decrease in debtors	(496)	3,446
Increase/(decrease) in creditors	(5,051)	(1,135)
Net cash flow from operating activities	(13,322)	3,785

11. Company limited by guarantee

The company has no share capital. The liability of the members is limited by guarantee. The members have undertaken to contribute such an amount not exceeding one pound as may be required in the event of the company being wound up.

12. Going Concern

The Charity believes that grants and donations from member organisations cannot be relied upon to continue to arise at the same level as in previous years, primarily due to the current economic climate.

The trustees believe that sufficient funding as may be required to meet normal working capital requirements within the 12 months from the date of approval of these financial statements will be made available.

On this basis the trustees consider it appropriate to prepare the financial statements on a going concern basis. Should this prove to be inappropriate the accounts would require adjustments to be made to reduce the value of the assets to their recoverable amount and to provide for any further liabilities that might arise.

Appendix 1 | Members and affiliates

1. Action Deafness
2. Action for Deafness
3. Action on Hearing Loss
4. Appa life SE
5. Association of Lipspeakers
6. Association of Notetaking Professionals
7. Association of Sign Language Interpreters
8. AVSTTR
9. BID Services with Deaf People
10. British Academy of Audiology
11. British Association of Teachers of the Deaf
12. British Deaf Association
13. British Institute of Verbatim Reporters
14. British Society of Hearing Aid Audiologists
15. Cambridgeshire Deaf Association
16. Cambridgeshire Hearing Help
17. Cochlear Implanted Children's Support Group (CICS) Group
18. Cseeker
19. Cued Speech Association UK
20. deafconnect
21. Deafness, Cognition and Language Resource Centre (DCAL)
22. Deaf Education through Listening & Talking (DELTA)
23. Deaf Direct
24. Deaf Ex-Mainstreamers Group
25. DeafLondon
26. Denoted Professional Services
27. Deaf Parenting UK
28. Deaf Plus
29. Hearing Dogs for Deaf People
30. Hertfordshire Hearing Advisory Service
31. Home Counties Cochlear Implant Group

32. Jewish Deaf Association
33. Ménière's Society
34. National Association of Deafened People
35. National Deaf Children's Society
36. NCIJA
37. Norfolk Deaf Association
38. Nottinghamshire Deaf Society
39. Scottish Council on Deafness
40. Sense
41. Signal
42. Signature
43. SignHealth
44. Silent World Frontiers CIC
45. SORD
46. Talk with Sign Books Ltd
47. Terra Consultancy
48. The Ear Foundation
49. The Elizabeth Foundation
50. UK Deaf Sport
51. Visual Language Professionals

Affiliates

1. 121 Captions Ltd
2. Advanced Bionics UK Limited
3. Alerta Group plc
4. British Telecommunications plc (BT)
5. Dudley Deaf Support Services
6. DSPG Limited
7. Frank Barnes School for Deaf Children
8. Kent County Council
9. Norfolk County Council
10. Phonak
11. Royal Borough of Kensington & Chelsea
12. Sensing Change
13. Sign Solutions
14. SignVideo Service
15. Spectrum Brands
16. STTR's Direct