Registered number: 07324421
Charity number: 1161856

ACHIEVEABILITY LIMITED

(A company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2015

TUESDAY



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ACHIEVEABILITY LIMITED
(A company limited by guarantee)

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ACHIEVEABILITY LIMITED

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 JULY 2015

Trustees

A H Hurst
D Kelly
G Hall
K Maskell
K Hewlett
A C Khan
R Cooper

Company registered number

07324421

Charity registered number

1161856

Registered office

Haslers
Old Station Road
Loughton
Essex
IG10 4PL

Accountants

Haslers
Chartered Accountants
Old Station Road
Loughton
Essex
IG10 4PL

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 JULY 2015

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the financial statements of Achievability Limited (the company) for the year ended 31 July 2015. The Trustees confirm that the Annual report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2005.

Structure, governance and management

a. CONSTITUTION

The company is registered as a charitable company limited by guarantee not having a share capital and is constituted by Articles of Association. On 27 May 2015 the Charity was registered with charity number 1161856.

Purpose: AchieveAbility empowers dyslexic people to overcome barriers to learning and success and works to enable institutions, organisations and businesses to reduce unnecessary barriers to achievement. AchieveAbility is committed to promoting and delivering effective practice to achieve successful educational and employment opportunities for people with dyslexia. To unlock the potential of those with dyslexia, to support adult dyslexic people in the workplace, to recognise the strengths of those with dyslexia.

Beneficiaries are: People with dyslexia. Organisations and institutions who work with people with dyslexia. In addition, people who might benefit from the expertise drawn from working with those who have dyslexia. The benefits to the public are: Increased skills for employment, increased ability to participate in education and training, a signpost service to opportunity and access to further information.

The company is constituted under a Trust deed and is a registered charity number 1161856.

The principal object of the company is to build upon partnership and collaborative work to provide education, employment and training opportunities for those with dyslexia and those working to support this group.

b. METHOD OF APPOINTMENT OR ELECTION OF TRUSTEES

The management of the company is the responsibility of the Directors/ Trustees who are elected and co-opted under the terms of the Trustees Articles of Association.

c. ORGANISATIONAL STRUCTURE AND DECISION MAKING

Powers of Directors/Trustees

The Directors/ Trustees shall manage the business of the charity and may exercise all the powers of the charity unless they are subject to any restrictions imposed by the Companies Acts, the articles or any special resolution

No alteration of the articles or any special resolution shall have retrospective effect to invalidate any prior act of the directors.

Any meeting of directors at which a quorum is present at the time the relevant decision is made may exercise all the powers exercisable by the directors.

d. RISK MANAGEMENT

The Trustees have assessed the major risks to which the company is exposed, in particular those related to the operations and finances of the company, and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

Objectives and Activities

a. POLICIES AND OBJECTIVES

(1) To build upon partnership and collaborative work to provide education, employment and training opportunities for those with dyslexia and those working to support this group.

(2) To promote and publicise the strengths of those with dyslexia and provide programmes of education and training which unlock their potential.

(3) To inform local, regional and national policy formulation and delivery for inclusive education, particularly in the area of dyslexia.

(4) To share and disseminate good practice in education and training drawn from working with those with dyslexia.

(5) To undertake collaborative research for the inclusive learning environment, particularly in the area of dyslexia.

(6) To provide such other opportunities for learners with dyslexia and those supporting or developing these opportunities as are exclusively charitable.

b. ACTIVITIES FOR ACHIEVING OBJECTIVES

1) Short courses ad workshops for: employability, study skills, leadership and communication skills

2) Intensive Super Reading courses for student retention

3) Events for raising awareness of Dyslexia

4) Events to establish a dialogue and debate to promote the talents of dyslexia/neurodiversity

5) Involvement with like minded organisations to ensure the interests of those with Dyslexia are protected

6) Training for Ambassador mentor programmes

7) Information, advice and guidance

Achievements and performance

a. GOING CONCERN

After making appropriate enquiries, the trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

b. REVIEW OF ACTIVITIES

Short courses ad workshops for: employability, study skills, leadership and communication skills

Courses delivered in Redbridge and Waltham Forest have been based on a small scale analysis of previous data drawn from eleven courses delivered in the region. The result is a redesign of the short courses for adults who are dyslexic. This includes an increase in literacy and numeracy skills, an increase of six sessions per course and inclusion of assistive technology. Three courses have been delivered based on this design. Two courses have now happened in Waltham Forest and one in Redbridge.

Intensive Super Reading courses for student retention

The pilot was devised from an 8-week course, with 14 students and 4 staff participating, with a result of a mean increase of 2.25 standard deviations in just 4 days (compared with 0.5 standard deviations in a school year). These are outstanding results in terms of retention of students. The University of Greenwich are now planning to provide Super Reading to all Civil engineering students.

Events to establish a dialogue and debate to promote the talents of dyslexia/neurodiversity

House of Commons debate on 25 March 2015 hosted by Barry Sheerman MP.
Over 100 attendees debated 'Future Party Proposals and Dyslexic Neurodiverse Communities' . Themes were: the Collective Voice, Teacher training, education and exams, the human value, the social model of dyslexia, social inclusion.

Involvement with like minded organisations to ensure the interests of those with Dyslexia are protected: The DSA reductions

AchieveAbility was invited by the SpLD Trust to be part of the talks on the DSA reductions. The 'No Cap on Disabled Students Aspirations meetings' were lead by Disability Rights UK and included a range of stakeholders. The meetings were helpful in voicing concerns on the reductions. AchieveAbility members involved were Ross Cooper and Katherine Hewlett. Three meetings were attended with a final summary that there needed to be more consultation prior to the HE sector implementing adjustments for those students who will no longer receive DSA as they do not have complex needs. AchieveAbility, via Alan Hurst, flagged up concerns that HEI's will not have the adequate resources to maintain provision and concerns on how HEI's will ensure that satisfaction levels for students will incrementally increase given the DSA changes to provision for disabled students.

Due to the collective voice from a range of stakeholders, the period for additional reasonable adjustments from institutions has now been deferred until 2016/17. These changes will be made once continued consultation with the sector and stakeholders has taken place to ensure the changes are introduced effectively.

c. INVESTMENT POLICY AND PERFORMANCE

Funds are invested in the beneficiaries. All participating dyslexic people can access AchieveAbility at no cost.

This year income has increased by £1,641 compared to 2014, in addition expenditure has decreased by £1,615. This has resulted in a net surplus for the year of £4,641 (2014: £1,385). At 31 July 2015 the charity had unrestricted free reserves of £6,507 (2014: £1,866)

Financial review

a. RESERVES POLICY

The Charity does not have a reserves policy. However there is a standing agenda item at all Board meetings, which take place three times a year. Trustees monitor all reserves throughout the year for appropriate expenditure and justify the holding any income as a reserve.

Plans for the future

a. FUTURE DEVELOPMENTS

To explore how the National Network for Collaborative Outreach NNCO and AimHigher London South (AHLS in particular but others may support), could support Achievability aims and objectives. There are three activities that AchieveAbility have developed and worked on over the last few years. These are Speed Reading, Workshop Programme and Achievability Ambassadors. In addition the role that they could play in providing IAG for this group of learners.

Aims
To raise the profile of Achievability through promotion of its development work enabling learners with learning differences to progress and be retained in HEIs to successfully complete their courses.

Objectives

Super Reading

- Extending the super reading course more widely to both HEIs and schools and colleges in London. The programme lasts four days and is designed for learners to improve their capability to read and assimilae more effectively and in turn to be confident and effective in using reading materials.
- Increase number of speed reading courses being delivered.
- Through increased number of courses and learners assess impact through robust evaluation of programme impact.
- Academic Year 2 Promote evidence base of programme effectiveness through NNCO networks. The evidence indicates that for a limited outlay there is a great deal of impact on success and retention for those participating - at Greenwich University there has been 100% retention and progression onto the following year of their courses.

Workshop Programme
- Promote the Workshop programme and evaluate impact in one to two organisations
- Promote the successes through the local and Regional SPoc or SPoCs
- Promote further courses to local networks and evaluate

Courses for Employment

- Study skills - literacy - numeracy
- Communication skills
- Interviewing skills
- Presentation skills

Achievability Ambassadors

- Promote small scale programme and evaluate the impact
- Promote the successes through the local and regional network
- Plan, promote and develop an expansion of programme through the local and regional network.

IAG

- Discussions with the London SPoC on this area of work
- Gain agreement for the need and role of Achievability on providing advice and guidance for those on the disability and dyslexia spectrum
- Identify the areas for advice and signposting required
- Agree how this will practically proceed in terms of payment and work

TRUSTEES' RESPONSIBILITIES STATEMENT

The Trustees (who are also directors of Achievability Limited for the purposes of company law) are responsible for preparing the Trustees' 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 the Trustees 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:

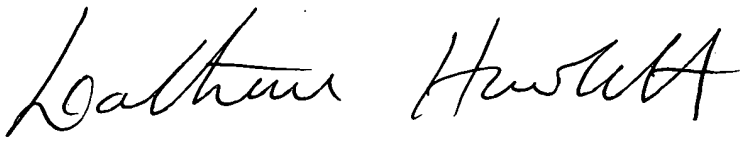
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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 2006. 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.

In preparing this report, the Trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

This report was approved by the Trustees on 20 January 2016 and signed on their behalf by:

K Hewlett
Trustee



ACHIEVEABILITY LIMITED
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STATEMENT OF FINANCIAL ACTIVITIES
(incorporating income and expenditure account)
FOR THE YEAR ENDED 31 JULY 2015

	Note	Unrestricted funds 2015 £	Total funds 2015 £	*Total funds 2014 £*
INCOMING RESOURCES				
Incoming resources from generated funds:				
Voluntary income	2	**2,471**	**2,471**	*5,247*
Incoming resources from charitable activities	3	**4,417**	**4,417**	*-*
TOTAL INCOMING RESOURCES		**6,888**	**6,888**	*5,247*
RESOURCES EXPENDED				
Charitable activities	5,6	**1,887**	**1,887**	*2,912*
Governance costs	4	**360**	**360**	*950*
TOTAL RESOURCES EXPENDED		**2,247**	**2,247**	*3,862*
MOVEMENT IN TOTAL FUNDS FOR THE YEAR - NET INCOME FOR THE YEAR		**4,641**	**4,641**	*1,385*
Total funds at 1 August 2014		*1,866*	*1,866*	*481*
TOTAL FUNDS AT 31 JULY 2015		**6,507**	**6,507**	*1,866*

The notes on pages 10 to 13 form part of these financial statements.

ACHIEVEABILITY LIMITED
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BALANCE SHEET
AS AT 31 JULY 2015

	Note	£	2015 £	£	*2014* £
CURRENT ASSETS					
Cash at bank		**11,182**		*7,780*	
CREDITORS: amounts falling due within one year	8	**(4,675)**		*(5,914)*	
NET CURRENT ASSETS			**6,507**		*1,866*
TOTAL ASSETS LESS CURRENT LIABILITIES			**6,507**		*1,866*
CHARITY FUNDS					
Unrestricted funds	9		**6,507**		*1,866*
TOTAL FUNDS			**6,507**		*1,866*

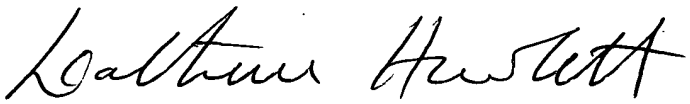
The Trustees consider that the company is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ("the Act") and members have not required the company to obtain an audit for the year in question in accordance with section 476 of the Act.

The Trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and for preparing financial statements which give a true and fair view of the state of affairs of the company as at 31 July 2015 and of its net incoming resources for the year in accordance with the requirements of sections 394 and 395 of the Act and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The financial statements have been prepared in accordance with the provisions applicable to small companies within Part 15 of the Companies Act 2006 and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The financial statements were approved by the Trustees on 20 January 2016 and signed on their behalf, by:

K Hewlett



The notes on pages 10 to 13 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2015

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008). The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), 'Accounting and Reporting by Charities' published in March 2005, applicable accounting standards and the Companies Act 2006.

1.2 Company status

The company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

1.3 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 company and which have not been designated for other purposes.

1.4 Incoming resources

All incoming resources are included in the Statement of financial activities when the company has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

Donated services or facilities, which comprise donated services, are included in income at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised where there is no financial cost borne by a third party.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.5 Resources expended

Expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

2. VOLUNTARY INCOME

	Unrestricted funds 2015 £	Total funds 2015 £	*Total funds 2014 £*
Donations	**2,471**	**2,471**	*5,247*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2015

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2015 £	Total funds 2015 £	*Total funds 2014 £*
Work shop	**4,417**	**4,417**	-

4. GOVERNANCE COSTS

	Unrestricted funds 2015 £	Total funds 2015 £	*Total funds 2014 £*
Accountancy fees	**360**	**360**	*600*
Tax paid	-	-	*350*
	360	**360**	*950*

5. DIRECT COSTS

	Work shop £	Total 2015 £	*Total 2014 £*
Work shop running costs	**757**	**757**	*596*

6. SUPPORT COSTS

	Work shop £	Total 2015 £	*Total 2014 £*
Honorarium: K Hewlett	-	-	*1,200*
Stationery and printing	**172**	**172**	*906*
Website expenses	**886**	**886**	*110*
Travel and subsistence	-	-	*100*
Local giving admin fees	**72**	**72**	-
	1,130	**1,130**	*2,316*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2015

7. NET INCOMING RESOURCES

During the year, no Trustees received any remuneration (2014 - £NIL).
During the year, no Trustees received any benefits in kind (2014 - £NIL).
During the year, no Trustees received any reimbursement of expenses (2014 - £NIL).

8. CREDITORS:

Amounts falling due within one year

	2015 £	*2014 £*
Corporation tax	**350**	*350*
Other creditors	**3,964**	*3,964*
Accruals and deferred income	**361**	*1,600*
	4,675	*5,914*

9. STATEMENT OF FUNDS

	Brought Forward £	Incoming resources £	Resources Expended £	Carried Forward £
Unrestricted funds				
General Fund	**1,866**	**6,888**	**(2,247)**	**6,507**

SUMMARY OF FUNDS

	Brought Forward £	Incoming resources £	Resources Expended £	Carried Forward £
General funds	**1,866**	**6,888**	**(2,247)**	**6,507**

10. RELATED PARTY TRANSACTIONS

During the year transactions with the following related parties occurred:

K Hewlett - Director and trustee

During the year, K Hewlett received Honorarium fees of £Nil (2014: £1.200).

At the year-end the following amounts were due from/(to) the related parties:

	2015	*2014*
	£	*£*
K Hewlett	**(3,964)**	*(3,964)*

11. CONTROLLING PARTY

The charity is controlled by the board of trustees.