

Final accounts produced 21 December 2016

ACHIEVEABILITY LIMITED
(A company limited by guarantee)

UNAUDITED
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2016



ACHIEVEABILITY LIMITED
(A company limited by guarantee)

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 JULY 2016**

Trustees

A H Hurst
D Kelly
G Hall
K Maskell
K Hewlett
A C Khan (resigned 24 July 2016)
R Cooper
P S Marsh (appointed 4 July 2016)

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 2016

The Trustees submit their annual report and the financial statements for AchieveAbility Limited for the year ended 31 July 2016. The Trustees confirm that the annual report and financial statements of the charity comply with current statutory requirements, the requirements of the charity's governing document and the provisions of the Statements of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in January 2015.

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.

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 JULY 2016

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 and workshops for: employability, study skills, leadership and communication skills
- 2) Intensive Super Reading courses for student retention
- 3) Events and evidence to raise awareness of the talents of dyslexia and neurodivergence
- 4) Involvement with like minded organisations to ensure the interests of those with dyslexia are protected
- 5) Training and CPD sessions
- 6) Campaigning, advocacy, mediation, 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.

**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 JULY 2016**

b. REVIEW OF ACTIVITIES

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

Four courses were delivered in Redbridge with participants drawn from Waltham Forest and Redbridge; delivered by Julie Sellars and Katherine Hewlett. 30 participants were reached with 100 reached indirectly. From analysis of previous data drawn from eleven courses delivered in the region the courses were redesigned to include an increase in literacy and numeracy skills, an increase of six sessions per course and inclusion of assistive technology. Redbridge Central Library now have Word Q technology installed on their computers for the courses. Santander provided funding as did Redbridge small grants fund. Both Santander and Redbridge have been sent reports on the courses to fulfill the grant requirements made in April 2015 and in September 2015.

AchieveAbility sponsored Alicia Browne for the Award in Education and Training Level at the College of Haringey. Now successfully completed by Alicia Browne.

2) 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 have now provided Super Reading to all Civil engineering students with a handbook produced to support the work.

3) Events and evidence to raise awareness of dyslexia and neurodivergence

3a) AchieveAbility was part of the Redbridge Adult Learning Festival- attending three libraries in the Redbridge area to give information about AchieveAbility and delivered by Alicia Browne.

3b) AchieveAbility set up the Dyslexic and Neurodiverse debate on 14 March 2016. Sponsored by Barry Sheerman 70 people attended the event.

Outcomes of the debate were: To have proper representation by communicating and working together for a collective voice 'a coherent lobby for a coherent message'. The term 'Neurodiverse' was clarified as: dyslexia, dyspraxia, ADHD, dyscalculia, autism (including Asperger's)

To be positive and proactive and lobby for outcome driven systems in the workplace and education
To celebrate the talents of the Neurodiverse within our society 'Nothing about us, without us'

Aims: To achieve alternative testing, evaluation and assessment in the workplace and in education that recognises and values, strengths, abilities of the Neurodiverse person.

To lobby for systems that are fit for purpose such as Access to Work, Job Centre Plus (JCP), teacher training and the Disability Student Allowance (DSA) to ensure that Neurodiverse adults are part of discussions and to access this support.

To support and promote the development of web-based materials that ensure access to key technology and the understanding of legal language used to describe who we are and our rights.

Actions: Continue and develop an ongoing strategy to address the aims
Work with Parliamentary processes to provide evidence on the aims and position

Following this debate AchieveAbility provided evidence to Parliamentary processes (select committee and APPG). Set up a workshop on Parliamentary processes and started a temporary commission on recruitment processes in the workplace for adults who are dyslexic and neurodiverse.

3c) Provision of evidence

AchieveAbility contributed paper evidence to the select committee reviewing JCP structures (Katherine Hewlett)
AchieveAbility contributed to evidence giving for the APPG on witness session on closing the gap in employment for those who are disabled. Pierre Marsh gave evidence.

3d) AchieveAbility hosted the Parliamentary Processes workshop for interested colleagues. This took place at the House of Commons on 2 June 2016 and was delivered for AchieveAbility by the Parliamentary Outreach team. The purpose was to inform and raise awareness about how charities, other organisations and individuals can work with these processes to campaign, lobby and advocate for effective change. 30 people attended the workshop. Lord Addington gave a key talk.

4) Involvement with like-minded organisations

AimHigher London South

Invitation to join the Disability Forum
To develop training sessions

Waltham Forest Dyslexia Association and Diversity and Ability

Collaboration on course curriculum for the Next Step course
To develop skills for employment, training and education

Camden Recovery Service and St Mungos

Collaboration on Project work and funding bid for the homeless who are dyslexic
To provide an outreach program to raise awareness of the strengths of dyslexia
To develop skills for: oral communications, information technology and skills for reading and the written word.
Funding of £3000 has been received from Comic Relief

Dyslexia Adult Network

Invitation to become a member

5) Training and CPD

Training of staff has taken place at the institute of education (UCL) and East London Business Alliance (ELBA). Training was delivered by: Julie Sellars, Pierre Marsh and Katherine Hewlett- 50 staff were involved. Marsh Training Systems provided CPD accreditation from the CPD Standards Office for the training session '*Dyslexia and Neurodiversity within occupations*'

6) Campaigning, Advocacy, mediation, Information, advice and guidance

Westminster AchieveAbility Commission inquiry into recruitment practice for dyslexic and neurodivergent people: opening doors to employment

Chaired by Barry Sheerman MP with Lord Addington as adviser, the Commission will investigate work related recruitment and build on existing research such as the recent ACAS report 'Neurodiversity at Work'. The Commission will feed into the government goal of 'Halving the Disability Employment Gap' by 2020. As dyslexic people, and those who are neurodivergent, represent the highest percentage of adults who are disabled (British Dyslexia Association) this commission is vital to representing the issues for this community, as well as revealing their value and strengths within the workplace. The Commission will investigate the barriers to employment and identify recruitment processes that disadvantage neurodivergent people (autism, ADHD, dyslexia, dyspraxia, dyscalculia, asperger's). The result is to find out how recruitment and probation processes might be improved and highlight good practice in these areas.

There have been two meetings (July and October 2016) to plan and setup the work. The investigation has now started with two sets of surveys to employers and neurodivergent people now finalised for circulation and an evidence session established on 5 December 2016 with Margaret Malpas MBE, Nasser Siabi OBE, Chris Rossiter (BPS) and Andrew Sutherland (ACAS). There will be a further session with other experts in 2017.

Intended outcomes

To close the Neurodivergent employment gap
To profile a set of good practice case studies and good practice
To demonstrate the barriers
To consider how dyslexic and neurodivergent people deal with disclosure in the workplace
To feed into the government's stated aim of Halving the Disability Employment Gap
To outline a series of recommendations on policy, law and practice

The Commission aims to bring positive change by bringing people together to publish and promote this evidence. The ensuing report will outline a series of recommendations and is to be launched during Dyslexia Awareness Week, 2017. This work will provide other campaigning groups a platform from which to push this agenda further, aligned with the government's stated aim of 'Halving the Disability Employment Gap'. With a Green Paper on employment on the way, there could be no better time to highlight the employment needs of this large population and point to better recruitment practices for the global economy.

AchieveAbility have ring fenced £2000 for this work. An application for funding of £5000 has been submitted to the Joseph Rowntree Trust.



Commission working group: Richard Todd (Dyspraxia Foundation), Pierre Marsh (AA), Lord Addington (President BDA), Alicia Browne, Barry Sheerman MP, Katherine Hewlett (AA), Melanie Jameson (Chair of DAN), Ross Cooper (AA), Craig Kennady (advocate)



The Westminster
AchieveAbility
Commission for
dyslexia and
neurodivergence

For more information visit:

An inquiry into recruitment
practice in the workplace:

Opening doors to
employment

Contact: Katherine Hewlett/Pierre Marsh
westminsteracommission@achieveability.org.uk

Tel: 07922190357 / 07828910281

Part of the Dyslexia Adult Network

AchieveAbility Chair: Ross Cooper, Finance: Kevin Maskell, Executive officer: Katherine Hewlett

**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 JULY 2016**

c. INVESTMENT POLICY AND PERFORMANCE

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

This year the income has decreased by £1,934 compared to 2015, in addition expenditure has increased by £2,405. This has resulted in a net surplus for the year of £302 (2015: £4,641). At 31 July 2016 the charity had unrestricted free reserves of £6,809 (2015 £6,507).

In September 2016 Santander refunded AchieveAbility £400 for a withdrawal which was not agreed by AchieveAbility. As a charity AchieveAbility now has tax exemption with the HMRC. Appointed officers are: Ross Cooper, Kevin Maskell, Alan Hurst and Katherine Hewlett. In October 2016 AchieveAbility had £15,802 in the account.

Financial review

a. RESERVES POLICY

Trustees monitor all reserves throughout the year for appropriate expenditure and justify the holding any income as a reserve.

a. FUTURE DEVELOPMENTS

AchieveAbility with Marsh Training System (MTS)

- To develop a mediation service that puts the welfare of the neurodiverse first,
- To take into account, two main factors: 1) the nature of the dyslexia 2) the nature of the work.

Super Reading

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.

- Extend the super reading course more widely to both HEIs and schools and colleges in London.
- Increase number of speed reading courses being delivered through online means
- Assess impact through evaluation of programme impact

Project Recovery, education for undiagnosed neurodiversity (REFUND)

- Deliver a series of courses and mentoring to Camden Recovery Service.
- Promote the course programme and evaluate impact
- Promote the successes through St Mungos

Collaboration with Waltham Forest Dyslexia Association and Disability and Ability

To develop courses for employment, training and education in:

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

To work with AimHigher London South – Disability Forum

- To train Achievability Ambassadors
- Evaluate impact

To work with AimHigher London South

- To develop /deliver training for HE staff in preparation of the Teaching Excellence Framework(TEF).
- Provision of for increased pastoral support for students who are neurodiverse

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 JULY 2016

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;
- 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.

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 JULY 2016

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

and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'K. Hewlett', written over a dotted line.

K Hewlett
Trustee

21/12/16

ACHIEVEABILITY LIMITED
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**STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 JULY 2016**

	Note	Unrestricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
INCOME FROM:				
Donations and legacies	2	4,000	4,000	2,471
Charitable activities	3	954	954	4,417
TOTAL INCOME		4,954	4,954	6,888
EXPENDITURE ON:				
Charitable activities	6	4,282	4,282	2,247
Other expenditure	7	370	370	-
TOTAL EXPENDITURE		4,652	4,652	2,247
NET INCOME AND MOVEMENT IN FUNDS		302	302	4,641
RECONCILIATION OF FUNDS:				
Total funds brought forward		6,507	6,507	1,866
TOTAL FUNDS CARRIED FORWARD		6,809	6,809	6,507

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 2016**

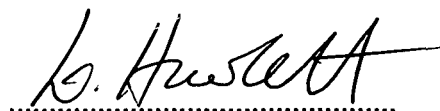
	Note	£	2016 £	£	2015 £
CURRENT ASSETS					
Cash at bank and in hand		12,934		11,182	
CREDITORS: amounts falling due within one year	9	(6,125)		(4,675)	
NET CURRENT ASSETS			6,809		6,507
NET ASSETS			6,809		6,507
CHARITY FUNDS					
Unrestricted funds	10		6,809		6,507
TOTAL FUNDS			6,809		6,507

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 the preparation of financial statements which give a true and fair view of the state of affairs of the company as at 31 July 2016 and of its net incoming resources for the year in accordance with the requirements of the sections 394 and 395 of the Act and which otherwise comply with the requirements of the Companies Act 2006 relating to the 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 January 2015).

The financial statements were approved by the Trustees on Complete 'ACCOUNTS COMPLETION' section and signed on their behalf, by:



.....
K Hewlett

The notes on pages 12 to 15 form part of these financial statements.

ACHIEVEABILITY LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2016**

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

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 for Smaller Entities published on 16 July 2014, the Financial Reporting Standard for Smaller Entities (effective January 2015) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

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 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the company and compliance with constitutional and statutory requirements.

Charitable activities and Governance costs are costs incurred on the company's educational operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

ACHIEVEABILITY LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2016**

1. ACCOUNTING POLICIES (continued)

1.6 Cash at Bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
Donations	4,000	4,000	2,471

In 2015, of the total income from donations and legacies, £2,471 was to unrestricted funds and £ NIL was to restricted funds

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
Work shop	954	954	4,417

In 2015, of the total income from charitable activities, £4,417 was to unrestricted funds and £ NIL was to restricted funds.

4. DIRECT COSTS

	Work shop £	Total 2016 £	Total 2015 £
Work shop running costs	1,324	1,324	757

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2016**

5. SUPPORT COSTS

	Work shop £	Total 2016 £	Total 2015 £
Stationery and printing	948	948	172
Website expenses	24	24	886
Local giving admin fees	72	72	72
	<u>1,044</u>	<u>1,044</u>	<u>1,130</u>

6. GOVERNANCE COSTS

	Unrestricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
Accountancy fees	660	660	360
Professional fees	1,254	1,254	-
	<u>1,914</u>	<u>1,914</u>	<u>360</u>

7. OTHER EXPENDITURE

	Unrestricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
Sponsorship	370	370	-
	<u>370</u>	<u>370</u>	<u>-</u>

8. NET INCOMING RESOURCES/(RESOURCES EXPENDED)

During the year, no Trustees received any remuneration (2015 - £NIL).
During the year, no Trustees received any benefits in kind (2015 - £NIL).
During the year, no Trustees received any reimbursement of expenses (2015 - £NIL).

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2016**

9. CREDITORS: Amounts falling due within one year

	2016 £	2015 £
Corporation tax	-	350
Other creditors	5,464	3,964
Accruals and deferred income	661	361
	6,125	4,675

10. STATEMENT OF FUNDS

	Brought Forward £	Income £	Expenditure £	Carried Forward £
Unrestricted funds				
General Fund	6,507	4,954	(4,652)	6,809

SUMMARY OF FUNDS

	Brought Forward £	Income £	Expenditure £	Carried Forward £
General funds	6,507	4,954	(4,652)	6,809

11. 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 £1,500 (2015 £Nil).

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

	2016 £	2015 £
K Hewlett 	(5,464)	(3,964)

12. CONTROLLING PARTY

The charity is controlled by the board of trustees.