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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 2017



ACHIEVEABILITY LIMITED
(A Company Limited by Guarantee)

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ACHIEVEABILITY LIMITED
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 JULY 2017**

Trustees

A H Hurst (resigned 29 November 2016)
D Kelly
G Hall
K Maskell
K Hewlett
R Cooper
P S Marsh
C Kennady (appointed 29 November 2016)
J Emmerson (appointed 27 July 2017)

Company registered number

07324421

Charity registered number

1161856

Registered office

Haslers, Old Station Road, Loughton, Essex, IG10 4PL

Accountants

Haslers, Old Station Road, Loughton, Essex, IG10 4PL

ACHIEVEABILITY LIMITED
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 JULY 2017

The Trustees present their annual report together with the financial statements of for the year 1 August 2016 to 31 July 2017. 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), 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) as amended by Update Bulletin 1 (effective 1 January 2015).

Since the company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

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

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 JULY 2017

Achievements and performance

a. Review of activities

AGM of 29 November 2016 stated the following:

Focus: AchieveAbility is a small focused Charity set up by dyslexic people for dyslexic people, supported by a small committed and amazing team. We are change catalysts. We do this because we believe in it, we don't get paid to do it.

Aim: To work towards a society that positively recognises our strengths and to achieve our full potential and ability in education, training and employment.

To do this we research, pilot training, model and evaluate ways that institutions, organisations and businesses can reduce unnecessary barriers to achievement.

Strategic Objectives:

To unlock the potential of those with dyslexia and other forms of neurodivergence

To support adult dyslexics in the workplace

To recognise and value the strengths of the neurodivergent

Redbridge outreach work:

2) At the AGM on 29 November 2016 Rose Meredith (Redbridge Library) talked about 'The Festival of Adult Learning' at Redbridge Libraries and Leisure Services in connection with the work AchieveAbility (AA) has done in highlighting dyslexia in the borough. As a result:

- AchieveAbility contributed to the Redbridge bid to be the Mayors Borough.
- AchieveAbility also contributed to Redbridge Adult Learning Festival- attending three libraries in the Redbridge area to give information about AchieveAbility. All activities were managed by Alicia Browne (AA intern)

Staff training on dyslexia to Job Centre Plus:

2a) AchieveAbility has started providing awareness sessions for JCP staff in North East London. The first session was in June 16 at Redbridge JCP. This is to be followed by a training session in Romford JCP in the autumn. The NE London Region is the largest JCP region in London.

The request from JCP has been due to the grassroots work AchieveAbility has been delivering to JCP clients in Redbridge library over the years. Funding is to be sought for this work

The JCP initiative has been featured in the June Dyslexia Adult Network newsletter.

Workshops, training and course:

3) Next Step course of 10 two hour sessions delivered for the Waltham Forest Dyslexia Association. 10 people attended from a wide range of London Boroughs.

3a) The REFUND Project delivered to the Single Homeless Point (SHP) in Camden.

40 people reached

February – April 17 4 training sessions at 2 hours per session - to raise awareness of dyslexia and Neurodivergence and to provide advice and guidance for staff and clients.

April to May 17 Training 4 Neurodivergent clients to act as advocates for the project
2 half day sessions on Thursdays. 3 hours each half day

September 17 One course of 6 three hour sessions. Covering confidence building, communications, managing the workplace, job applications, skills for reading and writing and IT.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 JULY 2017

4) Administration and management

- A new license was acquired to make the AchieveAbility web site more accessible. RECITE
- New insurance was purchased to cover public liability from BEE Policies
- A skills audit was undertaken of all Trustees and Directors

5) Lobbying on issues and barriers for those who are dyslexic and Neurodiverse

Following on from the Dyslexic and Neurodiverse debate on 14 March 2016. Sponsored by Barry Sheerman. AchieveAbility set up the Westminster AchieveAbility Commission (WAC) as from July 2016 to gather evidence on the barriers to employment for Neurodiverse people.

The purpose of WAC:

To have proper representation by communicating and working together for a collective voice 'a coherent lobby for a coherent message'.

The WAC continued the aims of the Dyslexic and Neurodiverse debate (March 2016) which was to:

- Continue and develop an ongoing strategy to address the aims and work with Parliamentary processes to provide evidence.
- 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 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'

Chaired by Barry Sheerman MP with Lord Addington as adviser, the Commission investigated work related recruitment and built on existing research such as the recent ACAS report 'Neurodiversity at Work'. There have been four evidence sessions within this year. December the experts session, March the employers and the DWP sessions and finally the Neurodiverse Voice session. **The evidence included 660 people.**

The subsequent report will feed into the government goal of 'Halving the Disability Employment Gap' by 2020. The Commission has investigated the barriers to employment and identified 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.

The report Intended outcomes are:

- 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

Achieveability attendance at All Party Parliamentary Group for disability

Dr Lisa Cameron MP, Chair of the All Party Parliamentary Group for Disability invitation to AA

- All Party Parliamentary Group for Disability meeting on 28th June 2016
- The AGM of the APPG for Disability's meeting on the 13th July 2017

6) Involvement with like-minded organisations

Dyslexia Adult Network participating member
AimHigher London South Disability Forum

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 JULY 2017

b. Investment policy and performance

- Funds are invested for the benefit of the beneficiaries. All participating dyslexic people can access AchieveAbility at no cost.
- As a charity AchieveAbility now has tax exemption with the HMRC.
- Financial review is linked to the business review in July 2018.

Financial review

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. Reserves policy

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

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 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. Two new Trustees and Directors were appointed before the end of July 2017. Craig Kennady in 29 November 2016 AGM and Jo Emmerson in 3 July 2017 Board meeting.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 JULY 2017

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.

Plans for future periods

a. Future developments

- 1) To review the AchieveAbility business plan to include a financial review July 2018
- 2) To contribute to the University of Greenwich adult courses building on previous Super Reading successes. Previously Super Reading evidence indicated 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 through London Aim Higher South
 - Increase number of speed reading courses being delivered.
 - Assess impact through evaluation of programme impact
- 3) To work with St Mungos building on Project Recovery, education for undiagnosed neurodiversity (REFUND)
 - Deliver a series of courses, workshops and mentoring to St Mungo's and Camden Recovery Service
 - To collaborate on Project work and funding bid for the homeless who are dyslexic
 - Promote the course programme and evaluate impact
 - Promote the successes through St Mungo's
- 4) 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
- 5) To follow up with JCP to assist in providing training sessions to staff
- 6) To continue the Westminster AchieveAbility Commission as a research think tank in investigation issues and topics of concern to Neurodiverse adults.
- 7) Finance and funding
Sub group for fund raising to be set up. There is dormant money available in insurance and stock and shares to be accessed

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 JULY 2017

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.

This report was approved by the Trustees, on 7 March 2018 and signed on their behalf by:

23rd

K Hewlett
Trustee

Katharine Hewlett

ACHIEVEABILITY LIMITED
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**STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 JULY 2017**

	Note	Unrestricted funds 2017 £	Total funds 2017 £	Total funds 2016 £
Income from:				
Donations and legacies	2	3,354	3,354	4,000
Charitable activities	3	600	600	954
Total income		<u>3,954</u>	<u>3,954</u>	<u>4,954</u>
Expenditure on:				
Charitable activities	7	3,843	3,843	4,282
Other expenditure	4	-	-	370
Total expenditure		<u>3,843</u>	<u>3,843</u>	<u>4,652</u>
Net income before other recognised gains and losses		111	111	302
Net movement in funds		111	111	302
Reconciliation of funds:				
Total funds brought forward		6,809	6,809	6,507
Total funds carried forward		<u><u>6,920</u></u>	<u><u>6,920</u></u>	<u><u>6,809</u></u>

The notes on pages 10 to 16 form part of these financial statements.

ACHIEVEABILITY LIMITED
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REGISTERED NUMBER: 07324421

BALANCE SHEET
AS AT 31 JULY 2017

	Note	£	2017 £	£	2016 £
Current assets					
Cash at bank and in hand		13,056		12,934	
Creditors: amounts falling due within one year	9	(6,136)		(6,125)	
Net current assets			6,920		6,809
Net assets			6,920		6,809
Charity Funds					
Unrestricted funds	10		6,920		6,809
Total funds			6,920		6,809

The company's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

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.

The financial statements were approved and authorised for issue by the Trustees on 1 March 2018 and signed on their behalf, by:

K Hewlett

Katherine Hewlett

23rd

The notes on pages 10 to 16 form part of these financial statements.

ACHIEVEABILITY LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2017

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 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.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Achievability Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Reconciliation with previous Generally Accepted Accounting Practice

In preparing these accounts, the Trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 the restatement of comparative items was required.

No restatements were required.

1.3 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.

1.4 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.

ACHIEVEABILITY LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2017

1. Accounting Policies (continued)

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.

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.

1.8 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.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2017**

2. Income from donations and legacies

	Unrestricted funds 2017 £	Total funds 2017 £	Total funds 2016 £
Donations	3,354	3,354	4,000
<i>Total 2016</i>	4,000	4,000	

3. Income from charitable activities

	Unrestricted funds 2017 £	Total funds 2017 £	Total funds 2016 £
Work shop	600	600	954
<i>Total 2016</i>	954	954	

4. Other expenditure

	Unrestricted funds 2017 £	Total funds 2017 £	Total funds 2016 £
Sponsorship	-	-	370
<i>Total 2016</i>	370	370	

5. Direct costs

	Work shop £	Total 2017 £	Total 2016 £
Work shop running costs	1,626	1,626	1,324
<i>At 31 July 2016</i>	1,324	1,324	

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2017**

6. Support costs

	Work shop £	Total 2017 £	Total 2016 £
Stationery and printing	20	20	948
Website expenses	625	625	24
Travel and subsistence	543	543	-
Local giving admin fees	72	72	72
	<u>1,260</u>	<u>1,260</u>	<u>1,044</u>
<i>At 31 July 2016</i>	<u>1,044</u>	<u>1,044</u>	

7. Governance costs

	Unrestricted funds 2017 £	Total funds 2017 £	Total funds 2016 £
Accountancy fees	672	672	660
Professional fees	285	285	1,254
	<u>957</u>	<u>957</u>	<u>1,914</u>

8. Net income/(expenditure)

During the year, no Trustees received any remuneration (2016 - £NIL).
During the year, no Trustees received any benefits in kind (2016 - £NIL).
During the year, Trustees received £287 reimbursement of expenses (2016 - £NIL).

9. Creditors: Amounts falling due within one year

	2017 £	2016 £
Other creditors	5,464	5,464
Accruals and deferred income	672	661
	<u>6,136</u>	<u>6,125</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2017**

10. Statement of funds

Statement of funds - current year

	Balance at 1 August 2016 £	Income £	Expenditure £	Balance at 31 July 2017 £
Unrestricted funds				
General Fund	6,809	3,954	(3,843)	6,920

Statement of funds - prior year

	Balance at 1 August 2015 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 July 2016 £
Unrestricted funds					
General Fund	6,507	4,954	(4,652)	-	6,809
	6,507	4,954	(4,652)	-	6,809
Total of funds	6,507	4,954	(4,652)	-	6,809

Summary of funds - current year

	Balance at 1 August 2016 £	Income £	Expenditure £	Balance at 31 July 2017 £
General funds	6,809	3,954	(3,843)	6,920

Summary of funds - prior year

	Balance at 1 August 2015 £	Income £	Expenditure £	Balance at 31 July 2016 £
General funds	6,507	4,954	(4,652)	6,809

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2017**

11. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2017 £	Total funds 2017 £
Current assets	13,056	13,056
Creditors due within one year	(6,136)	(6,136)
	<u>6,920</u>	<u>6,920</u>

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2016 £</i>	<i>Total funds 2016 £</i>
Current assets	12,934	12,934
Creditors due within one year	(6,125)	(6,125)
	<u>6,809</u>	<u>6,809</u>

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NOTES TO THE FINANCIAL STATEMENTS
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12. Related party transactions

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

	2017	2016
	£	£
K Hewlett	(5,464)	(5,464)

13. First time adoption of FRS 102

It is the first year that the company has presented its financial statements under SORP 2015 and FRS 102. The following disclosures are required in the year of transition. The last financial statements prepared under previous UK GAAP were for the year ended 31 July 2016 and the date of transition to FRS 102 and SORP 2015 was therefore 1 August 2015. As a consequence of adopting FRS 102 and SORP 2015, a number of accounting policies have changed to comply with those standards.

The policies applied under the company's previous accounting framework are not materially different to FRS 102 and have not impacted on funds or net income/expenditure.

14. Controlling party

The charity is controlled by the board of trustees.