

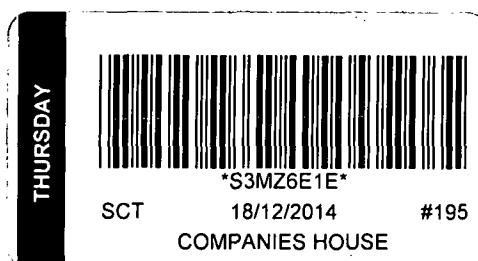
DYSLEXIA SCOTLAND

(A Company Limited by Guarantee)

**REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2014**

Charity no: SC000951

Company Number: SC153321



DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2014

CONTENTS

	Page
Directors' Report	1
Report of the Auditors	12
Statement of Financial Activities	14
Balance Sheet	15
Notes forming part of the financial statements	16

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2014

The Directors (who are Trustees for the purposes of Charity Law) submit their report together with the financial statements for the year ended 31 March 2014.

Reference and Administrative Information

Charity name	Dyslexia Scotland
Charity number	SC000951
Company number	SC153321
Registered Office and Operational address	2 nd Floor East Suite Wallace House 17-21 Maxwell Place Stirling FK8 1JU

Directors	David Shaw (Chair)	appointed October 2008
	Susan Agnew	appointed October 2008
	John Andrew	appointed February 2010
	Mary Jane Bird	appointed October 2008
	Fiona Dickinson	appointed September 2007
	Mary Evans	appointed November 2003
	Michael Gibson	appointed November 2012
	David Jones	appointed November 2012
	James McGregor	appointed September 2009

Chief Executive and Company Secretary	Cathy Magee
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Auditors	Thomson Cooper Accountants 22 Stafford Street Edinburgh EH3 7BD
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Bankers	The Royal Bank of Scotland PLC Alloa Branch 19 High Street Alloa FK10 1JF
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DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2014 (CONTINUED)

Structure, governance and management

Governing document

Dyslexia Scotland was formed in 2003 and is recognised as the major organisation representing the needs and views of dyslexic people in Scotland. Dyslexia Scotland is a company limited by guarantee governed by its Memorandum and Articles of Association dated 20th March 2003 and subsequent versions as changed by Special Resolution on 20th May 2005, on 4th October 2009, on 13th November 2010, on 17th November 2012 and on 23rd November 2013. It is registered as a charity with the Office of the Scottish Charity Regulator and with HM Revenue and Customs.

Governing Structure and Appointment of Directors

Dyslexia Scotland consists of the Board of Directors, the Members' Representative Council, local Branches, the Adult Network and individual Members. In the reporting period, there were six members, of staff, one of whom was part time. The Board is made up of a minimum of five and a maximum of nine Directors, no fewer than two of whom are Council members nominated by the Council. The Members' Representative Council which advises the Board is comprised of all current Directors of the company, the Company Chair, one representative of each of the Branches, one member of the Adult Network and any other persons as appointed by the Council. The minimum number of members of the Council is two Directors and two Branch representatives.

The Company Chair and Directors are elected at the Annual General Meeting. The Company Chair, who must be a member, acts as the Chair of the Board of Directors. Re-appointment of Directors by members at the Annual General Meeting may occur on a rolling basis following every three-year term served by each Director. The Directors may also co-opt other persons to the Board of Directors, with a limit of two persons at any one time.

Director induction and training

After election an induction programme is offered to all new Directors. In addition all Directors receive ongoing access to training as appropriate and an information pack that contains the Memorandum and Articles of Association, roles and responsibilities of being a Director, and background information on the charity.

Organisation

The full Board of Directors meets at least quarterly (in the reporting period it met five times). There are six Strategic Plan Sub Groups responsible for implementing key aspects of the three year strategic plan. These Sub Groups report to the Board of Directors. The Board receives accounts at each meeting. The Board also spends a day each year undertaking a strategic review and forward planning for the charity. Progress against strategic objectives is discussed at each meeting. The Board has delegated powers to make certain day-to-day decisions regarding the charity's operations to the Chief Executive. A work plan and budget is agreed by the Board. The strategic plan in operation during the reporting period started at the beginning of April 2012. This new three year plan was produced following extensive consultation with Dyslexia Scotland's members in 2011, for implementation from April 2012 until March 2015.

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2014 (CONTINUED)

Structure, governance and management (continued)

Risk management

The annual strategic review and forward planning event considers the risks to which the charity is exposed and identifies what needs to be in place to manage these risks through the year. The risks faced by the company fall into two categories, internal and external.

The Board of Directors completes a Risk Management Analysis each year and reviews it at regular intervals. Internal risks are minimised by the implementation of procedures for authorisation of transactions and projects and to ensure consistent quality of delivery for all operational aspects of the company.

External risks relate largely to the continued funding of the company. The current economic climate continues to present challenges for Dyslexia Scotland, which the Board will manage and monitor. However the continued support from both private and public sectors is encouraging and should ensure the long-term financial stability of the company.

Any variation from the business plan has an associated risk assessment that is presented to the Board of Directors.

Related parties

Dyslexia Scotland works closely with the Scottish Government and other funding and strategic partners such as Education Scotland to manage and contribute to national projects, such as the 'Addressing Dyslexia' toolkit resource launched in September 2012: www.addressingdyslexia.org and the dissemination of these resources and projects.

Objectives and activities

Dyslexia Scotland is recognised as the national voluntary organisation representing the needs and views of dyslexic people in Scotland.

Dyslexia Scotland aims "to encourage and enable people with dyslexia, regardless of their age and abilities, to reach their full potential in education, employment and in life" through:

- The advancement of education of persons in Scotland who have dyslexia or related conditions
- The provision of training for teachers specially for dyslexic persons; and
- The advancement of the education of the general public throughout Scotland concerning dyslexia and all other forms of dyslexic conditions.

The four strategic aims for 2012 – 2015 are as follows:

In order to inspire and enable those with dyslexia to reach their potential, we, as Scotland's national organisation for dyslexia, aim:

1. To provide and promote high quality services
2. To influence and achieve positive change at a national and local level
3. To give people with dyslexia a strong individual and collective voice
4. To develop and maintain a sustainable and coherent structure within Dyslexia Scotland

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2014 (CONTINUED)

Objectives and activities (continued)

Dyslexia Scotland provides certain core services:

- the confidential National Helpline
- a national Tutor List
- an in-house Resource Centre, information leaflets and guides
- assessments for children and adults at our premises
- conferences, road shows and other training events
- support of a range of initiatives and projects for the Scottish Government and other partners
- support for existing Branches and the development of new ones
- an Adult Network that meets quarterly
- a range of local services provided through the volunteer-led branch network
- a quarterly magazine for members
- a website – www.dyslexiascotland.org.uk and active social networks

Achievements and performance

The second Annual review of Dyslexia Scotland's three-year strategic plan (2012 – 2015) showed that the majority of the key targets had been met or exceeded in the first 2 years of the plan.

Key highlights during the reporting period under each of the four strategic aims are as follows:

Aim One - High quality services for children, young people and adults with dyslexia

- There were a total of 1610 calls to the Helpline and 311 enquiries for tutors. Of these tutor enquiries, 47 were for tutors for adults, 108 for secondary school aged children and 156 for primary school children. The top 4 reasons for calling the Helpline were to find out about Assessments, General information, Tutor requests and Workplace issues. 56% of the Helpline calls were from parents about children, 31% were from adults, with the remaining 13% of calls from others who support or work with dyslexic people.
- The website continues to receive very positive feedback. It had 4,216,204 hits and the number of visitors (265,157) has increased by over 21% compared to the same period the previous year. Our Facebook page has 1879 "Likes" and Twitter has 2198 followers at the time of writing. These social networks and our Blog, 'A life less ordinary' help us to reach people interested in dyslexia. We use the networks to share information about relevant issues and news items and to interact with people with dyslexia, their families and others who support them as well as employers, professionals and members of the public.
- The 'Dyslexia Voice' magazine received very positive feedback and high quality contributions from our members to each edition. The magazine 'themes' in the reporting period were: 'Visual Issues', 'Children and Young People', 'Assessment' and 'Volunteering'. Our thanks go once again to Aberdeen Global Asset Management whose generous sponsorship of the magazine since the March 2012 edition is greatly appreciated.
- Once again, an extensive range of small and larger scale events were held, co-ordinated by our Events team and volunteers, with around 2500 participants during the year. These included 4 Road shows in Newton Mearns, Lochaber, Elgin and Caithness; 'mini roadshows' in Fife; numerous 'Dyslexia: Beyond words' Dyslexia Awareness Week activities across Scotland run by valued partners including Edinburgh City Libraries, Filmhouse, branches; 12 training events for employers, Job Centre staff and teachers; the Education conference on the theme of Dyslexia: Beyond Words; 4 Adult Network meetings; 2 Tutors' Seminars and 2 induction training events for 20 volunteers.

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2014 (CONTINUED)

Achievements and performance (continued)

Aim One - High quality services for children, young people and adults with dyslexia (continued)

- The popularity of 'Big Picture: Rethinking Dyslexia' film continued this year. 7 further screenings and panel discussion were run by branches across Scotland, attended by 370 people in total. These were in addition to the 62 regular public open events run across Scotland by the 17 volunteer-led branches, attended this year by a total of 2230 people.
- 26 assessments (for 12 adults and 14 children) were carried out in the reporting period on our premises by psychologists Dr. Gavin Reid. This service continues to receive very positive evaluation by those who were assessed and bookings for the service continue to be fully subscribed. In 2013, we introduced a low-cost assessment service for adults – 5 people were assessed under this pilot scheme.

What difference do these services make to the people who use them?

"Came away with lots of ideas in relation to Learning and Teaching strategies, resources and applications for ICT. As a Headteacher I will be sharing this widely with staff."

"A better understanding and awareness as to how pupils can be supported. Great sharing of resources and information. If we get it right for the dyslexic children, we can get it right for everyone. Take back information, share with colleagues, pupils and parents".

"The practical suggestions from Neil McKay were most useful. It was also helpful for me in the memory workshop to experience the feelings of some of the pupils".

('Dyslexia: Beyond Words' Education conference delegates, September 2013)

"Thank you most sincerely for sending such an excellent assortment of materials for us to use and distribute during Dyslexia Awareness Week at our High School! Your resources will form the centre of our display, and I know that parents, pupils and teachers will make excellent use of the resources which we distribute to them". **(Teacher)**

"I spoke with a member of your team this morning regarding my 9 year old daughter and what a fantastic help she was - thank you so much." (Helpline caller)

"I recently phoned and spoke to a lovely lady about my daughter's dyslexia and would like to say thank you for pointing me in the right direction. I feel more positive and we're looking forward to 2nd year now." (Helpline caller)

"For the first time, my daughter voluntarily picked up the magazine to read and I could hear her in her room practising Ellie's poem." **(Parent whose daughter has just been assessed as being dyslexic on receiving the September magazine for children and young people).**

"The dyslexia event was so popular. We decided on the post event clinic to avoid the Q&A being taken up with people telling their own stories as opposed to asking a general question. The clinic then took care of the more specific stuff" **(Feedback from Edinburgh Book Festival event August 2013)**

"I went to the Big Picture and found it very inspiring – my son and I are going to write to the Council to get it shown in all the secondaries in the City if not Scotland".
(Parent after film screening during Dyslexia Awareness Week)

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2014(CONTINUED)

Achievements and performance (continued)

"Developed my knowledge on this subject. Has made me more aware of the difficulties some of my supervisees may be experiencing."

"I found the course very enlightening and gives me a better understanding of the difficulties people with dyslexia have to suffer."

(Delegates at Dyslexia Awareness employment training seminars)

"That was one of the clearest posters I saw at the conference! Dyslexia Scotland !! Dyslexia friendly indeed!" **Feedback on Addressing Dyslexia Toolkit poster, BDA conference 2013**

"At Emma's Parent's Evening, the SFL teacher informed me that three individual first year pupils, in one class, had each selected the Blue Ribbon as the subject for their class talk. They had been asked to choose a charity that had a ribbon, badge or wrist band as a symbol and give a short presentation to the rest of the class. Well done Ellie!" **(Parent in Aberdeen)**

"The event was very informative and helped me understand about coping strategies (Elgin Roadshow)

"Very pleased with all the info received." (Lochaber Roadshow)

"Good event and refresher on dyslexia and how it affects young people" (Lochaber Roadshow)

Aim Two - Influencing positive national change: key highlights

- Sir Jackie Stewart continues to campaign passionately and tirelessly as President of Dyslexia Scotland on behalf of people with dyslexia of all ages, including working with ex-offenders; highlighting the impact of unsupported dyslexia on children, young people and adults with dyslexia with the First Minister, Cabinet Ministers and a wide range of Scottish organisations. As well as working with potential funding partners and supporters to enable Dyslexia Scotland to meet the increasing demand for support and services from people with dyslexia, Sir Jackie generously donates a significant amount of time and fees for television appearances, auction prizes, talks at high profile events around the world to Dyslexia Scotland. In this current year, the funding that has been donated indirectly in this way has amounted to over £31,000.
- Our high profile Dyslexia Scotland Ambassadors, who signed up to help Dyslexia Scotland raise awareness about dyslexia, have been proactively doing so ever since 2012. Our sincere thanks go to Keith Cook, Paul McNeill, Nicola Morgan, Steven Naismith, Mark Stoddart, Ben Thomson and Chris Tiso – as well as to our Young Person's Ambassadors, Ellie, Emma and Eilidh and other young people who have signed up to help us since the end of March 2014.
- The First Minister Alex Salmond hosted a magical and unforgettable reception on our behalf at Edinburgh Castle in May 2013, alongside Sir Jackie. This was an ideal way for Dyslexia Scotland to show our appreciation to our volunteers, supporters and staff.
- A follow up of the 2008 HMIE 'Education for learners with dyslexia' review was carried out by Education Scotland in 2013. Dyslexia Scotland was involved in hosting focus groups for parents to contribute their views to this review. This important report was launched in May 2014. Further details about the recommendations and next steps have been published on our website.
- Dyslexia Scotland was commissioned by the Scottish Government to carry out 2 scoping exercises in 2013 – the first on the feasibility of rolling out the Dyslexia Friendly Schools (DFS) project across Scotland and the second on the feasibility of creating a Dyslexia Toolkit for Adults, Employers and

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2014 (CONTINUED)

Achievements and performance (continued)

others who support people with dyslexia. Reports on both scoping exercises were submitted at the end of March 2014.

- The online "Addressing Dyslexia" Toolkit Working Group was professionally chaired by Dr. Margaret Crombie until the end of March 2014 when Margaret stepped down. Our sincere thanks go to Margaret for all that she did in this important role and for, together with the other Working Group members, making the Toolkit such a comprehensive and well respected resource. Margaret handed the Chair over to Fran Ranaldi and Margaret Glasgow from April 2014. The group continues to meet regularly to update as well as actively disseminate the Toolkit through seminars, conferences and displays. This work continues to receive a maintenance grant from the Scottish Government.
- Ellie's Blue Ribbons Dyslexia campaign became a nationwide campaign in Scotland in Dyslexia Awareness Week 2013. 10,000 ribbons were distributed by Dyslexia Scotland and 8,000 were distributed by Dyslexia Scotland South East. The majority of ribbons were sent to schools. 463 people attached our electronic 'Twibbon' to their social media profile to show their support during Dyslexia Awareness Week.
- Dyslexia Scotland ran an exciting and varied programme of events across Scotland in Dyslexia Awareness Week 2013 on the theme of 'Dyslexia: Beyond words', in partnership with Edinburgh City Libraries and other libraries, Edinburgh Filmhouse, and our network of branches around Scotland. 9 events attended by 265 people were run in partnership with Edinburgh Libraries and the Filmhouse. 22 events attended by approximately 385 people were organised by branches ranging from stalls in libraries, special film screenings and author events. This annual series of events is a key vehicle for raising awareness about dyslexia, influencing change and signposting people to our services and support. Our Ambassadors played a key part in these events.
- Throughout the year, we have developed new and built on existing relationships with partners to raise awareness about Dyslexia in the workplace. For example, we worked with MacRoberts LLP on joint leaflets for employers, as well as running a series of lunchtime seminars on the topic in October 2013 and again in June 2014. We also ran awareness-raising seminars for RBS and Barclays banks and have worked with Laing the jewellers to advise on accessible training for employees with dyslexia.

We also influence policy and practice in a number of ways, including through participating in national working groups including through Scottish Trades Union Congress (STUC); working with national organisations such as Skills Development Scotland, the SQA, Educational Institute of Scotland (EIS), General Teaching Council Scotland (GTCS); membership of the Cross-Parliamentary Group on Dyslexia and regular meeting with Ministers and civil servants; working with UK-wide dyslexia organisations British Dyslexia Association and Dyslexia Action; running joint events and conferences, e.g. A national conference on the Power of Adult Learning in October 2013 was jointly organised by Dyslexia Scotland, Lead Scotland, Learning Link Scotland, the Scottish Community Development Centre and the Workers' Educational Association Scotland.

Aim Three - Giving people with dyslexia a strong individual and collective voice

This aim was introduced into the 3-year Strategic Plan for 2012 – 2015 for the first time. It includes the work of our Ambassadors as well as supporting others with dyslexia to participate in consultations and to tell their story through the media, conferences and seminars. Key highlights:

- We responded to 3 consultations in the reporting period:
 - GTCS:Memorandum on Entry requirements to Programmes of ITE and Guidelines for Programmes of ITE (May 2013)
 - Scottish Government: Access to the curriculum (March 2014)
 - Scottish Government: Extending the rights of Children with capacity (March 2014)

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2014 (CONTINUED)

Achievements and performance (continued)

- Articles by people sharing their experiences of dyslexia appear in every edition of the Dyslexia Voice for our members
- Our blog, 'A life less ordinary' offers guest bloggers to share their thoughts on anything connected with dyslexia

Aim Four - Sustainable structure within Dyslexia Scotland: Key highlights (continued)

- Adults and young people with dyslexia have given presentations throughout the year at a range of different events highlighted under Aim 1, including our Ambassadors, volunteers, branch representatives and members

Aim Four - Sustainable structure within Dyslexia Scotland: Key highlights

Governance:

- The Board met five times in the reporting period as well as actively serving on the Strategic Plan sub groups throughout the year.
- The Funding Group has continued to take a proactive and systematic approach to securing sustainable funding in order to deliver our strategic aims. From April 2013 for 2 years, the additional core funding secured from the Scottish Government and from Education Scotland as one of their Strategic Funding Partners, has made a significant difference to our ability to focus on the delivery of our strategic aims.
- Other funding successes during the reporting period: Funding towards the Volunteers Manager post was secured from the Robertson Trust for a further 2 years from April 2013. In October 2013, an extension of the funding from Dr. Walter Scott for the Chief Executive post was secured for a further 3 years; at the time of writing, an extension by 5 years has just been secured from the Eranda Foundation for the National Development Officer post.

Branches:

- During this time, 3 new branches of Dyslexia Scotland were started (Glasgow East Ren, Angus and Skye & Lochalsh). Unfortunately our Dundee branch closed due to lack of committee members. This means that we had 17 active branches at the end of March 2014. New branches are now being set up in Glasgow and Caithness.

Membership:

- Dyslexia Scotland's membership numbers were 620 at the time of writing. Our branches continue to actively promote the benefits of membership at their branch meetings throughout the year.

Volunteers:

- There were 88 active volunteer roles within HQ in the reporting period with a significant increase in the number of volunteering hours at national level, in addition to at least 85 branch committee members who help at local level. The national roles include Helpline volunteers (who participate in regular Helpline catch up sessions); advisory and governance support, book keeping; leaflet development and dissemination; awareness-raising trainers and speakers; administration support; Resource Centre support; research; Careers advisers; fundraisers; Adult Network chair; event support and delivery; photographers; artists; project organisers; social media.
- Volunteer training events are run every 6 months and offer an opportunity for new volunteers to receive a volunteer induction, for existing volunteers to network and to build up their skills both as part of their personal development and in order to carry out their volunteer roles effectively.

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2014 (CONTINUED)

- The Careers Adviser pilot project matches job seekers with dyslexia with trained volunteer advisers to help with job searches, application process and interview techniques. The outcomes are monitored as this pilot develops and plans are underway to seek funding to expand this service. Around 30 job seekers have been involved to date.
- Strategic Plan is delivered by six sub groups (Funding, Membership, Media Advice, Events, Publications, Policy) who report to the Board of Directors on progress between meetings.

Financial review

A surplus of £130,009 arose during the year (2013: £52,689). During the year sixteen (2013: fourteen) branches operated under the charity number of Dyslexia Scotland and are incorporated in the accounts. At the year end £297,709 (2013: £167,700) of reserves remained unspent and carried forward.

Principal funding sources

Dyslexia Scotland was the recipient of a number of generous donations in the financial year 2013-14. These include the continued funding for the Chief Executive post from Dr. Walter Scott, funding from the Eranda Foundation for the National Development Officer post and support from the Robertson Trust, Jim McColl, Clyde Blowers Ltd and ClydeUnion Pumps for the Volunteers Manager post. We also received a number of donations from individual supporters throughout the year. We wish to record our warmest appreciation for these generous donations.

Other principal funding sources for the year under review are: the Scottish Government (core grant as well as funding for the Addressing Dyslexia Toolkit and the 2 scoping exercises); Education Scotland for core-funding, donations, and income generated by the activities of the charity such as the Education Conference, training and assessments. Other than funding from the Scottish Government and Education Scotland, and the sources mentioned above, the principal funding sources have been unrestricted contributions to the core costs of the charity and as such have been applied in support of all its key objectives.

Investment policy

Under the Memorandum and Articles of Association, the charity has the power to invest any money that the company does not immediately require in any investments, securities or properties. As there are few funds for long-term investment the Directors, having regard to the liquidity requirements of operating the charity and to the reserves policy, have operated a policy of keeping available funds in an interest bearing bank account.

Reserves policy

The Board has set a target to build its reserves to a level equivalent to three months running costs for the organisation.

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2014 (CONTINUED)

Statement of directors' responsibilities

The directors (who are also trustees for the purposes of charity law) are responsible for preparing the Directors' Annual 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 directors to prepare financial statements for each financial year which 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 income and expenditure, of the charitable company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP;
- make judgments and 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in operation.

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

Disclosure of information to auditors

In so far as the directors are aware, there is no relevant audit information of which the charitable company's auditor is unaware, and each director has taken all the steps they ought to have taken in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation of and dissemination of financial statements may differ from legislation in other jurisdictions.

Directors

The directors, who are trustees for the purpose of charity law, who served during the year and up to the date of this report are set out on page 1.

In conclusion

As this report has highlighted, 2013–14 has been another extremely productive year during which the key targets set out in the new Strategic Plan were met and in several cases exceeded. We would like to thank our President, Vice President and Ambassadors and everyone on the Board and Council, branches, volunteers and staff for their hard work throughout the year, as well as our members and supporters for their ongoing dedication to Dyslexia Scotland's work. We are grateful to the staff team for their dedication and support during a period of growth and continuing development and progress.

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2014 (CONTINUED)

Despite the ongoing challenge of securing funding to support the already high levels of demand and to expand and improve our services, this has been another highly successful year in achieving this objective.

The Funding Group, together with the influential support of our President, has been successful in securing new and renewed sources of funding for the future. Dyslexia Scotland is therefore in a far stronger position over the coming year than it has been to date. Specifically, we are delighted that the commitment to fund the costs for the post of the Chief Executive was renewed for a further 3 years in October 2013 and grateful to Dr. Walter Scott for this renewed support. We greatly appreciate the Robertson Trust's commitment to extend their initial 1 year support of a grant towards the Volunteers Manager post for the next 2 years from April 2013. Furthermore, the increase in the Scottish Government core funding (April 2013 – March 2015) and the Strategic Funding Partnership grant with

Education Scotland (April 2013 – April 2016) are much valued as they enable Dyslexia Scotland to deliver our Strategic and operational aims. In July 2014, we are also delighted to report that we have had a further 5-year commitment from The Eranda Foundation to support the National Development Officer post.

Auditors

The directors, having been notified of the cessation of Bill Hay Network Ltd t/a Bill Hay & Co following its merger with Thomson Cooper, resolved that Thomson Cooper be appointed auditor with effect from 1 September 2014.

A resolution to appoint auditors will be proposed at the Annual General Meeting.



James McGregor
Director

16th December 2014

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES AND MEMBERS OF DYSLEXIA SCOTLAND

We have audited the financial statements of Dyslexia Scotland for the year ended 31 March 2014 set out on pages 14 to 24 which comprise the Statement of Financial Activities, Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charity's members, as a body, in accordance with Sections 495 and 496 of the Companies Act and to the charity's trustees, in accordance with section 44(1) (c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006 (as amended). Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of directors and auditors

As explained more fully in the Statement of Directors' Responsibilities out on page 10, the trustees (who are also the directors of the charity for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

We have been appointed as auditor under section 44(1) (c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report to you in accordance with regulations made under those Acts.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (United Kingdom and Ireland). Those standards require us to comply with the Audit Practices Board's (APB's) Ethical Standards for Auditors.

Scope of the audit of financial statements

A description of the scope of an audit of financial statements is provided on the APB's website at www.frc.org.uk/auditscopeukprivate.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2014, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES AND MEMBERS OF DYSLEXIA SCOTLAND (CONTINUED)

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- the charitable company has not kept proper and adequate accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration required by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the directors' report

.....
Norma Wilson (Senior Statutory Auditor)
For and on behalf of Thomson Cooper, Statutory Auditors
Edinburgh

18 December 2014

Thomson Cooper is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
(Including Income & Expenditure Account)
For the Year Ended 31 March 2014

	Notes	Unrestricted Funds 2014 £	Restricted Funds 2014 £	Total Funds 2014 £	Total Funds 2013 £
Incoming resources					
<i>Incoming resources from generated funds:</i>					
<i>Voluntary income:</i>					
Grants	2	-	317,081	317,081	209,052
Donations and legacies	3	47,598	-	47,598	76,998
<i>Investment income</i>	4	9,223	-	9,223	3,998
		56,821	317,081	373,902	290,048
<i>Incoming resources from charitable activities:</i>	5	56,968	10	56,978	56,547
Total incoming resources		113,789	317,091	430,880	346,595
Resources expended					
<i>Charitable activities</i>					
Projects	6	-	29,257	29,257	26,977
Helpline and advice	6	15,746	164,748	180,494	158,780
Training and conferences	6	7,237	68,141	75,378	88,572
		22,983	262,146	285,129	274,329
Governance costs	6	3,565	12,177	15,742	19,577
Total resources expended		26,548	274,323	300,871	293,906
Net income/(expenditure) for the year before transfers		87,241	42,768	130,009	52,689
<i>Reconciliation of funds:</i>					
Total funds brought forward		131,508	36,192	167,700	115,011
Total funds carried forward	17	218,749	78,960	297,709	167,700

The statement of financial activities includes all gains and losses recognised in the year.
All incoming resources and resources expended derive from continuing activities.
The notes at pages 16 to 24 form part of these financial statements.

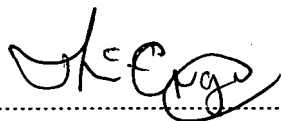
DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

BALANCE SHEET
As at 31 March 2014

	Notes	2014	2013
		£	£
Fixed assets			
Tangible fixed assets	11	2,547	3,035
Current assets			
Stock		5,362	5,603
Debtors	12	4,511	6,224
Cash at bank and in hand		276,186	200,985
Cash at bank and in hand – branches		<u>25,636</u>	<u>25,711</u>
		311,695	238,523
Current liabilities			
Creditors falling due within one year	13	<u>16,533</u>	<u>73,858</u>
Net current assets		295,162	164,665
Net assets		<u>297,709</u>	<u>167,700</u>
The funds of the charity			
Unrestricted general income funds		218,749	131,508
Restricted income funds		78,960	36,192
	17	<u>297,709</u>	<u>167,700</u>

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

The financial statements were approved by the Board of Directors on 16 December 2014 and were signed on its behalf by:



James McGregor
Director

Company number: SC153321

The notes at pages 16 to 24 form part of these financial statements.

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2014

1. Accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below:

(a) Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice - Accounting and Reporting by Charities (SORP 2005), the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Companies Act 2006 and the Financial Reporting Standard for Smaller Entities (effective April 2008).

The company has taken advantage of the exemption from preparing a cash flow statement as conferred by Financial Reporting Standard No 1 (Revised 1996) on the grounds that it qualifies as a small company under the Companies Act 2006.

(b) Fund Accounting

- *Unrestricted funds* are funds that can be used in accordance with the objectives of the charity at the discretion of the directors.
- *Designated funds* are unrestricted funds set aside by the directors for specific future purposes or projects.
- *Restricted funds* are funds that can only be used for particular restricted purposes within the objectives of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

(c) Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance. Income is deferred when performance related grants are received in advance of the performances or event to which they relate.

(d) Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. The company is not registered for VAT and accordingly irrecoverable VAT is charged against the category of resources expended to which it relates.

- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services to its beneficiaries. It includes both the direct costs and indirect costs necessary to support these activities.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis e.g. estimated usage, staff costs by the time spent.

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2014

(e) Tangible fixed assets

Fixed assets are stated at cost less accumulated depreciation. The cost of minor additions or those costing below £50 are not capitalised. Depreciation is provided at annual rates calculated to write off the cost of each asset over its expected useful life, as follows:

Office equipment	25% straight line
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(f) Stocks

Stock is valued at the lower of cost and net realisable value, after due regard for obsolete and slow moving stocks. Net realisable value is based on selling price less anticipated costs to completion and selling costs.

(g) Leasing

Rentals payable under operating leases are charged in the statement of financial activities on a straight line basis over the lease term.

(h) Pensions

Dyslexia Scotland does not operate a company pension scheme. Dyslexia Scotland contributes a sum between 5% and 8% of the salary of each employee towards any private pension taken out by that employee.

The pension charge in these accounts is the amount of contributions payable in the accounting year.

(i) Legal status

The organisation is a charitable company limited by guarantee and has no share capital. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

(j) Going concern

The financial statements have been drawn up on the going concern basis, which assumes that the charity has sufficient liquid resources to enable it to meet its liabilities as they fall due in the foreseeable future.

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2014

2. Grant income

	2014	2013
	£	£
Restricted funds:		
Scottish Government - HQ Grant	92,700	38,000
- Assessments Grant	33,161	11,886
- Training Grant	-	9,971
- Education Scotland Grant	51,667	-
Roadshow Grant (Awards for All/ Scottish Government)	4,317	-
Eranda Foundation	31,752	31,106
Dr Walter Scott	65,004	65,004
The Robertson Trust	9,500	9,500
Clyde Union Pumps	10,000	10,000
Clyde Blowers Ltd	10,000	10,000
Jim McColl	7,500	7,500
Other Grants	500	12,245
Red Nose Day Community Fund Dyslexia South East	980	-
	317,081	205,212
Unrestricted Funds:		
Co-operative Group Community Fund Dyslexia Hebrides	-	1,880
Young Scot Dyslexia North East	-	1,000
Voluntary Action Fund Dyslexia Borders	-	960
	-	3,840
	317,081	209,052

3. Donations and legacies

	2014	2013
	£	£
Unrestricted general funds:		
The Worshipful Company of Distillers	5,000	-
Helen Reid Charitable Trust	3,000	-
The Hunter Foundation	10,000	-
The Morrison Foundation	2,500	-
Balfour and Manson	1,000	-
Other donations over £1,000	5,822	8,828
Other donations under £1,000	12,476	11,308
George P. Livanos Foundation	-	50,000
Gift Aid tax recovered	1,995	2,173
Branches - donations	5,805	3,440
Branches - cash reserves introduced	-	1,249
	47,598	76,998

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2014

4. Investment income

	2014	2013
	£	£
Bank interest – head office	9,217	3,991
Bank interest – branches	6	7
	<u>9,223</u>	<u>3,998</u>

5. Incoming resources from charitable activities

	2014	2013
	£	£
Unrestricted general funds:		
Membership fees	13,184	12,958
Conference fees	25,165	29,133
Training income	2,930	4,226
Assessment income	1,985	3,582
Dyslexia and Us book sales	331	2,143
Painting and print sales	7,475	-
Sundry income	766	969
Branches – other income	5,132	3,531
	<u>56,968</u>	<u>56,542</u>
Restricted funds:		
DSSE Project – packs and training	10	5
	<u>56,978</u>	<u>56,547</u>

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2014

6. Resources expended

	Projects £	Helpline & advice £	Training & conferences £	Governance £	2014 Total £	2013 Total £
Direct costs						
Staff costs	17,542	112,061	37,042	8,771	175,416	163,703
Staff travel & subsistence	533	3,402	1,134	267	5,336	4,888
Board costs	-	-	-	1,449	1,449	3,308
Volunteer expenses	-	1,734	3,413	271	5,418	2,638
Training	-	-	1,529	-	1,529	522
Books & publications	-	283	-	-	283	1,200
Education conference costs	-	-	13,775	-	13,775	16,040
Adult conference costs	-	-	-	-	-	38
Roadshows	-	3,311	-	-	3,311	3,234
RBS Projects	2,412	-	-	-	2,412	150
Advertising	-	217	426	34	677	1,229
Professional indemnity	-	559	1,101	88	1,748	378
Accountancy & payroll	-	111	219	18	348	483
Audit fees	-	-	-	1,564	1,564	1,625
Fundraising	-	32	63	5	100	-
Branch costs	-	13,254	-	-	13,254	9,317
Assessment Working Group	7,460	-	-	-	7,460	8,086
Website	-	230	454	36	720	-
Dyslexia Awareness Week	318	-	-	-	318	471
DVD Costs	-	-	-	-	-	264
NHS Education for Scotland	-	-	-	-	-	144
Dyslexia Scotland Fife	-	-	-	-	-	-
Project	-	-	-	-	-	626
Round Table Project	992	-	-	-	992	-
Support costs						
Premises	-	15,029	5,010	1,055	21,094	34,083
Office expenses	-	26,786	8,929	1,880	37,595	33,383
Professional fees	-	829	276	59	1,164	640
Subscriptions	-	381	127	27	535	430
Depreciation	-	1,588	529	112	2,229	1,839
Branch expenses	-	-	-	-	-	219
Recruitment costs	-	-	-	-	-	1,462
Sundry	-	687	1,351	106	2,144	3,506
	29,257	180,494	75,378	15,742	300,871	293,906

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2014

7. Staff costs and numbers

	2014	2013
	£	£
Salaries and wages	150,670	143,976
Social security costs	14,424	13,751
Pension costs	10,322	5,976
	175,416	163,703

No employee received emoluments of more than £60,000.

The average number of employees during the year was as follows:

	2014	2013
	Number	Number
Charitable projects	3	3
Administrations and support	3	3
	6	6

8. Directors' remuneration and related party transactions

During the period under review, four directors received reimbursement for expenses incurred amounting to £446 (2013: two directors £1,434). The expenses included travel, subsistence and other miscellaneous expenses.

No other members of the board of directors received any remuneration during the year.

No other director or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year (2013 – nil).

9. Movement in total funds for the year

	2014	2013
	£	£
This is stated after charging:		
Depreciation	2,229	1,839
Auditor's remuneration:		
External audit	1,800	1,800

10. Taxation

The company is a registered charity and is exempt from tax on income and gains arising from its charitable activities. No provision for taxation is considered necessary.

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2014

11. Fixed assets

	Office Equipment £	Total £
Cost		
As at 1 April 2013	30,441	30,441
Additions	1,741	1,741
As at 31 March 2014	32,182	32,182
Depreciation		
As at 1 April 2013	27,406	27,406
Charge for year	2,229	2,229
As at 31 March 2014	29,635	29,635
Net Book Value		
As at 31 March 2014	2,547	2,547
As at 31 March 2013	3,035	3,035

12. Debtors falling due within one year

	2014 £	2013 £
Trade debtors	1,343	3,056
Prepayments	3,168	3,168
	4,511	6,224

13. Creditors falling due within one year

	2014 £	2013 £
Trade creditors	4,684	865
Social security and other taxes	4,108	3,941
Accruals	7,741	9,767
Deferred income (note 14)	-	59,285
	16,533	73,858

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2014

14. Deferred income

	2014 £	2013 £
As at 1 April 2013	59,285	111,022
Released to incoming reserves	(59,285)	(55,237)
Deferred in the year	-	3,500
As at 31 March 2014	<u>-</u>	<u>59,285</u>

15. Pensions

The company contributes to employees' defined contribution personal pension plans. The pension cost charge represents contributions payable by the company to those plans and amounted to £10,322 (2013: £5,976) for the year. There were no outstanding contributions (2013: £nil) at the balance sheet date.

16. Analysis of net assets between funds

	Total Funds 2013 £	Unrestricted General Funds £	Restricted Funds £	Total Funds 2014 £
Tangible fixed assets	3,035	2,318	229	2,547
Current assets	238,523	232,964	78,731	311,695
Current liabilities	(73,858)	(16,533)	-	(16,533)
Net Assets	<u>167,700</u>	<u>218,749</u>	<u>78,960</u>	<u>297,709</u>

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2014

17. Movement in funds

	As at 1 April 2013 £	Incoming Resources £	Outgoing Resources £	As at 31 March 2014 £
Unrestricted general funds	131,508	113,789	(26,548)	218,749
Restricted funds:				
Scottish Government – HQ Grant	-	92,700	(92,700)	-
Scottish Government – Education Scotland	-	51,667	(48,500)	3,167
Scottish Government – Assessment Grant	2,782	33,161	(7,460)	28,483
Roadshow Grant	-	4,317	(4,317)	-
Eranda Foundation	-	31,752	(29,718)	2,034
Dr Walter Scott	-	65,004	(61,269)	3,735
The Robertson Trust	-	9,500	(9,500)	-
Clyde Union Pumps	-	10,000	(7,290)	2,710
Clyde Blowers Ltd	-	10,000	(7,290)	2,710
Jim McColl	-	7,500	(4,789)	2,711
Red Nose Day Community Fund	-	980	(980)	-
Other restricted reserves	33,410	510	(510)	33,410
	36,192	317,091	(274,323)	78,960
Net funds	167,700	430,880	(300,871)	297,709

The Scottish Government HQ and Education Scotland grants contribute to our core office, staff and administration costs to enable us to provide advice, support, training and information to people with dyslexia and those who support them.

The Scottish Government Assessment grant supports the Assessment Working Group, who develop, maintain and disseminate our toolkit for teachers.

The Eranda Foundation funds our National Development Officer and the Dr Walter Scott grant funds the CEO post and related costs.

The Robertson Trust, Clyde Union Pumps, Clyde Blowers Ltd and Jim McColl grants support our Volunteer Manager post.

The Red Nose Day Community Fund funded four roadshow events in rural Fife.

Sufficient resources are held in an appropriate form to enable each fund to be applied in accordance with the restrictions imposed by each funder.

18. Operating lease commitments

As at 31 March 2014 the charity had annual commitments under non-cancellable operating leases as follows:

	Land and buildings 2014 £	2013 £	Other operating leases 2014 £	2013 £
<i>Operating leases which expire:</i>				
Between two and five years	19,008	19,008	4,891	4,891