

DYSLEXIA SCOTLAND

(A Company Limited by Guarantee)

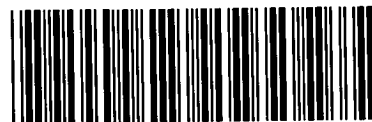
REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2016

Charity no: SC000951

Company Number: SC153321



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DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016

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DYSLEXIA SCOTLAND
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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2016

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 2016 which are also prepared to meet the requirements for a director's report and accounts for Companies Act purposes.

The financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Companies Act 2006, the Memorandum and Articles of Association, and 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).

Chair's report

2015–16 has been another busy and productive year during which the key targets set out in the first year of the 2015-2018 Strategic Plan were met and in several cases have been surpassed.

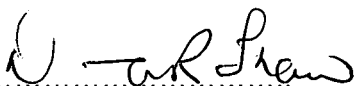
Despite the ongoing challenge of securing and sustaining funding to support the already high levels of demand and to expand and improve our services, we have successfully achieved this objective over the past year. The Funding Group, assisted by the influential support of our President, has been successful in securing important new and renewed sources of funding for the future.

A key success this year has been the securing of two grants, from the Scottish Government and Lloyds TSB Foundation, to deliver the core work of Dyslexia Scotland to children, families and adults with dyslexia.

We are most grateful to the following funders for their continuing support in contributing towards the salary costs of our staff: Eranda Rothschild Foundation for funding the costs for the National Development Officer post until July 2019; Jim McColl and Clyde Blowers Capital for continuing to support the Volunteers Manager post for 3 years from April 2015; The Robertson Trust for extending its funding towards the Volunteers Manager post for 2 years from April 2015; Dr Walter Scott for continuing his financial support towards the salary costs of the Chief Executive post beyond October 2016.

Furthermore, we received a much appreciated grant from the George P Livanos Foundation in January 2016, which enabled us to recruit a much needed Employment Adviser to join our team in May 2016. We believe that this work will make a tremendous difference to individual adults with dyslexia as well as raising awareness amongst employers in Scotland about dyslexia in the workplace.

I would like to thank our President, Vice President and Ambassadors, fellow Directors on the Board, our 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 commitment and support in the continuing growth of Dyslexia Scotland – in influencing change, delivering effective projects and giving practical support to people with dyslexia and their families.



David Shaw

4 November 2016

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2016 (CONTINUED)

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 inspire 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 and understanding 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 2015 – 2018 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 ensure that Dyslexia Scotland is a sustainable, efficient and effective organisation

Dyslexia Scotland provides certain core services:

- the confidential National Helpline
- a national Tutor List and professional development for tutors
- a national list of approved Assessors (Educational Psychologists and Dyslexia Specialists) who carry out assessments to identify dyslexia and other associated difficulties
- assessments for children and adults at our premises
- an employment advisory service for adults with dyslexia (from May 2016)
- an in-house Resource Centre, information leaflets and guides
- conferences, road shows, workshops and tailored dyslexia awareness training to a range of large and small organisations
- support of a range of initiatives and projects for the Scottish Government and other partners
- a variety of local events, activities and support provided through our network of volunteer-led Branches and Adult Networks
- a quarterly magazine and a range of services for members
- a website – www.dyslexiascotland.org.uk and active social networks

Achievements and performance

The first Annual review of Dyslexia Scotland's three-year strategic plan (2015 – 2018) showed that the majority of the key targets had been met and in some cases exceeded in the first year of the plan.

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

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2016 (CONTINUED)

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

- There were a total of **1800 calls to the Helpline**. The top 4 reasons for calling the Helpline were to find out about how to get assessed (804 calls: 45%); General information (431 calls: 24%); Tutor service (328 calls: 18%); Work related issues (177 calls: 10%). 59% of the Helpline calls (1055) were from parents about children, 36% were from adults (653), with the remaining 5% of calls (92) from others who support or work with dyslexic people.
- Of the **338** who called about **tutors**, **202** were for primary pupils; **87** for secondary and **49** for adults.
- **The website** continues to be extremely well used, with **415,422** visitors during the year. The website was redesigned and went live in January 2016, following an extensive consultation process with our members and existing website users. As well as being accessible from mobile devices, the new website has a range of new features. These include 'Message Boards' for members, branch committees, volunteers and tutors to access a 'private' area of the website; the new 'Recite Me' toolbar helps visitors to access the website in a range of different ways, including: listening to the website content instead of reading it; choosing different background colour, font or font size; changing from English to a different language; highlighting words to see their definition; a new 'webchat' facility enables people to speak to an adviser 'live' while browsing the website.
- At the end of March 2016, our **Facebook** page had 4056 likes and **Twitter** had 4854 followers. We continue to develop these social networks and to reach more people through our YouTube channel and Blog, 'A life less ordinary'. 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 continues to receive very positive feedback and high quality contributions from our members. The magazine 'themes' in the reporting period were: 'Neurodiversity', 'Careers and Employment', 'Adults, Dyslexia and the Workplace', and a 'Young Person's Voice'. We are very grateful to Aberdeen Global Asset Management for their generous sponsorship and technical advice for the magazine since March 2012.
- **An extensive range of small and larger scale events** were held, co-ordinated by our Events group, staff team and national and local volunteers, with around **2019** participants during the year. Events included 4 **roadshows** (11 locations, 854 participants) in Argyll and Bute, Stirling, Kilmarnock and at a Kidz Scotland exhibition in Edinburgh. Following on from last year's success, we used a specially equipped van for the roadshows in Argyll and Bute and Edinburgh; over 750 people took part in 43 'Making Sense of Dyslexia' **Dyslexia Awareness Week** activities across Scotland, in liaison with valued partners including Edinburgh City Libraries, cinemas and our branches; 14 **training events** delivered to 415 learners (employers, unions and service providers) in varied settings including a driving school, social workers, the police sector, third sector organisations, trade unions, local authorities, schools; the **Education conference** on the theme of 'Making Sense of Dyslexia' (over 300 delegates); 14 **Adult Network** meetings; 2 **Tutors' Seminars**; 1 group and several one-to-one induction **training events for volunteers** and 1 **residential weekend for our Branch and Adult Network volunteers**.
- **Our 19 volunteer-led branches** ran 62 public open events across Scotland attended this year by a total of **1,749** people.
- **24 assessments** (20 children and 4 adults) were carried out in the reporting period, on our premises by Educational Psychologist, Dr Gavin Reid. Very positive evaluation by those who were assessed and bookings for the service continue to be fully subscribed.

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2016 (CONTINUED)
Achievements and performance (continued)

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

Feedback from 'Making Sense...' Education conference delegates, October 2015:

"Another informative and well organised day."

"Very informative and knowledgeable speakers. Enjoyed the whole event. Very worthwhile day. Great to have the mind jogged every now and again about new or current practice."

"Learned of some good resources; spoke to other colleagues and got some good ideas, e.g. delivering dyslexia assemblies during Dyslexia Awareness Week... and will look for a senior student to buddy kids with dyslexia."

Members about our magazine:

"Many thanks for such an amazing magazine. The articles were most interesting and very timely as I am in the middle of writing an essay on co-occurring difficulties". (In response to the 'Neurodiversity' edition.)

Participants in dyslexia awareness training sessions:

"I wanted to thank you for your inspirational and uplifting talk. Before you spoke, last night seemed to be very much about academic success – the 'brightest' of young people being rewarded for doing what they do best. Most of those young people will have no comprehension of what it is to struggle to read the simplest of words. I have a nine year old who has severe dyslexia and mobility issues. Sometimes the disability of not being able to read and write is a greater burden than him not being able to walk. He has a life full of challenges ahead of him. But, after hearing your story last night, I left feeling uplifted and more hopeful than I ever had that, with help, he will be able to realise his dreams. Thank you so much again. I very much hope that you are given the opportunity of speaking again." (About our Ambassador, Paul McNeill).

"Excellent workshop! Useful information, ideas, suggestions, strategies and handouts. Information was clearly presented and explained." (About one of our specialist trainers).

Parents about assessment service:

"I was told by a family member who is a Head teacher that the school would not likely accept the results of an independent assessment and would carry out its own. Nothing could have been further from the truth. The Head of Year 3 had the Head and Depute Head of Learning Support at the meeting to discuss the findings! They were all fantastic. My son's learning profile was updated to clearly indicate he is dyslexic and all his teachers were informed the same day!! All subject teachers have been asked to 'subject test' to determine the use of a scribe and reader. I was so impressed with the school I could have cried or even punched the air. His first 'subject test' was without support and he scored 68% but with support he was scoring 92% - his teacher was ecstatic. I want to take this opportunity to say a huge thank you for helping my son be more confident in himself and for getting him the help and hopefully achieving the career he so wants to do." (Feedback about one of the assessors)

Road show attendees:

"We are visiting the area and we just saw the van - we got lots of information for our niece and to take away with us. We feel we can help her lot better now. Thank you all so much."

"Accessible and informal surroundings to chat to other parents."

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2016 (CONTINUED)
Achievements and performance (continued)

Feedback from Branch meetings:

"The talk explaining dyslexia was brilliant. I found it interesting to understand what my child goes through."

"Very insightful and inspirational. I'm very keen to attend future meetings and look forward to your next event. Could see my daughter identify with the speaker's experiences. Thank you."

"Really good to meet other parents and good to see some teachers here!"

Feedback from parents about the Tutor service:

"Whilst there is no magic bullet that will suddenly resolve my child's weaknesses, we have seen that with appropriate and expert help it is possible for him to make progress and develop literacy skills for now and the future."

"The change in our child has been dramatic – both her confidence and academic achievement have risen. Our tutor is a lovely person and dedicated teacher and we feel lucky to have her."

"Having this tutor in our life has resulted in an all-round happier girl and, as parents, we can't ask for more than that!"

"We think that having this tutor has had a positive effect, not only on our son's learning ability, but on our family life – as we can now understand and work to his strengths."

Feedback about the Addressing Dyslexia Toolkit dissemination events:

"The seminar gave me a greater understanding of how children with Dyslexia can feel. This awareness will help me to create a better learning environment for that child in the classroom."

"Gave me a far better understanding of pupils who had dyslexia and how they may prefer to work and how best to engage with them (and others in the classroom). I used more pictures, for example, and less words. I also tried to use videos etc for introductions to lessons."

Aim Two - Influencing positive national change: key highlights

Our President Sir Jackie Stewart campaigns passionately and industriously on behalf of people with dyslexia, in order to highlight the impact of unidentified and unsupported dyslexia on children, young people and adults with dyslexia. In November 2015, Sir Jackie met the First Minister, along with our Chair and Chief Executive to highlight the vital role that Dyslexia Scotland plays as a national strategic partner for the Scottish Government on dyslexia matters. In addition to lobbying potential funding partners to support Dyslexia Scotland to meet the increasing demand for services from people with dyslexia, Sir Jackie generously and regularly donates fees for television and radio appearances, newspaper interviews and 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 £3,410.

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2016 (CONTINUED)
Achievements and performance (continued)

- Dyslexia Scotland continues to be a key partner in the National Farmers Union for Scotland campaign, which aims to highlight the issue of dyslexia amongst the farming and crofting communities. Fiona Dickinson, our Chair of Council, is an active member of the campaign's national working group which seeks better awareness and practical solutions to make life easier particularly where it comes to paperwork and official communications. In June 2015, a joint NFUS/Dyslexia Scotland stand was held at the Royal Highland Show in Ingliston, Edinburgh, with one to one sessions for farmers with dyslexia which proved very popular. There has been a lot of media coverage of the Farming with Dyslexia campaign which has been supported by Sir Jackie. Campaign progress reports can be found on the NFUS website.
- Our high profile Dyslexia Scotland Ambassadors Keith Cook, Paul McNeill, Nicola Morgan, Steven Naismith, Mark Stoddart, Ben Thomson and Chris Tiso have played an important role during the year in raising the profile of dyslexia and Dyslexia Scotland through talks, media appearances, social media and in liaison with Sir Jackie and our Board and staff. Our sincere thanks go to them all, as well as our five Young Ambassadors – Eilidh, Emma, James, Sam and Christina. They too have been busy throughout the year raising awareness of dyslexia. Three Young Ambassadors were filmed with key messages for teachers at the Education Conference; two young ambassadors attended an 'Ask the First Minister' session for young people in Edinburgh where they asked a question about dyslexia; and one Young Ambassador led a talk at Plockton High School.
- Education Scotland's 'Making Sense: Education for Children and Young People with Dyslexia in Scotland' review recommendations are being taken forward by a working group chaired by the Scottish Government and Education Scotland. Dyslexia Scotland is an active member of this working group, which met 5 times during the year, in addition to a number of sub groups. A professional learning resource designed to support learning about and understanding of dyslexia and inclusive practice was launched at the Education conference in October 2015. Fran Ranaldi was seconded to Education Scotland as Development Officer, Dyslexia and Inclusive Practice, in December 2015 to take forward the review's recommendations. Further details on the Scottish Government's website.
- The online 'Addressing Dyslexia' Toolkit Working Group, professionally chaired by Fran Ranaldi, met 4 times during the reporting period. With continued support from the Scottish Government, this working group maintains, adds new resources to, and actively disseminates, the Toolkit through seminars, conferences and displays. Key dissemination events about the Toolkit during the year included a seminar at Dundee University for Post Graduate Diploma in Education (PGDE) students, our Education conference, the British Dyslexia Association international conference in March 2016 and many others. We were delighted to be shortlisted for the Education category of the 2015 TalkTalk Digital Heroes Awards.
- As the nominated charity for the **Scottish Football Association** (2014-16), we increased awareness about dyslexia in the footballing world, raised funds at football matches with the help of our fundraising volunteers and staff, and received much-appreciated donations directly from the Scottish Football Association. During the partnership period, a film clip of our Ambassador and Scotland striker Steven Naismith talking about his dyslexia was shown at the start of the international matches, alongside a full page advert about Dyslexia Scotland in the match programme. A visit to Hampden Museum in November 2015 was extremely popular amongst 35 of our members. **The Dyslexia Scotland Junior Cup:** Dyslexia Scotland joined up with the Scottish Junior FA as the official Scottish Junior Cup partner in June 2015. This event generated a lot of publicity for Dyslexia Scotland.

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2016 (CONTINUED)
Achievements and performance (continued)

- **Ellie's Blue Ribbons Dyslexia campaign:** for Dyslexia Awareness Week 2015, **40,000** ribbons were distributed across Scotland by Dyslexia Scotland and **2,964** people attached an electronic 'Twibbon' to their social media profile.
- Dyslexia Scotland ran an exciting and varied programme of events across Scotland in **Dyslexia Awareness Week 2015** on the theme of 'Making Sense of Dyslexia', in partnership with libraries, cinemas, our Ambassadors and our network of branches around Scotland. In total, **43** events including a webinar, author events, special film screenings, displays in shopping centres, hospitals and sports centres and practical workshops were attended by over **750** people. This annual awareness week is an ideal opportunity to influence change and signpost people to our services, as well as attract media coverage and public debate. We also developed a special Dyslexia Awareness Week page on our website with resources for people to download and use; this received good feedback, in particular from schools.

In addition to the activities outlined above, we influence policy and practice in a number of ways, including: participating in national working groups such as Scottish Union Learning's Everyday Skills Dyslexia Group, Scottish Trades Union Congress (STUC)'s Partner Advisory Group and the National Strategic Forum on Adult Learning 'Learner Voice' sub group; working with national organisations such as CALL Scotland, Skills Development Scotland, Enquire, the SQA, Educational Institute of Scotland (EIS), General Teaching Council Scotland (GTCS), Scottish Book Trust, Scottish Prison Service; membership of the Cross-Parliamentary Group on Dyslexia and regular meeting with Ministers, MSPs and civil servants across a range of policy areas; working with UK-wide dyslexia organisations British Dyslexia Association and Dyslexia Action on a range of issues including Dyslexia Awareness Week and a UK-wide Dyslexia Adult Network.

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

This aim includes the work of our Ambassadors and Young 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:

- Thought-provoking articles and personal experiences by people of all ages sharing their experiences of dyslexia appear in every edition of the Dyslexia Voice magazine for our members.
- Our You Tube channel has over 25 videos featuring Sir Jackie Stewart, Ambassadors Paul McNeill and Steven Naismith, Kimberley Rennicks, our Young Ambassadors, Farming with Dyslexia campaigners, branch volunteers, members and Roadshow visitors sharing their experiences. Guest bloggers on our blog, 'A life less ordinary' share their thoughts on anything connected with dyslexia.
- Adults and young people with dyslexia, including our Ambassadors, volunteers, branch representatives and members have given presentations throughout the year at our Education conference, during Dyslexia Awareness Week, and at a wide range of different national and local events highlighted under Aim 1.

Aim Four - Sustainable efficient and effective organisation: 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.

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2016 (CONTINUED)

Achievements and performance (continued)

- The Funding Group continues to take a proactive and systematic approach to securing sustainable funding in order to deliver our strategic aims. Core funding secured for 2015 – 2016 from the Scottish Government and from Education Scotland as one of their Strategic Funding Partners, and the commitment to further funding from the Scottish Government and Lloyds TSB Foundation in 2016-17 has made a significant difference to our ability to focus on the delivery of our strategic aims whilst contributing to at least 6 of the Scottish Government's 16 national outcomes/relevant indicators.
- 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 2015 and from Jim McColl for a further 3 years from April 2015; as well as a commitment from Dr. Walter Scott for continued funding beyond October 2016 towards the Chief Executive's post. We were also delighted that a generous donation from the George P. Livanos Foundation in January 2016 enabled us to recruit a much needed Employment Adviser to join our team in May 2016.
- Our sincere thanks go to all our funders and supporters, including those who give us valuable in-kind support.

Branches:

- During this time a new branch of Dyslexia Scotland started operating in Caithness. This means that there were 19 branches active at the end of March 2016. We also held a second residential event in May 2015 for branch and Adult Network volunteers to network, share good practice and learn more about national developments and the excellent work of other branches.

Membership:

- Dyslexia Scotland's membership numbers were 633 at the time of writing. Our branches continue to actively promote the benefits of membership at their branch meetings throughout the year. A new online membership facility has been introduced in September 2016 which we hope will help to increase membership numbers.
- The current 3-year Strategic Plan for 2015-2018 was developed following extensive consultation with members and key stakeholders through regional meetings across Scotland and an online public survey in October and November 2014.

Volunteers:

- There were **103** 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 **90** branch committee members who help at local level around Scotland. The national roles include Ambassadors, Young Ambassadors, Helpline volunteers (who, in addition to answering Helpline enquiries, participate in regular Helpline catch up sessions); advisory and governance support (Board and Strategic Plan sub groups), book-keeping; leaflet development and dissemination; awareness-raising trainers and speakers; administration support; Resource Centre support; research; Careers advisers; fundraisers e.g. running sponsored events such as cycle rides and runs; bucket money collectors; Adult Network chair/Steering Group volunteers; event support and delivery; photographers; artists; project organisers; media and social media.
- We would particularly like to express our deep and sincere thanks to Bill Bannerman, who served in a voluntary capacity for Dyslexia Scotland for well over 20 years as our book keeper. Bill decided to step down in July 2016 after coming in faithfully every Tuesday throughout this time. We are incredibly grateful for all the help Bill has given to Dyslexia Scotland over such an impressive length of time.

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2016 (CONTINUED)

Achievements and performance (continued)

- During the period, as well as ongoing volunteer support, several individual volunteer induction sessions and 3 Helpline development sessions were run for new and existing volunteers to build up their skills both as part of their personal development and in order to carry out their volunteer roles effectively.

Staffing:

The Careers Adviser pilot project matched job seekers with dyslexia with trained volunteer advisers to help with job searches, application process and interview techniques. This year we successfully secured funding to recruit an Employment Adviser to take forward this valuable work. We would like to welcome Katie Carmichael, who joined Dyslexia Scotland in May 2016, as the seventh member of our staff team. Katie's role will be responsible for developing an employment service for people with dyslexia, offering one to one guidance and liaison with employers.

Financial review

A surplus of £58,094 arose during the year (2015: £133,625). During the year, nineteen (2015: eighteen) branches operated under the charity number of Dyslexia Scotland and are incorporated in the accounts. At the year end £489,428 (2015: £431,334) 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 2015-16, as outlined under Aim Four (Governance) above. These include the continued funding for the Chief Executive post from Dr. Walter Scott, funding from the Eranda Rothschild Foundation for the National Development Officer post; support from The Robertson Trust, Jim McColl, Clyde Blowers Ltd and Clyde Blowers Capital for the Volunteers Manager post; a grant from George P. Livanos Foundation received in January 2016 which has been designated for the Employment Adviser post from 2016-17. We also received a donation from the Scottish Football Association, the Stirling District Classic Car Club, legacies and a number of donations from individual supporters and fundraising events. We wish to record our sincerest appreciation for these valued 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); 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 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.

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2016 (CONTINUED)

Reserves policy and going concern

The Board's previous target to build its unrestricted reserves to a level equivalent to three months running costs for the organisation was increased to six months running costs in 2014-15. This was based on projections for income and expenditure, our current liabilities and an estimate of likely needs and risks over the next few years. We are delighted to report that three significant sources of funding that were due to expire in 2016 (March and October) totalling £213,500 per year, were renewed. Had they not been renewed, the Board would have needed to use the unrestricted reserves for core costs to continue to run the charity whilst sourcing alternate funding. Once confirmation of these renewed funding streams was received, the Board took the decision to recruit an Employment Adviser (appointed in May 2016) using some of the unrestricted reserves, as well as the donation from the George P Livanos Foundation.

The outstanding Scottish Government Assessment Grant of £23,020 which was carried over in 2014-15 will be utilised by the end of the financial year 2016/17. It has been agreed with the Scottish Government that this money will be used to redesign the Addressing Dyslexia Toolkit website. Any unspent funds will be returned to the Scottish Government once the website redesign is complete.

Plans for future periods

Dyslexia Scotland plans to deliver on the aims and objectives that are outlined in the Strategic Plan for 2015 – 2018 and as set out in the above Directors' report.

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.

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2016 (CONTINUED)

Reference and Administrative Information

Charity name	Dyslexia Scotland
Charity number	SC000951
Company number	SC153321
Registered Office and Operational address	2nd 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	resigned November 2015
	James McGregor	appointed September 2009
	Andy Laverty	appointed November 2015

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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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 20 March 2003 and subsequent versions as changed by Special Resolution on 20 May 2005, on 4 October 2009, on 13 November 2010, on 17 November 2012 and on 23 November 2013. It is registered as a charity with the Office of the Scottish Charity Regulator and with HM Revenue and Customs.

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2016 (CONTINUED)

Governing Structure and Appointment of Directors

Dyslexia Scotland consists of the Board of Directors, the Members' Representative Council, local Branches, the Adult Networks 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 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 2015. This three year plan was produced following extensive consultation with Dyslexia Scotland's members in 2014, for implementation from April 2015 until March 2018.

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 'Making Sense: Education for Children and Young People with Dyslexia' review published in May 2014 by Education Scotland.

Pay policy for senior staff

The Board of Directors, who are the Charity's Trustees, and the Chief Executive, are the key management personnel in charge of directing, operating and running the charity and who have responsibility for the pay policy. All Directors give of their time freely and no Director received remuneration for their duties as Directors in the year. The details of the Directors' expenses and related party transactions are disclosed in Note 8 of the Accounts.

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2016 (CONTINUED)

Staff salaries are reviewed annually and, subject to funds being available, staff salaries move up an incremental point each year, unless the staff member is at the top of a salary band. Staff salaries are also awarded a cost-of-living increase, as recommended by the Scottish Joint Council (SJC) local government/voluntary sector scales.

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.

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.

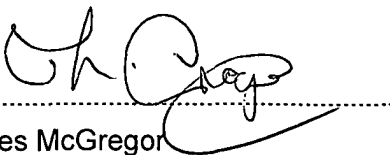
The directors are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation of and dissemination of financial statements may differ from legislation in other jurisdictions.

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 11.

Auditors

A resolution to re-appoint Thomson Cooper as auditors will be proposed at the Annual General Meeting.



James McGregor
Director

4 November 2016

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 2016 set out on pages 16 to 27 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 outlined 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 2016, 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 matters 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

Andrew Croxford (Senior Statutory Auditor)
For and on behalf of Thomson Cooper, Statutory Auditors
Edinburgh

4 November 2016

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
(Including Income & Expenditure Account)
For the Year Ended 31 March 2016

	Notes	Unrestricted Funds 2016 £	Restricted Funds 2016 £	Total Funds 2016 £	Total Funds 2015 £
Income					
Voluntary income	2	-	285,486	285,486	274,936
Donations and legacies	3	45,207	-	45,207	102,150
Income from charitable activities	5	53,874	-	53,874	66,474
Investment income	4	4,750	-	4,750	25,391
Total income		103,831	285,486	389,317	468,951
Expenditure					
Expenditure on charitable activities	6	45,539	285,684	331,223	335,326
Total resources expended		45,539	285,684	331,223	335,326
Net income/(expenditure) and net movement in funds for the year		58,292	(198)	58,094	133,625
Reconciliation of funds:					
Total funds brought forward	17	408,116	23,218	431,334	297,709
Total funds carried forward	17	466,408	23,020	489,428	431,334

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 19 to 27 form part of these financial statements.

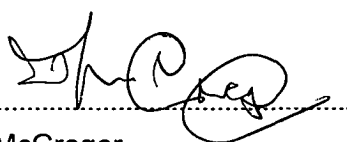
DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

BALANCE SHEET
As at 31 March 2016

	Notes	£	2016	£	£	2015	£
Fixed assets							
Tangible fixed assets	11			6,248			2,896
Current assets							
Debtors	12	25,414			2,947		
Cash at bank and in hand		602,587			575,575		
Cash at bank and in hand – branches		<u>40,553</u>			<u>30,561</u>		
		668,554			609,083		
Current liabilities							
Creditors falling due within one year	13	<u>(185,374)</u>			<u>(180,645)</u>		
Net current assets				483,180			428,438
Net assets				<u>489,428</u>			<u>431,334</u>
The funds of the charity							
Unrestricted general income funds				466,408			408,116
Restricted income funds				23,020			23,218
	17			<u>489,428</u>			<u>431,334</u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 and section 44 of the Charities and Trustee Investment (Scotland) Act 2005.

The financial statements were approved by the Board of Directors on 4 November 2016 and were signed on its behalf by:



James McGregor
Director

Company number: SC153321

The notes at pages 19 to 27 form part of these financial statements.

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

Statement of Cash Flows
Year ended 31 March 2016

	Note	2016 £	2015 £
Cash flows from operating activities			
	19		
Net cash provided by operating activities		<u>43,099</u>	<u>306,682</u>
Cash flows from investing activities			
Purchase of fixed assets		<u>(6,095)</u>	<u>(2,368)</u>
Net cash used in investing activities		<u>(6,095)</u>	<u>(2,368)</u>
Change in cash and cash equivalents in the year		<u>37,004</u>	<u>304,314</u>
Cash and cash equivalents at the beginning of the year		<u>606,136</u>	<u>301,822</u>
Cash and cash equivalents at the end of the year		<u>643,140</u>	<u>606,136</u>

The notes at pages 19 to 27 form part of these financial statements.

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2016

1. Accounting policies

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

1.1 Basis of accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

These financial statements for the year ended 31 March 2016 are the first financial statements of Dyslexia Scotland prepared in accordance with FRS 102. The date of transition to FRS 102 was 1 April 2014. The reported financial position and financial performance for the previous period are not affected by the transition to FRS 102.

The financial statements are prepared in Sterling, which is the functional currency of the charity.

Dyslexia Scotland 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 note.

1.2 Going concern

The directors are satisfied that Dyslexia Scotland has adequate unrestricted resources, of which a high percentage is held in cash, to continue its objectives for the foreseeable future, and therefore has adopted the going concern basis in preparing these financial statements.

1.3 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.

1.4 Income

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.

1.5 Expenditure

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.

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2016

- 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.

1.6 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

1.7 Leasing

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

1.8 Pensions

Dyslexia Scotland makes contributions towards employees' personal pension plans. The pension charge in these accounts is the amount of contributions payable in the accounting year.

1.9 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.

2. Grant income

	2016 £	2015 £
Restricted funds:		
Scottish Government:		
- HQ Grant	89,300	89,300
- Addressing Dyslexia Toolkit Grant	8,840	7,500
- Education Scotland Grant	48,500	48,500
Roadshow Grant (Awards for All/ Scottish Government)	-	-
Eranda Rothschild Foundation	36,842	27,632
Dr Walter Scott	65,004	65,004
The Robertson Trust	9,500	9,500
ClydeUnion Pumps	-	10,000
Clyde Blowers Ltd	27,500	10,000
Jim McColl	-	7,500
Other Grants	-	-
	285,486	274,936

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2016

3. Donations and legacies

	2016	2015
	£	£
Unrestricted general funds:		
Sir Jackie Stewart	-	50,000
Scottish Football Association	6,165	4,000
Chris Van Der Kuyl	-	6,000
JMI Motorsports Limited	-	5,000
Just Giving Donations	2,632	-
Legacy Donation	1,057	-
Stirling District Classic Car Club	1,500	-
Other donations over £1,000	5,410	2,000
Other donations under £1,000	13,504	13,597
Gift Aid tax recovered	3,291	14,885
Branches - donations	11,648	6,668
	45,207	102,150

4. Investment income

	2016	2015
	£	£
Unrestricted general funds:		
Bank interest – head office	4,743	25,384
Bank interest – branches	7	7
	4,750	25,391

5. Incoming resources from charitable activities

	2016	2015
	£	£
Unrestricted general funds:		
Membership fees	12,280	12,560
Conference fees	24,051	25,905
Training income	5,938	16,336
Assessment income	1,210	1,520
Dyslexia and Us book sales	174	358
Painting and print sales	1,160	2,395
Sundry income	487	209
Branches – other income	8,574	7,191
	53,874	66,474

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2016

6. Resources expended

	Projects £	Helpline & advice £	Training & conferences £	Governance £	2016 Total £	2015 Total £
Direct costs						
Staff costs	17,903	107,421	44,759	8,952	179,035	171,142
Staff travel & subsistence	496	2,977	1,240	248	4,961	4,607
Board costs	-	-	-	2,414	2,414	5,485
Volunteer expenses	-	1,107	2,179	173	3,459	6,884
Training	-	-	906	-	906	3,506
Books & publications	-	196	-	-	196	5,372
Education conference costs	-	-	22,394	-	22,394	20,105
Roadshows	-	5,549	-	-	5,549	6,862
Advertising	-	831	1,635	130	2,596	2,905
Professional indemnity	-	529	1,042	83	1,654	940
Accountancy & payroll	-	86	170	14	270	1,716
Audit fees	-	-	-	2,700	2,700	2,280
Fundraising	-	225	442	35	702	1,046
Branch costs	-	17,571	-	-	17,571	16,408
Helpline development	-	4,560	-	-	4,560	-
Assessment Working Group	6,302	-	-	-	6,302	5,663
Website	-	2,435	4,794	380	7,609	8,670
Dyslexia Awareness Week	6,024	-	-	-	6,024	4,606
Workshop expenses	-	-	6,100	-	6,100	8,744
Support costs						
Premises	-	16,216	5,791	1,158	23,165	23,095
Office expenses	-	18,333	6,547	1,309	26,189	29,526
Professional fees	-	1,225	438	88	1,751	476
Subscriptions	-	462	165	33	660	746
Depreciation	-	1,920	686	137	2,743	2,019
Recruitment costs	-	-	-	-	-	59
Sundry	-	1,198	429	86	1,713	2,464
	30,725	182,841	99,717	17,940	331,223	335,326

Expenditure on charitable activities was £331,223 (2015 - £335,326) of which £45,539 was unrestricted (2015 - £53,489) and £285,684 was restricted (2015 - £281,837).

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2016

7. Staff costs and numbers

	2016	2015
	£	£
Salaries and wages	157,098	149,334
Social security costs	12,961	12,204
Pension costs	8,976	9,604
	179,035	171,142

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

The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The total employee benefits of the key management personnel were £57,533 (2015 - £57,575)

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

	2016	2015
	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, three directors received reimbursement for expenses incurred amounting to £1,612 (2015: five directors £1,599). The expenses included travel, subsistence and other miscellaneous expenses.

One director was paid fees for training in the year. These amounted to £375 (2015 - £10,081) to Fiona Dickinson and £nil (2015 - £200) to Mary Evans.

No other members of the board of directors received remuneration during the year or had any personal interest in any contract or transaction entered into by the charity during the year (2015 - nil).

9. Movement in total funds for the year

	2016	2015
	£	£
This is stated after charging:		
Depreciation	2,743	2,019
Auditor's remuneration – external audit	2,700	2,500

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 2016

11. Fixed assets

	Office Equipment £	Total £
Cost		
As at 1 April 2015	30,829	30,829
Additions	6,095	6,095
Disposals	-	-
As at 31 March 2016	36,924	36,924
Depreciation		
As at 1 April 2015	27,933	27,933
Charge for year	2,743	2,743
Eliminated on disposal	-	-
As at 31 March 2016	30,676	30,676
Net Book Value		
As at 31 March 2016	6,248	6,248
As at 31 March 2015	2,896	2,896

12. Debtors falling due within one year

	2016 £	2015 £
Trade debtors	9,385	1,250
Prepayments	16,029	1,697
	25,414	2,947

13. Creditors falling due within one year

	2016 £	2015 £
Trade creditors	8,678	10,592
Other taxes and social security	4,107	4,069
Accruals	12,063	18,616
Deferred income (note 14)	160,526	147,368
	185,374	180,645

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2016

14. Deferred income

	2016	2015
	£	£
As at 1 April 2015	147,368	-
Released to incoming reserves	(36,842)	-
Deferred in the year	50,000	147,368
As at 31 March 2016	160,526	147,368

Deferred income brought forward represents funding received in advance from The Eranda Rothschild Foundation (formerly known as The Eranda Foundation) to cover the National Development Officer costs. Income deferred during the year represents funding received in advance from the George P Livanos Foundation to cover the Employment Adviser costs.

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 £8,976 (2015: £9,604) for the year. There were outstanding contributions of £nil (2015: £922) at the balance sheet date.

16. Analysis of net assets between funds

	Unrestricted General Funds £	Restricted Funds £	Total Funds 2016 £
Tangible fixed assets	3,539	2,709	6,248
Current assets	483,610	184,944	668,554
Current liabilities	(20,741)	(164,633)	(185,374)
Net Assets	466,408	23,020	489,428

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2016

17. Movement in funds

	As at 1 April 2015 £	Incoming Resources £	Outgoing Resources £	As at 31 March 2016 £
Unrestricted general funds	408,116	103,831	(45,539)	466,408
Restricted funds:				
Scottish Government – HQ Grant	-	98,140	(98,140)	-
Scottish Government – Education Scotland	-	48,500	(48,500)	-
Scottish Government – Addressing Dyslexia Toolkit Grant	23,020	-	-	23,020
Eranda Foundation	-	36,842	(36,842)	-
Dr Walter Scott	-	65,004	(65,004)	-
The Robertson Trust	-	9,500	(9,500)	-
ClydeUnion Pumps	72	-	(72)	-
Clyde Blowers Ltd	72	27,500	(27,572)	-
Jim McColl	54	-	(54)	-
	23,218	285,486	(285,684)	23,020
Net funds	431,334	389,317	(331,223)	489,428

Funds

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 Addressing Dyslexia Toolkit grant supports the Addressing Dyslexia Toolkit Working Group, who develop, maintain and disseminate our toolkit for teachers.

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

The Robertson Trust, ClydeUnion Pumps, Clyde Blowers Ltd and Jim McColl grants support our Volunteer Manager post and related activities, including the organisation of the Education Conference.

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 2016 the charity had total commitments under non-cancellable operating leases as follows:

	Land and buildings £	Office equipment £	Total 2016 £	Total 2015 £
Less than 1 year	19,008	4,891	23,899	23,899
Between 2 and 5 years	9,504	2,853	12,357	36,256
Total	28,512	7,744	36,256	60,155

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2016

**19. Reconciliation of net movement in funds
to net cash flow from operating activities**

	2016	2015
	£	£
Net movement in funds for the reporting period (as per the statement of financial activities)	58,094	133,625
Adjustments for:		
Depreciation charges	2,743	2,019
Decrease in Stocks	-	5,362
(Increase)/decrease in debtors	(22,467)	1,564
Increase in creditors	4,729	164,112
	43,099	306,682