

DYSLEXIA SCOTLAND

(A Company Limited by Guarantee)

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2017

Charity Number: SC000951

Company Number: SC153321



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DYSLEXIA SCOTLAND
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FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2017

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DYSLEXIA SCOTLAND
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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2017

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 2017 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

2016-17 has been an exciting and productive year. The key targets set out in the second year of the 2015-2018 Strategic Plan have been met and in some cases exceeded.

We have continued to meet our ongoing objective of securing and sustaining funding to support the already high levels of demand and to expand and improve our services. The Funding Group, assisted by the influential support of our President, has successfully secured important new and renewed sources of funding for the future.

We were delighted this year to secure 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, including the funding of our administrative support and Helpline staff team. We were also awarded an additional project grant from Lloyds TSB Foundation to establish an online hub/website especially for young people with dyslexia. Moreover, in March 2017, the Scottish Government announced that it was doubling its core funding for our work with children and young people in the next financial year, 2017-18.

Our sincere thanks go to the following funders for their continuing support in contributing towards the salary costs of our growing staff team: Eranda Rothschild Foundation fund the costs for the National Development Officer post until July 2019; Jim McColl and Clyde Blowers Capital support the Volunteers Manager post for 3 years from April 2015; The Robertson Trust extended its funding towards the Volunteers Manager post for 2 years from April 2015; Dr Walter Scott continued his financial support towards the salary costs of the Chief Executive post beyond October 2016; a grant from the George P Livanos Foundation made it possible for us to recruit our Employment Adviser in May 2016.

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 enthusiastic commitment to Dyslexia Scotland's work. We are grateful to the staff team for their dedication and support as Dyslexia Scotland continues to flourish – in influencing change, delivering effective projects and enabling people with dyslexia to reach their potential.



David Shaw

29 September 2017

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2017 (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 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 second Annual review of Dyslexia Scotland's three-year strategic plan (2015 – 2018) once again showed that the majority of the key targets had been met and in some cases exceeded in the first two years 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 2017 (CONTINUED)

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

Helpline: there were a total of **1798 enquiries**. The top 4 reasons for calling the Helpline were to find out about how to get assessed (785 enquiries: 44% - from that number we sent out our list to 600: 33%); General Information (463 enquiries: 26%); Tutor Service (281 enquiries: 16%); Work related (92 enquiries: 5%). Of the **281** who called about **tutors**, **152** were for primary pupils; **82** for secondary and **47** for adults.

50% (897) of the Helpline enquiries were from parents about children (made up as follows: Primary 70%: 630 enquiries and Secondary 30%: 267 enquiries:), 33% (585) were about adults, made up of 94 enquiries by parents about their adult children and 491 from adults themselves; with the remaining 17% of calls from others who support or work with dyslexic people.

Our new Employment Service was set up in May 2016. A mapping survey on dyslexia and employment attracted over 400 responses, helping to shape the direction of the service. During the reporting period 30 clients were supported by our Employment Adviser Katie Carmichael; with the support of 6 volunteer Careers Mentors. Clients who engaged with the Employment Service reported increased confidence and optimism levels in relation to their career. Four people who were unemployed when initially supported by the service have successfully gained and sustained employment; 4 people were offered Further Education places. Many people whose CVs or applications had not yielded results, were successful in getting to interview stage following coaching from a mentor. Clients made connections with other people with dyslexia through the support of the service, accessing Adult Networks or becoming members of Dyslexia Scotland for the first time, reducing their isolation. The service has also been instrumental in helping to build links at national and local levels, including supporting localised Disability Confident events at Job Centres in Edinburgh, Falkirk and Grangemouth and contributing to the West Lothian Dyslexia Network. See also the partnership work outlined under Aim 2.

The website had **194,421** visitors during the year. Usage of the website is analysed through the Google Analytics statistics package, following the website redesign in January 2016. The busiest times of year for the website were in the lead up to, during and after Dyslexia Awareness Week (November), and other events such as the Education conference (October) and the Youth Day (March) as well as school term times. The Top 5 pages of the website this year were: Our leaflets; The Addressing Dyslexia Toolkit; Dyslexia Awareness Week and Our Assessment services. We strive to make the website as accessible as possible for people with dyslexia as well as for a range of other visitors. We do this in a range of different ways, including: a 'ReciteMe' accessibility toolbar which helps people to listen to the website content instead of reading it; to choose different background colour, font or font size; to change from English to a different language; to highlight words to see their definition; a 'webchat' facility enables people to speak to an adviser 'live' while browsing the website; improved access from mobile devices; members, branch committees, volunteers and tutors can access a 'private' area of the website.

At the end of March 2017, our **Facebook** page had 5656 likes and **Twitter** had 6403 followers. We also reach more people through our [YouTube channel](#) (1919 YouTube views) and [Blog](#), 'A life less ordinary' (133 blog likes). We are also now on LinkedIn. We use these social media networks to interact with people with dyslexia, their families and others who support them as well as employers, professionals and members of the public. We also use the networks to share information about relevant issues and news items.

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: Dyslexia at Work Positive Thinking; Adults, Dyslexia and the workplace; Young Persons' Dyslexia Voice;

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2017 (CONTINUED)

Achievements and performance (continued)

and Exams, study and learning. We are very grateful to Aberdeen Global Asset Management for their continued 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 **1876** participants during the year. Events included **5 roadshows** (340 participants) in Dundee, Borders, Elgin, Inverness and Livingston. **500** people took part in **26 'Dyslexia: Did you know..?' Dyslexia Awareness Week** activities across Scotland, in liaison with valued partners including Edinburgh City Libraries, cinemas and our branches; **46** young people aged 10 - 17 attended our first Youth Day in March; **21** young people attended our first residential Youth Camp in Abernethy; **26** training events delivered to **418** participants (employers, unions and service providers) in varied sectors including Scottish Rugby Union, Construction Industry Training Board, Scottish Funding Council, Legal establishments, Unions, Private and mainstream schools, other charities, Universities, Edinburgh and Glasgow Libraries, Enterprise Cultural Office; the **Education conference** on the theme of 'Dyslexia challenges and solutions' (**245** attendees) was held in Dundee for a second year. An outstanding team of **21** volunteers helped the event to run smoothly. We had excellent feedback about the keynote speakers and workshops and at the request of some delegates, the conference venue will move to Glasgow in 2017; **18 Adult Network** meetings took place in Glasgow, Stirling and Edinburgh, attended by **212** attendees; **2 Tutors' Seminars** (attended by **51** participants); **2** group and **1** individual induction training sessions were held **for volunteers**; **2** Helpline catch up sessions for Helpline volunteers; **1 residential weekend**, attended by **22** Branch and Adult Network volunteers.

Our 19 volunteer-led branches ran **78** public open events across Scotland attended this year by a total of over **1800** people.

27 assessments (19 children and 8 adults) were carried out in the reporting period, on our premises by Educational Psychologist, Dr Gavin Reid. In addition, **7** people were assessed through a grant supported by the Scottish Government. Bookings for the service continue to be fully subscribed.

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

Helpline: a case study

A parent had called about 3 months earlier to ask for help for her son.

He was attending Kumon but not really getting anywhere and the school were not really active in support. She was looking to see if there was anything she could do to help him with his reading and spelling. It was suggested she try Toe-by-Toe, the Power of 2 Series for the maths, and accessing BBC Bitesize to access curriculum materials for reinforcement. Nessy was also suggested.

She phoned to say thank you because she says her son has come on tremendously in such a short space of time. He is reading for pleasure independently which he would never attempt to do before, he is making progress telling the time and with mental maths - he seems to have a new lease of life with his learning. She just wanted to say thank you and that she was so glad that we were on the other end of the phone to provide such needed support and advice.

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2017 (CONTINUED)

Achievements and performance (continued)

Employment service

"The way you helped me to put my CV together made sense to me. You listened to what I wanted and helped me make a CV that truly reflects who I am. It was a very relaxed process, and it worked for me."

"Your suggestions for how to write application answers work brilliantly. I'm extremely grateful for getting to have this back and forth approach to working on application forms, this works for me. You've been an asset to my job search."

"Thank you so much. There is no way I would have got this far without your help."

Dyslexia Alert Card:

"I ordered it for my son...who may use it this afternoon as he has his driving theory test. He was delighted to have it and felt it would give him the confidence to say when he needed help."

"[The individual] has a Polish friend who wanted support to use the library and services. The dyslexic person felt a bit overwhelmed taking on this alone so she handed the card over to the admin worker who smiled and was really helpful and thorough while showing them both how it all worked."

"It 'unhid' my 'hidden' disability. Sometimes it's difficult to tell people that I'm dyslexic if there's no particular reason to tell them. Having the alert card gives me a reason...."

Dyslexia Awareness Week:

"Thanks for this [Blog on SDS intranet], yet another very useful article demonstrating the myriad of different potential careers someone with dyslexia could or can aspire towards."

"Very useful blog and info [on SDS intranet]; I was diagnosed whilst studying (albeit 3 months before I finished my MSc) but knowing why I seemed to take longer to process information and get the gist of some things put a lot of things into perspective. The difference it has made to my thought process and learning ability has been immense."

"Received training from work but had not the opportunity to hear of the experiences of people before and after diagnosis so positively". (West Lothian breakfast event)

"I feel grateful to finally feel I'm not crazy or odd. Today I'm feeling that I can work with me on this and not against me so again thank you for showing this documentary [Read me Differently]. It may just have opened up path for me and a way forward to liking myself and not giving up."

"Some great resources on your website for using in school, really useful"

Youth day feedback

"I would like to say a huge thank you, the first youth day was amazing!!! Sam came out of it on a real high, inspired by the real life adults sharing their strategies to help support dyslexia".

"My daughter went to the Dyslexia Scotland Youth Day in Glasgow today, seems like a new girl, I think she's finally realising she's not alone in this. Thank you Dyslexia Scotland."

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Achievements and performance (continued)

"She was on a total high when I collected her and this has given her a real boost in confidence. She doesn't know any other dyslexic children and tends to feel different and isolated so for the first time she has seen that many others are affected in a similar way. We will definitely be booking in for any other events you have over the next year."

Feedback from Education conference delegates, October 2016:

One of the keynote speakers, Zeki Basan, spoke about his dyslexia and his experiences in the wilderness. Here are some teachers' comments:

"Zeki's story was so very touching and his successes are inspiring. I couldn't help but feel guilty that a youngster's educational experience was as terrible as his, but this talk ensures we aspire to do more to support our learners."

"Zeki's speech about what it was like growing up with dyslexia helped me make the connection to my own students."

"Zeki was an amazing speaker. Really brought it home how awful school was really recently for a young person with dyslexia."

Members about our magazine:

"Many thanks for such an amazing magazine edition. The articles were most interesting and very timely as I am in the middle of writing an essay on co occurring difficulties."

"I gave the pupils copies of Dyslexia Scotland's magazine today, and they were absolutely over the moon to see their endeavours published in such a professional magazine. Thank you so much for including their work."

"Thank you so much for featuring Buckie High School, in this month's Dyslexia Scotland magazine. All the pupils are really chuffed to see their work come to life in print."

Participants in dyslexia awareness training sessions:

"Experiential activities really useful in reinforcing understanding of the challenges of short-term memory load. Excellent presenter - very clear and lovely manner. Thank you."

"Really helpful - hoping to take back a lot of this to school to help other teachers understand."

"Very useful session. Good balance of theory and practical strategies to use."

Assessment service:

"We found the assessment to be very helpful and I have spent time recently going through the report and looking at various websites. I will be linking in with the Learning Support Department at the school to arrange implementing the ideas suggested by the assessor." (Parent)

"Dyslexia Scotland funded an assessment with Dr. Jennie Guise. I just wanted to thank Dyslexia Scotland for putting me through this assessment. I can't begin to tell you how much it means to me. I found out that I have dyslexia and dyspraxia which I would never have known without your help." (Adult)

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2017 (CONTINUED)

Achievements and performance (continued)

"Road show attendees:

"Chatting with knowledgeable people was very helpful. Information to take away was great. Many thanks".

"Loved the talk gave insight using the exercise re-colour telling a story without using the letter S".

"The young boy helping me pack up yesterday said that by coming to the Roadshow he had learned that he's not stupid, that he's as good as everyone else at school and that he felt better about things now.

"Very grateful for event and support. Well organised and informative".

Volunteers about the Malta Youth camp

"...a huge thank-you to the team for providing me with the opportunity to go to Malta and expand my horizons, it was a fabulous week and I have learnt so much of value that will help me fulfil my role as a Young Ambassador." James

"Just like to say a big thanks to everyone who made this week possible...And finally Helen and Dyslexia Scotland and of course ERASMUS without you this week wouldn't have been possible." Eilidh

Feedback from Branch meetings:

"It is brilliant to see the dyslexic point of view and what they can achieve after secondary schools".

"Very interesting. Good to know that support is available into further education".

"Very informative, speakers were excellent always good to hear from a person diagnosed and their experiences"

Feedback from parents about the Tutor service:

Adults

"This is the first time I have been taught by someone who is dyslexic and it really helps because they understand a lot better than other teachers what we are going through and how to help us, and also hearing that the teacher has had similar problems which makes you feel that you are encouraged, valuable and not at the bottom of the class."

"Having a tutor has really helped me with my time at university so far because having one to one time with my tutor has meant I am able to understand how to process a lot of my work better and then successfully write essays about the information I have learned".

Children

"Honestly cannot emphasise enough how important this tutor's contribution has been. Her advice and encouragement has helped the whole family. She is always super-organised and is so knowledgeable plus the children actually enjoy working with her.

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2017 (CONTINUED)

Achievements and performance (continued)

"I really can't speak highly enough about this tutor. She is a very lovely, warm, thoughtful and hugely skilled lady. She has been a terrific support for my daughter and has a wonderful calm and encouraging approach. We are very lucky to have found her."

"Tutor's sessions are very engaging. My son always comes out of his lesson buzzing with how much he achieves. The tutor makes them fun which is so important. She is wonderful and a credit to Dyslexia Scotland"

"In 6 months I have already seen a huge difference in my son. Tutor has helped with my son's confidence and her advice/tips have been fantastic. Now that he has been diagnosed and has such a brilliant tutor, I think this will make all the difference for him and for us as a family."

Feedback about the Addressing Dyslexia Toolkit:

"We were interviewing for a support for learning teacher today. I was delighted that both candidates talked about the Dyslexia Toolkit and how they actively use it to enhance their own knowledge, support pupils and inform parents"

"May I first of all say how impressive the website is, easy to navigate, full of fantastic information, the team should be justifiably proud of themselves".

Aim Two - Influencing positive national change: key highlights

Our President Sir Jackie Stewart continues to be a dedicated and passionate campaigner on behalf of people with dyslexia, highlighting the impact of unidentified and unsupported dyslexia on children, young people and adults. Sir Jackie also regularly lobbies potential partners for financial and in-kind support for Dyslexia Scotland to meet the increasing and ongoing demand for services from people with dyslexia.

In August 2016, Sir Jackie was the keynote speaker at a high profile event to celebrate the 2 year partnership between the Scottish Football Association and Dyslexia Scotland at Hampden Football Stadium, alongside Jim McColl. Founder, Chairman and CEO of Clyde Blowers Capital entrepreneur and one of our Ambassadors Paul McNeill, with a film clip of our Ambassador, Scotland Footballer Steven Naismith. In November 2016, Sir Jackie met John Swinney, MSP, Deputy First Minister and Cabinet Secretary for Education and Skills, along with our Chief Executive, to highlight the vital role that Dyslexia Scotland plays as a national strategic partner for the Scottish Government on dyslexia matters, especially in relation to children and young people. As a result of this meeting, Mr. Swinney launched the redesigned Addressing Dyslexia Toolkit together with Sir Jackie at an important media event in March 2017. Furthermore, at the same launch, which attracted valuable press coverage and publicity for the refreshed Toolkit and related online training modules, we were delighted when Mr. Swinney announced that the Scottish Government would double its funding to Dyslexia Scotland in 2017/18 and beyond.

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2017 (CONTINUED)

Achievements and performance (continued)

Our high profile Dyslexia Scotland Ambassadors Keith Cook, Paul McNeill, Nicola Morgan, Steven Naismith, Mark Stoddart, Ben Thomson and Chris Tiso continue to play an important role 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. Sir Jackie met with the Vice President, Ambassadors and interested stakeholders, some of our Directors and our Chief Executive at a dinner hosted by our Chairman David Shaw in March 2017. Our sincere thanks go to them all, as well as our eight Young Ambassadors – James, Emily, Eilidh, Emma, Sam, John, Innes, Christina, whose activities are outlined under Aim 3 below.

Exciting progress has been made on the recommendations from Education Scotland's 'Making Sense: Education for Children and Young People with Dyslexia in Scotland' review. This is being taken forward by a working group chaired by the Scottish Government and Education Scotland, led by Fran Ranaldi, Development Officer for Dyslexia and inclusive practice, on secondment to Education Scotland since December 2015. Dyslexia Scotland is an active member of this working group and related sub groups, which met 5 times during the year. We work very closely with Fran Ranaldi on this significant piece of work. Further details are on the Scottish Government's website.

The online 'Addressing Dyslexia' Toolkit Working Group, chaired by Fran Ranaldi, met 6 times during the reporting period. The Toolkit refresh in the lead up to the above mentioned launch involved a significant amount of work by the working group members, which has been rewarded by an increased interest in and usage of the Toolkit. The new Toolkit is more accessible and easier to use and will help teachers to support children with dyslexia and literacy issues.

The first of 3 online training modules was launched in March 2017 on the Addressing Dyslexia, Open University and Dyslexia Scotland websites and through Education Scotland's digital sites. They will help teachers identify dyslexia early and improve support for pupils as they learn and when preparing to leave school. With support from the Toolkit and Making Sense working groups, Dyslexia Scotland, Education Scotland and the Scottish Government are planning an extensive dissemination programme of Master class events for teachers from September 2017 onwards, as well as a GTCS Professional Recognition Pilot which will aim to develop a cohort of teaching professionals in Scotland with the skills and knowledge to identify and support learners with dyslexia and to help other teachers to do the same.

Fiona Dickinson, our Chair of Council, represents Dyslexia Scotland as an active member of the National Farmers Union for Scotland campaign which aims to highlight the issue of dyslexia amongst the farming and crofting communities. In June 2016, 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. Campaign progress reports can be found on the NFUS website.

Dyslexia Scotland ran an exciting and varied programme of events across Scotland in **Dyslexia Awareness Week 2016** on the theme of 'Dyslexia: Did you know...?', in partnership with libraries, cinemas, our Ambassadors and our network of branches around Scotland. In total, **26** events including author events, practical workshops, special film screenings, drop-in events, displays in shopping centres, libraries and colleges were attended by over **500** 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. A practical Dyslexia Awareness Week page on our website, with resources for people to download, helped schools, colleges and workplaces to run their own events.

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2017 (CONTINUED)

Achievements and performance (continued)

Ellie's Blue Ribbons Dyslexia campaign: for Dyslexia Awareness Week 2016, **44,000** ribbons were distributed across Scotland by Dyslexia Scotland and **3866** people attached an electronic 'Twibbon' to their social media profile

Partnerships to influence positive change

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; the Scottish Parliament Cross-Party Group on Dyslexia; the National Strategic Forum on Adult Learning 'Learner Voice' sub-group; the national Third Sector Employability Forum and the Department of Work and Pensions Customer Representation Group (Scotland); Salvesen Mindroom Centre's Steering Group on Research priorities for learning difficulties in children and young people; ConFab on the first national Scottish Youth Poetry Slam in 2016.

We work closely with national organisations such as CALL Scotland, Skills Development Scotland (on a mini dyslexia awareness campaign aimed at Careers Advisers and consulting on their Modern Apprentice disability campaign), Newbattle Abbey College (participating in the second pilot of the Adult Achievement Award), Enquire, the SQA, Educational Institute of Scotland (EIS), General Teaching Council Scotland (GTCS), Scottish Book Trust, Scottish Prison Service, Police Scotland and Cultural Enterprise Office (building stronger links to provide access to dyslexic entrepreneurs in creative industries). We have regular meetings with Ministers, MSPs and civil servants across a range of policy areas. We work 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:

Inspiring articles and personal experiences about dyslexia by people of all ages appear in every edition of the Dyslexia Voice magazine for our members. 87 magazine contributors have shared their stories in print this year.

There is a wide range of videos on our You Tube channel, including films added in the past year of Sir Jackie Stewart and Paul McNeill and guests at the Scottish Football Association/Dyslexia Scotland event at Hampden Park; a Scottish Youth Poetry Slam performance about dyslexia; a parent talking about the importance of clear communication between teachers and parents. 24 guest bloggers shared their thoughts on anything connected with dyslexia on our blog, 'A life less ordinary'.

It was a very busy period for our 8 active **Young Ambassadors**. They met 5 times as a group, attended a variety of events, including the Scottish FA celebration event, the Education Conference and Members' Day, and they were filmed for the Scottish Dyslexia Film. Other major events included a European Youth Camp and the Dyslexia Scotland Youth Day. The European Dyslexia Association Youth Camp, hosted by the Malta Dyslexia Association, ran for a week in July 2016 in Malta, attended by three of our Young Ambassadors and one Events Volunteer (James, Sam, Eilidh and Steve, supported by the Volunteers Manager). As well as the Scottish contingent, there were groups of young people from Ireland, Malta, Germany, Greece, Italy, Norway and Sweden. Everyone enjoyed meeting new people and learning about how dyslexia is supported (or

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2017 (CONTINUED)

Achievements and performance (continued)

not) in other countries. The Young Ambassadors were very involved in the planning for the Youth Day in March 2017 and provided a workshop and Q&A session on the day. Their fantastic input on the day, inspired two participants to become new Young Ambassadors.

Young people shared positive experiences of their dyslexia in interviews and art work, to be published in a new book by author Margaret Rooke. One aspiring young journalist got the opportunity to interview the author, in order to learn more about a career in this field.

Consultations: with input from people with dyslexia and those who support them, we responded to 9 consultations during the year, including:

- 'Empowering teachers, parents and communities to achieve Excellence and Equity – A governance review.' (Scottish Government)
- 'Widening access to Scottish Universities for Disabled people' (Equalities and Human Rights committee)
- Scottish Prison Service Equality Outcomes'
- 'Mapping Adult learning practices'

We drew on focus groups, interviews and responses to shape our response to the UK Government's 'Improving Lives: Work, Health and Disability' consultation. Following this we were invited by the UK Dyslexia Adult Network to contribute to the AchieveAbility Commission on Recruitment and Dyslexia/Neurodiversity.

Dyslexia Alert Card pilot - the card, designed by people with dyslexia, for people with dyslexia, has prompted comment, debate and discussion amongst the dyslexia community; the post received more likes, shares and reaches than any other on our Facebook page. (41,132 reaches, 98 comments, 274 shares). Positive feedback outweighs negative and some users report that the card is making a significant, helpful difference to them in their day to day lives. 800 cards were distributed in the year. Plans are in place to produce revised cards in 2017, based on the pilot feedback.

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, at the Youth Day and Malta Youth camp and at a wide range of different national and local events highlighted under Aim 1. The confidence of our Young Ambassadors has grown as they have helped to share their stories with other young people. Two Young Ambassadors spoke powerfully to Sir Jackie Stewart, John Swinney and the media at the Addressing Dyslexia Toolkit launch; 5 Young Ambassadors introduced the Youth Day and ran a workshop on mind mapping.

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.

The Funding Group continues to take a proactive and systematic approach to securing sustainable funding in order to deliver our strategic aims. Invaluable core funding (which includes salary costs for our administration team) secured for 2016 – 2017 from both the Scottish Government and from

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2017 (CONTINUED)

Achievements and performance (continued)

Empowering Communities Fund), and the commitment to double the funding from the Scottish Government and continue the grant from Lloyds TSB Foundation in 2017-18 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. In addition, we were delighted that an application for a project grant for 2016/17 to Lloyds TSB Foundation Project was successful; as a result we are currently developing a website especially for children and young people with dyslexia, which will be launched in November 2017.

We are most grateful to the following donors for supporting salary costs: Dr. Walter Scott for continued funding beyond October 2016 towards the Chief Executive's post; The Robertson Trust and Clyde Blowers Capital for supporting the salary costs of the Volunteers Manager post; The George P. Livanos Foundation for contributing to the Employment Adviser from May 2016; The Eranda Rothschild Foundation for its continuing support for the National Development Officer costs.

Our sincere thanks go to all our funders and supporters, including those who give us valuable in-kind support. We were delighted that the Scottish Antique & Arts Centre adopted us as their nominated charity in 2016/17; their support includes running Expert Valuation Days at their centre in Perthshire in aid of Dyslexia Scotland.

Branches:

There were 19 branches active at the end of March 2017. We held a third successful residential event in May 2016 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 707 at the time of writing. Our branches continue to actively promote the benefits of membership at their branch meetings throughout the year. The new online membership facility introduced in September 2016 has helped to increase membership numbers. 203 new members joined during the year.

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. Further events will be held in the autumn of 2017 to hear members' views on priorities for the next three-year plan 2018-21.

Volunteers:

There were 31 active volunteers (117 roles) within HQ in the reporting period with a significant increase in the number of volunteering hours at national level – 2076 hours. The national roles include: President and Vice President, Ambassadors, Young Ambassadors, Helpline volunteers, 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; Careers Mentors; Adult Network chair and Steering Group volunteers; event support and delivery; photographers; media and social media; fundraisers e.g. participating in sponsored events such as cycle rides and runs. In addition, **102** branch committee members helped in the 19 branches around Scotland.

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 reluctantly decided to step down in July 2016 after coming in faithfully every Tuesday throughout

DYSLEXIA SCOTLAND
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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2017 (CONTINUED)

Achievements and performance (continued)

this time. He was aged 85 at the time. We would like to express our deep and sincere condolences to his family and friends for their loss following Bill's death in July 2017. We are incredibly grateful for all the help Bill gave to Dyslexia Scotland over such an impressive length of time and we will miss him enormously.

During the period, as well as ongoing volunteer support, two group and one individual induction training sessions; and two Helpline catch up sessions for Helpline volunteers were held 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. Our Volunteers manager interviewed 9 new volunteers; and had regular one to one catch up meetings with many of the National volunteers.

Staffing:

In May 2016, when Katie Carmichael joined us as Employment Adviser, our staff team extended to seven. Furthermore, at the time of writing, we have also recruited an eighth member of staff, Sheila McLaughlin, who joined us on a sessional basis to help with Events administration and support in August 2017. This was made possible with additional core funding from the Scottish Government.

Financial review

A deficit of £39,249 arose during the year (2016: surplus of £58,094). During the year, nineteen (2016: nineteen) branches operated under the charity number of Dyslexia Scotland and are incorporated in the accounts. At the year end, £453,179 (2016: £489,428) 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 2016-17, 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 and Clyde Blowers Capital for the Volunteers Manager post; a grant from George P. Livanos Foundation received in January 2016 for the Employment Adviser post from 2016-17. We also received donations from the Scottish Football Association, 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); Lloyds TSB 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 interest bearing bank accounts.

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2017 (CONTINUED)

Achievements and performance (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. 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 was used by the end of March 2017 to refresh the Addressing Dyslexia Toolkit website. An unspent amount of £2,926 was returned to the Scottish Government once the website redesign was 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.

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2017 (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
	James McGregor	appointed September 2009
	Andy Lavery	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, on 23 November 2013 and on 19 November 2016. It is registered as a charity with the Office of the Scottish Charity Regulator.

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2017 (CONTINUED)

Achievements and performance (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 seven 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 (which was refreshed and relaunched in March 2017: www.addressingdyslexia.org, the 'Making Sense: Education for Children and Young People with Dyslexia' review published in May 2014 by Education Scotland and the taking forward of that Review's recommendations.

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 2017 (CONTINUED)

Achievements and performance (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.

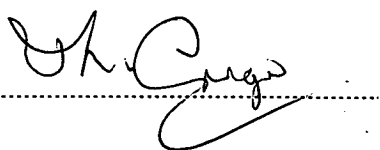
The directors are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation of and dissemination of financial statements may differ from legislation in other jurisdictions.

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 15.

Auditors

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



James McGregor
Director
29 September 2017

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 2017 set out on pages 20 to 30 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 14, 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 2017, 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

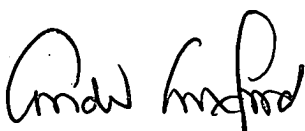
In our opinion the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

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

10th October 2017

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
(Including Income & Expenditure Account)
For the Year Ended 31 March 2017

	Notes	Unrestricted Funds 2017 £	Restricted Funds 2017 £	Total Funds 2017 £	Total Funds 2016 £
Income					
Voluntary income	2	-	304,765	304,765	285,486
Donations and legacies	3	20,117	-	20,117	45,207
Income from charitable activities	5	54,571	-	54,571	53,874
Investment income	4	1,146	-	1,146	4,750
Total income		75,834	304,765	380,599	389,317
Expenditure					
Expenditure on charitable activities	6	89,063	327,785	416,848	331,223
Total resources expended		89,063	327,785	416,848	331,223
Net income/(expenditure) and net movement in funds for the year		(13,229)	(23,020)	(36,249)	58,094
Reconciliation of funds:					
Total funds brought forward	17	466,408	23,020	489,428	431,334
Total funds carried forward	17	453,179	-	453,179	489,428

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 22 to 30 form part of these financial statements.

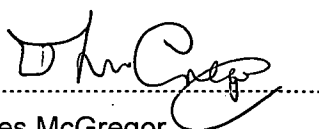
DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

BALANCE SHEET
As at 31 March 2017

	Notes	2017	2016
		£	£
Fixed assets			
Tangible fixed assets	11	4,760	6,248
Current assets			
Debtors	12	19,882	25,414
Cash at bank and in hand		526,448	602,587
Cash at bank and in hand – branches		32,167	40,553
		578,497	668,554
Current liabilities			
Creditors falling due within one year	13	(130,078)	(185,374)
Net current assets		448,419	483,180
Net assets		453,179	489,428
The funds of the charity	17		
Unrestricted general income funds		453,179	466,408
Restricted income funds		-	23,020
		453,179	489,428

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 29 September 2017 and were signed on its behalf by:



James McGregor
Director

Company number: SC153321

The notes at pages 22 to 30 form part of these financial statements.

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2017

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.

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.

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2017

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.
- 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.

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2017

2. Grant income

	2017 £	2016 £
Restricted funds:		
Scottish Government:		
- HQ Grant	98,934	89,300
- Addressing Dyslexia Toolkit Grant	-	8,840
- Education Scotland Grant	50,000	48,500
Eranda Rothschild Foundation	36,842	36,842
Dr Walter Scott	64,989	65,004
The Robertson Trust	9,500	9,500
Clyde Blowers Ltd	27,500	27,500
P. Livanos Foundation	17,000	-
	304,765	285,486

3. Donations and legacies

	2017 £	2016 £
Unrestricted general funds:		
Scottish Football Association	6,263	6,165
Just Giving Donations	2,561	2,632
Legacy Donation	-	1,057
Stirling District Classic Car Club	-	1,500
Other donations over £1,000	-	5,410
Other donations under £1,000	6,230	13,504
Gift Aid tax recovered	2,299	3,291
Branches - donations	2,764	11,648
	20,117	45,207

4. Investment income

	2017 £	2016 £
Unrestricted general funds:		
Bank interest – head office	1,135	4,743
Bank interest – branches	11	7
	1,146	4,750

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2017

5. Incoming resources from charitable activities

	2017 £	2016 £
Unrestricted general funds:		
Membership fees	16,201	12,280
Conference fees	21,730	24,051
Training income	11,796	5,938
Assessment income	2,365	1,210
Dyslexia and Us book sales	22	174
Youth day income	283	-
Sundry income	1,901	1,647
Branches – other income	273	8,574
	54,571	53,874

6. Resources expended

	Projects £	Helpline & advice £	Training & conferences £	Governance £	2017 Total £	2016 Total £
Direct costs						
Staff costs	21,668	127,008	54,169	10,834	213,679	179,035
Staff travel & subsistence	619	3,715	1,547	310	6,191	4,961
Board costs	-	-	-	3,980	3,980	2,414
Volunteer expenses	-	1,842	3,625	288	5,755	3,459
Training	-	-	486	-	486	906
Books & publications	-	139	-	-	139	196
Education conference costs	-	-	20,139	-	20,139	22,394
Roadshows	-	2,212	-	-	2,212	5,549
Advertising	-	834	1,644	130	2,608	2,596
Professional indemnity	-	592	1,165	92	1,849	1,654
Accountancy & payroll	-	-	-	-	-	270
Audit fees	-	-	-	2,700	2,700	2,700
Fundraising	-	24	46	4	74	702
Branch costs	-	20,771	-	-	20,771	17,571
Helpline development	-	3,036	-	-	3,036	4,560
Youth day expenses	-	-	3,414	-	3,414	-
Adult assessment awards	-	-	690	-	690	-
Assessment Working Group	6,501	-	-	-	6,501	6,302
Website	-	10,191	20,063	1,592	31,846	7,609
Dyslexia Awareness Week	4,797	-	-	-	4,797	6,024
Workshop expenses	-	-	9,236	-	9,236	6,100
Support costs						
Premises	-	14,963	5,344	1,069	21,376	23,165
Office expenses	-	30,182	10,779	2,156	43,117	26,189
Professional fees	-	2,605	931	186	3,722	1,751
Subscriptions	-	1,491	533	107	2,131	660
Depreciation	-	2,034	727	145	2,906	2,743
Recruitment costs	-	13	4	1	18	-
Sundry	-	2,433	869	173	3,475	1,713
	33,585	224,085	135,411	23,767	416,848	331,223

Expenditure on charitable activities was £416,848 (2016 - £331,223) of which £89,063 was unrestricted (2016 - £45,539) and £327,785 was restricted (2016 - £285,684).

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2017

7. Staff costs and numbers

	2017 £	2016 £
Salaries and wages	184,924	157,098
Social security costs	17,973	12,961
Pension costs	10,782	8,976
	<u>213,679</u>	<u>179,035</u>

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 £58,157 (2016 - £57,533)

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

	2017 Number	2016 Number
Charitable projects	4	3
Administrations and support	3	3
	<u>7</u>	<u>6</u>

8. Directors' remuneration and related party transactions

During the period under review, three directors received reimbursement for expenses incurred amounting to £4,674 (2016 : £1,612). The expenses included travel, subsistence and other miscellaneous expenses.

One director was paid fees for training in the year. These amounted to £10,410 (2016 - £375) to Fiona Dickinson.

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 (2016 – nil).

9. Movement in total funds for the year

	2017 £	2016 £
This is stated after charging:		
Depreciation	2,906	2,743
Auditor's remuneration – external audit	<u>2,700</u>	<u>2,700</u>

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 2017

11. Fixed assets

	Office Equipment £	Total £
Cost		
As at 1 April 2016	36,924	36,924
Additions	1,418	1,418
Disposals	-	-
As at 31 March 2017	<u>38,342</u>	<u>38,342</u>
Depreciation		
As at 1 April 2016	30,676	30,676
Charge for year	2,906	2,906
Eliminated on disposal	-	-
As at 31 March 2017	<u>33,582</u>	<u>33,582</u>
Net Book Value		
As at 31 March 2017	<u>4,760</u>	<u>4,760</u>
As at 31 March 2016	<u>6,248</u>	<u>6,248</u>

12. Debtors falling due within one year

	2017 £	2016 £
Trade debtors	15,926	9,385
Prepayments	3,956	16,029
	<u>19,882</u>	<u>25,414</u>

13. Creditors falling due within one year

	2017 £	2016 £
Trade creditors	4,194	8,678
Other taxes and social security	5,009	4,107
Accruals	12,538	12,063
Pension	1,653	-
Deferred income (note 14)	106,684	160,526
	<u>130,078</u>	<u>185,374</u>

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2017

14. Deferred income

	2017	2016
	£	£
As at 1 April 2016	160,526	147,368
Released to incoming reserves	(53,842)	(36,842)
Deferred in the year	-	50,000
As at 31 March 2017	106,684	160,526

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 and 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 £9,372 (2016 : £8,976) for the year. There were outstanding contributions of £1,653 (2016 : £nil) at the balance sheet date.

16. Analysis of net assets between funds

	Unrestricted General Funds £	Restricted Funds £	Total Funds 2017 £
Tangible fixed assets	2,459	2,301	4,760
Current assets	474,114	104,383	578,497
Current liabilities	(23,394)	(106,684)	(130,078)
Net Assets	453,179	-	453,179

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2017

17. Movement in funds

	As at 1 April 2016 £	Incoming Resources £	Outgoing Resources £	As at 31 March 2017 £
Unrestricted general funds	466,408	75,834	(89,063)	453,179
Restricted funds:				
Scottish Government – HQ Grant	-	98,934	(98,934)	-
Scottish Government – Education Scotland	-	50,000	(50,000)	-
Scottish Government – Addressing Dyslexia Toolkit Grant	23,020	-	(23,020)	-
Eranda Foundation	-	36,842	(36,842)	-
Dr Walter Scott	-	64,989	(64,989)	-
The Robertson Trust	-	9,500	(9,500)	-
Clyde Blowers Ltd	-	27,500	(27,500)	-
P Livanos Foundation	-	17,000	(17,000)	-
	23,020	304,765	(327,785)	-
Net funds	489,428	380,599	(416,848)	453,179

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 grant includes funding to support 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.

The P Livanos Foundation fund is to cover the Employment Adviser costs. During the year a contribution towards the Employment Adviser cost of £12,134 was made by Dyslexia Scotland.

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

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2017

18. Operating lease commitments

As at 31 March 2017 the charity had total commitments under non-cancellable operating leases as follows:

	Land and buildings £	Office equipment £	Total 2017 £	Total 2016 £
Less than 1 year	9,504	2,853	12,357	23,899
Between 2 and 5 years	-	-	-	12,357
Total	9,504	2,853	12,357	36,256