

DYSLEXIA SCOTLAND

(A Company Limited by Guarantee)

REPORT AND FINANCIAL STATEMENTS

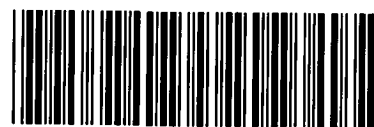
FOR THE YEAR ENDED 31 MARCH 2018

Charity Number: SC000951

Company Number: SC153321



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DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2018

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2018

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 2018 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

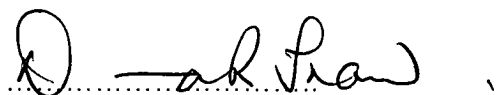
2017–18 has been particularly prolific and successful year. The key targets set out in the third year of the 2015-2018 Strategic Plan were met and in several cases exceeded. Furthermore, we carried out an extensive consultation process with our members, supporters and other stakeholders to listen to what people wanted to see in our next Strategic Plan for the 3 years from 2018-2021. This new plan was launched in April 2018.

One of our key ongoing objectives is to secure and sustain funding to support our existing activities, which are already in high levels of demand and to expand and improve our services. The Funding Group, with the influential support of our President, successfully secured important new and renewed sources of funding for the future, including core funding to improve outcomes for children, families and adults with dyslexia from the Scottish Government and the Corra Foundation (formerly Lloyds TSB Foundation). Moreover, as the Scottish Government core grant doubled in 2017-18 for our work with children and young people, we delivered a significant amount of additional activities during the year which did not originally feature in the Strategic Plan. These activities included Masterclasses, online training modules and interactive workshops in schools and are outlined later in this report (see under Aim Two).

With an additional project grant from the Corra Foundation during the year, we developed, launched and are now running 'Dyslexia Unwrapped', a ground-breaking website especially for dyslexic children and young people aged 8-18 years. Importantly, the website was developed with the support of young people, including our Young Ambassadors, to whom we are very grateful.

Our heartfelt thanks go to the following funders for their continuing support in contributing towards the salary costs of our growing staff team. The Eranda Rothschild Foundation fund the costs for the National Development Officer post until July 2019; Jim McColl and Clyde Blowers Capital supported the Volunteers Manager post for 3 years until July 2018; Dr Walter Scott continued his financial support towards the salary costs of the Chief Executive post; a grant from the George P Livanos Foundation made it possible for us to recruit our Career Coach until May 2019.

My sincere thanks go to our President, Vice President, Ambassadors, Young 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 whole-hearted dedication to Dyslexia Scotland's work. We are grateful to the staff team for their commitment and hard work as Dyslexia Scotland continues to thrive – in inspiring change, delivering numerous successful projects and enabling people with dyslexia to reach their potential.



David Shaw
24 October 2018

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

The 2018-2021 Strategic Plan can be found at the following link:

www.dyslexiascotland.org.uk/what-we-do

Dyslexia Scotland provides certain core services:

- A confidential National Helpline: 0344 800 8484
- 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
- A Career development service for adults with dyslexia
- 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
- Three websites and active social networks:

General: www.dyslexiascotland.org.uk

Addressing Dyslexia Toolkit (for teachers): www.addressingdyslexia.org

Dyslexia Unwrapped (for children and young people): www.unwrapped.dyslexiascotland.org.uk

Achievements and performance

The third and final 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 surpassed. Over and above the planned activities and targets in the Plan, significant additional work was carried out in 2017-2018 following the award of a core grant from the Scottish Government which was double the amount awarded in 2016-17.

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

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

Helpline/webchat: there were **1924 enquiries** in total. The top 4 reasons for calling the Helpline were to find out about how to get assessed (904 enquiries: 47%); General Information (481 enquiries: 25%); Tutor Service (385 enquiries: 20%); Work related (77 enquiries: 4%).

Of the **343** who called about **tutors**, **196** were for primary pupils, **87** for secondary and **60** for adults.

60% (1154 enquiries) of the Helpline enquiries were from parents about children (made up as follows: Primary 68%: 785 enquiries and Secondary 32%: 369 enquiries; **28%** (539 enquiries) were from or about adults, with **4%** (77 enquiries) of calls from others who support or work with dyslexic people. The remaining **8%** of calls were from other support organisations/people, education and health professionals.

Our Career development service (formerly Employment service) has continued to develop and grow since it was set up in May 2016. During the reporting period 55 clients were supported by our Career Coach, Katie Carmichael, with the support of our team of volunteer Career Mentors. Clients who engaged with the service reported an increase in confidence, that their job application and interview techniques had improved; that they had been motivated to return to university after reviewing their skills and long-term goals; and that they had valued meeting other individuals with dyslexia going through similar issues.

Four people who were unemployed when initially supported by the service gained employment. Two 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 through group workshops including 'Dress for Success' and the Creative Dyslexic Network, reducing their isolation.

The service has also been instrumental in helping to build links at national and local levels. For example, we have responded to national consultations including 'Improving Lives, 'Improving Lives: The Work, Health and Disability Green Paper' and Westminster Achievability Commission Neurodiversity and Recruitment report. We delivered workshops and talks to Skills Development Scotland Careers Advisers and have engaged more with the Department for Work and Pensions. The service has provided more opportunities to young people supporting the development of their career aspiration through one to one coaching and the chance to showcase their interests and talents in Margaret Rooke's book 'Dyslexia is my Superpower (most of the time)' and Dyslexia Unwrapped, our website for young people.

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2018

Achievements and performance (continued)

The website had **207,344** visitors during the year. Usage of the website is analysed through the Google Analytics statistics package. The busiest times of year for the website were in the lead up to, during and after Dyslexia Awareness Week (November), the beginning of the school term in August as well as other school term times. The **Top 5 pages** of the website this year were: our leaflets; The Addressing Dyslexia Toolkit; Our Assessment services, Dyslexia Awareness Week and our Events.

37,948 leaflets were downloaded from our website this year. 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 2018, our **Facebook** page had 7456 likes and **Twitter** had 7753 followers. We also reach more people through our [YouTube channel](#) (13,699 YouTube views) and Blog (119 followers). We are also now on Instagram and 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, news items, resources, events, articles, stories and surveys. Issues that have generated the most debate during the reporting period include: Youth Day, Snow Days, Parent masterclasses, Young Ambassador doing a talk in schools, 'Transitions from primary to secondary school' leaflet.

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: 'Teaching and Learning'; 'Assessment'; Health and Well-being and behaviours'; 'Support in the workplace'. 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 **2662** participants during the year. Events included **5 roadshows** (210 participants) in Aberdeen, Arran, Inverurie, Livingston and Elgin. **640** people took part in **17 'Positive about Dyslexia' Dyslexia Awareness Week** activities across Scotland, in liaison with valued partners including Edinburgh City Libraries, cinemas and our branches; **64** young people aged 10 - 13 years attended our second Youth Day in March;

28 training events delivered to **1057** participants (employers, unions and service providers) in varied sectors including Kibble Education Centre, Royal Botanic Gardens, Cemring Energetics UK, Ayr Academy Learning Festival, Buccleuch Estates, Unions, Private and mainstream schools and other charities; the **Education conference** on the theme of 'Positive about Dyslexia' (**280** attendees) was held at Strathclyde University. An outstanding team of **20** volunteers helped the event to run smoothly. We had excellent feedback about the keynote speakers and workshops.

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2018

Achievements and performance (continued)

18 Adult Network meetings took place in Glasgow, Stirling and Edinburgh, attended by **163** attendees; **2 Tutors' Seminars** (attended by **54** participants); **7** induction training sessions were held **for volunteers**; **2** Helpline catch up sessions for Helpline volunteers; a **residential weekend**, attended by **32** Branch and Adult Network volunteers.

We delivered **9 Parents' Masterclasses** in branch cluster areas in Aberdeen, Arbroath, Borders, Fort William, Glasgow, Inverness, Perth, Skye and Stornoway, reaching **510 parents** in total.

Our 19 volunteer-led branches ran public open events across Scotland attended this year by a total of over **1275** people.

30 assessments (20 children and 10 adults) were carried out in the reporting period, on our premises by Educational Psychologist, Dr Gavin Reid. Bookings for the service continue to be fully subscribed.

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

Parents' Masterclasses

"Was an excellent talk, have much more understanding of what dyslexia is and learned some really practical ways that I can help my daughter."

"Thank you so much. Learnt so much and had several lightbulb moments. Feel more equipped moving forward now."

Community Learning & Development (CLD) Standards Council conference workshop:

"Great workshop with @EducationScot and @DyslexiaScotlan Looking at a new online module about to be launched and simple steps we can use to be dyslexia friendly in our work."

Leaflets

"All the handouts are a great help and source of information. The knowledge I found out today is amazing."

"Informative, very well explained, worthwhile."

Helpline:

"You are a star! Thank you so much for your help today. I'd just like to say that the website is also excellent, I found it very accessible and it was so easy to find things."

Tutor:

"Our child has gained in confidence - massively. He is much improved in reading and writing and actually asks to do homework. Our tutor has helped not only our child but also our home life."

Feedback from Dyslexia Awareness training:

"She provided an excellent workshop. Great combination of learning techniques." (private healthcare provider – mid October)

"Really well delivered thank you. Learning more about dyslexia will help my children's life and change my work-life for the better." (Union learning – November)

Achievements and performance (continued)

Employment/Career Development service

"[The service] helped me decide to go back to Uni for something I really want to do and really think hard about my skills."

"[The mentor] is helping by making sure my CV is up to date. I'm learning more about what sounds better on application forms."

"[Katie] improved my technique for applying for jobs / interviews and my CV drastically"

Creative network event:

"I've learned how to do an elevator pitch about myself as well as getting a better understanding of how to approach creative jobs."

Branch meetings for parents:

"Margaret was an amazing speaker, passionate, super knowledgeable and empathetic to how our kids and us parents feel. Just think how this could inspire our teachers! Thanks for organising!"

"Thank you so much. All the information is so helpful. I really think all schools should hand parents a flyer with your details on it as you walk away feeling really over whelmed, not knowing what to think or do. Thank goodness you guys exist."

Dyslexia Awareness Week event:

"Before the event, I had a limited knowledge of the daily experience of my school pupils with dyslexia so I will implement some of the good practice and signpost to additional support for them to ensure their careers interview is as productive, informative and stress free as possible."

Roadshows:

"Information was very helpful. I'm happy to go away with more knowledge than I came with, excellent service."

Youth day feedback

"This was an excellent day from what I hear. It was well organised and the information in the foyer area was very interesting. I was quickly reassured that my child who knew no-one would be made to feel included and at ease. Thank you for the hard work and dedication in organising this very worthwhile and exciting event". (Parent)

"Meeting the author and mission super hero was fun. Loved the drawing between activities". (Young person)

"I loved that I didn't feel alone with dyslexia." (Young person)

Feedback from Education conference delegates, October 2017:

"So much was helpful - I am going to complete the first training module; Look more closely for pupils with co-occurrence; Spend a longer time with parents discussing how a pupil is presenting at home".

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2018

Achievements and performance (continued)

"The speakers validated my own experience of dealing with children with dyslexia and also poverty issues. I also learned so much about the other issues, such as eyesight and perceptual issues that may be combined or mistaken for dyslexia".

"As a result of what I learnt today, I plan to keep trying to change the mindset of colleagues and raise more awareness of the types of barriers that many young people face".

"Learnt about the free modules in the toolkit which I intend to do. Learnt more about working memory and will now absorb the slides and take that forward".

Members about our magazine:

"I thought the edition on Assessment was brilliant – really good to read – informative. Still to read the latest."

"I don't often take time to read Dyslexia Voice as I'm a busy ASN teacher. However, I have to say that the magazines I have had are never binned - the quality of paper and print is too good to bin. This Easter, I found a couple of back copies and they were just too scrummy to ignore any longer. The articles and pieces have kept me engaged long after my dyslexic brain would normally have given up reading. Thank you for all the hard work your team put in to developing and producing this magazine and thank you to Aberdeen Asset Management too".

Assessment service:

"I cannot tell you how much my assessor helped me... (she) was fantastic and helped confirm what I have always suspected. There really are no words".

Aim Two - Influencing positive national change: key highlights

Our President Sir Jackie Stewart continues to campaign tirelessly on behalf of dyslexic children, young people and adults. This invaluable campaigning work includes highlighting the dyslexia cause to potential partners for financial and in-kind support for Dyslexia Scotland to meet the increasing and ongoing demand for services for people with dyslexia.

As outlined in the Directors' report last year, at the launch by Sir Jackie and John Swinney in March 2017 of the Addressing Dyslexia Toolkit, John Swinney, MSP, Deputy First Minister and Cabinet Secretary for Education and Skills announced that the Scottish Government would double its funding to Dyslexia Scotland in 2017/18 and beyond. We were delighted when this grant was renewed for the same amount in 2018/19, for our work as a national strategic partner for the Scottish Government on dyslexia matters, especially in relation to children and young people.

Our high profile 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 coverage and social media, in liaison with Sir Jackie and our Board and staff. At an important gathering on World Dyslexia Awareness Day in October 2018, Sir Jackie and the Ambassadors were joined by two Young Ambassadors, interested stakeholders and our Directors to discuss our recent achievements. Presentations included an update on our exciting Ambassador outreach programme involving interactive workshops with pupils in P4 – P7 called 'Mission Superhero' led by Paul McNeill and cartoonist Rossie Stone in 11 schools in 3 local authorities. Young Ambassador Rachel Miller also talked passionately about her role.

Achievements and performance (continued)

We are very grateful to all our Ambassadors as well as our Young Ambassadors – James, Emily, Eilidh, Emma, Sam, John, Innes, Yasmine, Rachel and Mark, whose activities are outlined under Aim 3 below.

Significant progress has been made on the recommendations from Education Scotland's 'Making Sense: Education for Children and Young People with Dyslexia in Scotland' review. 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 until October 2018. Dyslexia Scotland is an active member of this working group, which met 3 times during the year. We work very closely with Fran Ranaldi and the Scottish Government to take forward this crucial work. Further details are on the Scottish Government's website.

The 'Addressing Dyslexia' Toolkit Working Group, chaired by Fran Ranaldi, met 7 times during the reporting period. The refreshed Toolkit has been widely promoted and very well received, with a noticeably increased usage since its relaunch in March 2017. The Toolkit is now more accessible and easier to use and will help teachers to support children with dyslexia and literacy issues.

Three free online Dyslexia and inclusive practice training modules are now available on the Addressing Dyslexia, Open University and Dyslexia Scotland websites and through Education Scotland's digital sites. They are primarily for teachers, school management and local authority education officers. They will help teachers identify dyslexia early and improve support for pupils as they learn and when preparing to leave school. They support General Teaching Council for Scotland (GTCS) Professional Standards, Professional Update and Professional Recognition. Module 1 was launched in March 2017, Module 2 in summer 2017 and Module 3 in March 2018. To date, over 4220 people have registered for the Modules.

Some feedback from teachers who have completed the modules:

"Very informative and challenging course with relevant content. I learnt a very great deal and it was good reinforcement of existing knowledge. Review of current legislation was rigorous but necessary, I think."

"A very informative and interesting course with very pertinent content. I learnt a very great deal and it was good reinforcement of existing knowledge."

"I have now completed all 3 parts to this course successfully. This module (3) is by far the more difficult and the most enjoyable. As a school assistant I will now know if a child is having difficulties with literacy or maths and work with the teacher to put the best plan in place for that child. I would definitely recommend anyone to give this course a try, It may even help your own child."

Dyslexia Scotland, Education Scotland and the Scottish Government delivered five **Master class events** for teachers in Edinburgh, Glasgow, Kilmarnock, Inverness and Dundee from September 2017 – January 2018, with support from the Toolkit and Making Sense working groups. This was part of an extensive dissemination programme of the Toolkit, modules and associated reflective logs, responding to feedback from teachers and linking into the implementation of the 'Making Sense' Review.

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2018

Achievements and performance (continued)

From September 2017–October 2018, we have been running a pioneering Dyslexia Professional Recognition Pilot, which aims 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. Thirty teachers representing 25 local authorities (over 85 teachers applied) signed up to complete the 3 modules, attend 4 Masterclass events and run action research projects in their area. They will apply for professional recognition through GTCS with support from the pilot.

In September 2018, we were successful in our application for a General Teaching Council for Scotland (GTCS) Professional Learning Award. This Award is for organisations that support and promote teacher professional learning. The panel agreed that the key features of high quality effective professional learning were clearly demonstrated and are embedded in the learning programmes we offer for teachers.

Adapting the modules for teachers, in collaboration with the Specific Learning Difficulties Forum, Education Scotland and the Community Learning and Development Standards Council, we developed a free online Introduction to Dyslexia and inclusive practice module for practitioners working with adults, launched in June 2018.

As outlined under Aim One above, Dyslexia Scotland ran an exciting and varied programme of events across Scotland in **Dyslexia Awareness Week 2017** on the theme of 'Positive about Dyslexia'. 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. The launch of Dyslexia Unwrapped, our new website for children and young people aged 8-18 years was a key highlight of the Week.

Ellie's Blue Ribbons Dyslexia campaign: for Dyslexia Awareness Week 2017, **40,000** ribbons were distributed across Scotland by Dyslexia Scotland and 3866 people attached an electronic 'Twibbon' to their social media profile

Partnerships that help us to influence positive change

In addition to the activities outlined above, we influence policy and practice on dyslexia 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 Third Sector Employability Forum, and the Department of Work and Pensions Customer Representation Group (Scotland);
- James Lind Alliance/Salvesen Mindroom Centre's Steering Group on Research priorities for learning difficulties in children and young people; and
- ConFab on the national Scottish Youth Poetry Slam.

Achievements and performance (continued)

We work closely 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, Police Scotland, Enterprise Mentoring 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. Dyslexic magazine contributors have shared **107** stories in print this year.

There is a wide range of videos on our You Tube channel, with over **30 films** added in the past year including those of young people talking about their dyslexia at our Youth Day; of our Young Ambassadors and other young people whose short film clips appear on Dyslexia Unwrapped; and short animations for Dyslexia Awareness Week. Twenty-seven 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 **10 Young Ambassadors**, James, Emily, Eilidh, Emma, Sam, John, Innes, Yasmine, Rachel and Mark. They met 3 times, attended five events and throughout the year were actively involved in the development of the new website, Dyslexia Unwrapped. The confidence of our Young Ambassadors has grown enormously as they have helped to share their stories with other young people.

- This included a day at the film studios in Glasgow where our Social media volunteer Trevor Thomson made individual films made about their dyslexia experiences. These films are now live on the Dyslexia Unwrapped website. Eight of the Young Ambassadors were involved in the Dyslexia Unwrapped launch event in Edinburgh in November 2017.
- Rachel Miller provided two talks in October and March - at a primary school in Ayr and at the University of West of Scotland to PGDE students.
- Nine Young Ambassadors were involved in the planning and delivery of the Youth Day in March 2018. They provided inspirational talks at the beginning of the day, activities for the participants over the lunch period and a Q and A session at the end of the day.

Consultations: dyslexic people have shared their stories, contributed to consultations, explained what works and what does not work for them and influenced others about the impact of their dyslexia in a number of settings.

For example, we encouraged **33 young people** to take part in a survey about their experiences at school related to the 'Making Sense' review at the Youth Day and at the Fife youth group.

Achievements and performance (continued)

We have a **research section on our website** where we post news of researchers seeking participants to talk about dyslexia, on topics such as:

- the use of social media by parents of children with hidden disabilities;
- the perception of webpage visual complexity by readers with and without dyslexia;
- new software that builds confidence and productivity for dyslexic writers

There is also ongoing interaction on a range of issues and topics on Facebook, Twitter, Instagram and through our Blog.

Dyslexia Alert Card pilot - the card, designed by people with dyslexia, for people with dyslexia, was revised in 2017 to build in feedback from people who had used the card. Users report that the card is making a significant, helpful difference to them in their everyday lives. The card can be ordered through our website or on request.

Adults and young people with dyslexia, including our Ambassadors, Young 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 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 four times in the reporting period as well as actively serving on the Strategic Plan sub groups throughout the year. There have been a few changes to the Board as part of a planned succession planning process. At the end of June 2018, our Legal Director, John Andrew, stepped down after 8 years of loyal service. In August 2018, we were delighted to welcome Karen McGill on the Board as Legal Director. Another Director, Mary Jane Bird, is due to step down at the AGM in November 2018 after 10 years in that position. Our sincere thanks go to John and Mary Jane for their valued commitment and advice during this time. Furthermore, Ronnie Davidson and Peter Lederer are due to be elected on the Board at the AGM and we hope to welcome them to the Board. Many thanks also go to Robert Heasley, who was co-opted as a Director through the 'Get on Board' Young Professional Trustees programme from 2016-2018. Last but not least, we are sad to report that Fiona Dickinson, Chair of Council and Director since 2007, will also be stepping down at the AGM. Fiona will be co-opted on the Board until March 2019, to allow a new Chair of Council to be elected. We are extremely grateful to Fiona for her dedication and commitment to both those roles over such a long period.

The Funding Group continues to take a proactive, systematic approach to securing sustainable funding in order to deliver our strategic aims. We secured invaluable core funding (which includes salary costs for our administration team) for 2017 – 2018 from both the Scottish Government and from the Adult Learning and Empowering Communities Fund. The commitment to double the funding from the Scottish Government and continue the grant from the Corra Foundation (formerly the Lloyds TSB Foundation) in 2017-18 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, with a project grant from the Corra Foundation we developed our website especially for children and young people with dyslexia; this was launched in November 2017.

Achievements and performance (continued)

Our sincere thanks go to the following donors for supporting salary costs: the Scottish Government; Dr. Walter Scott for continued funding beyond October 2016 towards the Chief Executive's post; Clyde Blowers Capital for supporting the salary costs of the Volunteers Manager post; The George P. Livanos Foundation for contributing to the Employment Adviser post from May 2016; The Eranda Rothschild Foundation for its continuing support for the National Development Officer costs.

We are extremely grateful to all our funders and supporters, including those who give us valuable in-kind support, such as Aberdeen Standard Investments for the printing of our quarterly magazine.

Branches:

There were 19 branches active at the end of March 2018. We held another successful residential event in May 2017 for our branch and Adult Network volunteers to share good practice and learn more about national developments and the excellent work of other branches.

Membership:

Dyslexia Scotland's membership numbers were 794 at the end of March 2018. Our branches 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.

Strategic Plan

Our new 3-year Strategic Plan for 2018-2021 was developed following an extensive independently facilitated consultation with members and key stakeholders through regional meetings across Scotland and an online public survey from September to November 2017. A summary of the 3-year plan is available online, with a more detailed operational plan available on request.

Premises

We plan to move to bigger premises in Stirling in April 2019. Work has started on the former barrack buildings that the Robertson Trust is renovating in Stirling to become a 'Third Sector Hub'. We are very excited about the additional opportunities that will be opened up with a larger space, enabling Dyslexia Scotland to host more meetings, training seminars and networking events, as outlined in our new Strategic Plan.

Volunteers:

At the end of March 2018, there were **105** national volunteer roles (in addition to our President, Vice President, Directors and Ambassadors), with **1537** volunteering hours at national level. The national roles include: Young Ambassadors, Helpline volunteers, advisory support (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 marathons and walks. In addition, **95** branch committee members helped in the 19 branches around Scotland.

In April 2018, we were delighted to receive the **Investing in Volunteers Award**, a UK quality standard for good practice in volunteer management. We hope it will give potential volunteers confidence in our ability to provide an outstanding volunteer experience. Our sincere thanks go to all our volunteers, without whom we would not be able to support dyslexic people in the way that we do. Many thanks too to Helen Fleming, our Volunteers Manager, who led the application process for the Award.

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2018

Achievements and performance (continued)

Staffing:

We have a small team of 8 dedicated members of staff, two of whom are part-time.

Financial review

A surplus of £29,755 arose during the year (2017: deficit of £36,249). During the year, nineteen (2017: nineteen) branches operated under the charity number of Dyslexia Scotland and are incorporated in the accounts. At the year end, £482,934 (2017: £453,179) of reserves remained unspent and carried forward.

During the year funding was received from the Scottish Government to engage consultants to review the following areas: parents' masterclasses; redesign of our magazine/leaflets; comic design for the Ambassador outreach programme; Strategic planning consultation and IT training for tutors and branches.

Principal funding sources

Dyslexia Scotland was the recipient of a number of generous donations in the financial year 2017-18, 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 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 a number of donations from individual supporters and fundraisers. 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 , online modules, Masterclasses and Making Sense review); Corra Foundation for core funding and for project funding for the children's website; 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.

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. In 2019, another key funding stream is due to expire, for the National Development Officer post. Therefore, we are currently actively seeking renewal of this grant.

Plans for future periods

Dyslexia Scotland plans to deliver on the aims and objectives that are outlined in the Strategic Plan for 2018 - 2021 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.

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2018

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) Susan Agnew John Andrew Mary Jane Bird Fiona Dickinson Mary Evans Michael Gibson James McGregor Andy Lavery Karen McGill	appointed October 2008 appointed October 2008 appointed February 2010 (resigned June 2018) appointed October 2008 appointed September 2007 appointed November 2003 appointed November 2012 appointed September 2009 appointed November 2015 appointed August 2018
Chief Executive and Company Secretary	Cathy Magee	
Auditors	Thomson Cooper Accountants 22 Stafford Street Edinburgh EH3 7BD	
Bankers	The Royal Bank of Scotland PLC Alloa Branch 19 High Street Alloa FK10 1JF	

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.

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2018

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 eight members, of staff, two of whom were 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 four 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. A new three-year plan was launched in April 2018, following an extensive consultation process in 2017.

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: 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.

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2018

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.

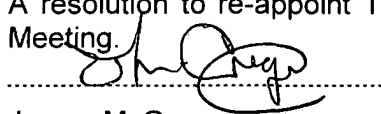
The directors are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation of and dissemination of financial statements may differ from legislation in other jurisdictions.

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
24 October 2018

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF DYSLEXIA SCOTLAND

Opinion

We have audited the financial statements of Dyslexia Scotland ("the charity") for the year ended 31 March 2018 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2018 and of its profit 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 requirements of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept, 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 Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' Responsibilities Statement set out on page 14, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

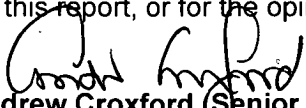
Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the to the charity's Trustees, as a body, 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 and Trustees 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 its Trustees as a body, for our audit work, for this report, or for the opinions we have formed.


Andrew Croxford (Senior Statutory Auditor)
for and on behalf of Thomson Cooper, Statutory Auditor

Dunfermline

30th October 2018

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
(Including Income & Expenditure Account)
For the Year Ended 31 March 2018

	Notes	Unrestricted Funds 2018 £	Restricted Funds 2018 £	Total Funds 2018 £	Total Funds 2017 £
Income					
Voluntary income	2	-	441,846	441,846	304,765
Donations and legacies	3	24,536	-	24,536	20,117
Income from charitable activities	5	49,525	-	49,525	54,571
Investment income	4	1,969	-	1,969	1,146
Total income		76,030	441,846	517,876	380,599
Expenditure					
Expenditure on charitable activities	6	46,275	441,846	488,121	416,848
Total resources expended		46,275	441,846	488,121	416,848
Net income/(expenditure) and net movement in funds		29,755	-	29,755	(36,249)
Reconciliation of funds:					
Total funds brought forward	17	453,179	-	453,179	489,428
Total funds carried forward	17	482,934	-	482,934	453,179

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 23 to 31 form part of these financial statements.

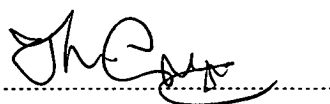
DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

BALANCE SHEET
As at 31 March 2018

	Notes	2018	2017
		£	£
Fixed assets			
Tangible fixed assets	11	8,353	4,760
Current assets			
Debtors	12	12,464	19,882
Cash at bank and in hand		510,936	526,448
Cash at bank and in hand – branches		35,555	32,167
		558,955	578,497
Current liabilities			
Créditors falling due within one year	13	(84,374)	(130,078)
Net current assets		474,581	448,419
Net assets		482,934	453,179
The funds of the charity	17		
Unrestricted general income funds		482,934	453,179
Restricted income funds		-	-
		482,934	453,179

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 24 October 2018 and were signed on its behalf by:



James McGregor
Director

Company number: SC153321

The notes at pages 23 to 31 form part of these financial statements.

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
As at 31 March 2018

	Notes	2018 £	2017 £
Cash used in operating activities	19	(6,010)	(84,253)
Cash flows from investing activities			
Interest income		1,969	1,146
Purchase of tangible fixed assets		(8,083)	(1,418)
		<u>(6,114)</u>	<u>(272)</u>
Decrease in cash and cash equivalents in the year		(12,124)	(84,525)
Cash and cash equivalents at the beginning of the year		<u>558,615</u>	<u>643,140</u>
Cash and cash equivalents at the end of the year		<u>546,491</u>	<u>558,615</u>

NOTES TO THE FINANCIAL STATEMENTS
For the Year Ended 31 March 2018

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.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2018

1.5 Expenditure

Expenditure is recognised on an accruals 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
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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.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2018

2. Grant income

	2018	2017
	£	£
Restricted funds:		
Scottish Government:		
- HQ Grant	200,000	98,934
- Education Scotland Grant	-	50,000
Eranda Rothschild Foundation	36,842	36,842
Dr Walter Scott	65,004	64,989
The Robertson Trust	-	9,500
Clyde Blowers Ltd	27,500	27,500
P. Livanos Foundation	16,500	17,000
Corra Foundation	96,000	-
	441,846	304,765

3. Donations and legacies

	2018	2017
	£	£
Unrestricted general funds:		
Scottish Football Association	-	6,263
Just Giving Donations	562	2,561
Other donations over £1,000	1,333	-
Other donations under £1,000	11,636	6,230
Gift Aid tax recovered	2,519	2,299
Branches - donations	325	2,764
Branches – fundraising	7,661	-
Print donations	500	-
	24,536	20,117

4. Investment income

	2018	2017
	£	£
Unrestricted general funds:		
Bank interest – head office	1,911	1,135
Bank interest – branches	58	11
	1,969	1,146

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2018

5. Incoming resources from charitable activities

	2018 £	2017 £
Unrestricted general funds:		
Membership fees	15,131	16,201
Conference fees	23,700	21,730
Training income	7,833	11,796
Assessment income	1,100	2,365
Dyslexia and Us book sales	-	22
Youth day income	-	283
Sundry income	1,761	1,901
Branches – other income	-	273
	49,525	54,571

6. Resources expended

	Projects £	Helpline & advice £	Training & conferences £	Governance £	2018 Total £	2017 Total £
Direct costs						
Staff costs	23,146	138,877	57,865	11,573	231,461	213,679
Staff travel & subsistence	453	2,718	1,133	227	4,531	6,191
Board costs	-	-	-	1,807	1,807	3,980
Volunteer expenses	-	1,764	3,474	276	5,514	5,755
Training	-	-	6,112	-	6,112	486
Books & publications	-	1,338	-	-	1,338	139
Education conference costs	-	-	18,956	-	18,956	20,139
Roadshows	-	2,530	-	-	2,530	2,212
Advertising	-	1,282	2,524	200	4,006	2,608
Professional indemnity	-	602	1,185	94	1,881	1,849
Consultancy fees	-	8,580	16,891	1,341	26,812	-
Audit fees	-	-	-	2,900	2,900	2,700
Fundraising	-	-	-	-	-	74
Branch costs	-	19,753	-	-	19,753	20,771
Helpline development	-	4,257	-	-	4,257	3,036
Youth day expenses	-	-	3,015	-	3,015	3,414
Adult assessment awards	-	-	47	-	47	690
Assessment Working Group	9,293	-	-	-	9,293	6,501
Website	-	15,955	31,412	2,493	49,860	31,846
Dyslexia Awareness Week	3,448	-	-	-	3,448	4,797
Workshop expenses	-	-	6,605	-	6,605	9,236
Support costs						
Premises	-	16,043	5,730	1,146	22,919	21,376
Office expenses	-	33,667	12,024	2,405	48,096	43,117
Professional fees	-	680	243	49	972	3,722
Subscriptions	-	556	199	40	795	2,131
Depreciation	-	3,142	1,123	225	4,490	2,906
Recruitment costs	-	-	-	-	-	18
Sundry	-	4,706	1,681	336	6,723	3,475
	36,340	256,450	170,219	25,112	488,121	416,848

Expenditure on charitable activities was £488,121 (2017 - £416,848) of which £46,275 was unrestricted (2017 - £89,063) and £441,846 was restricted (2017 - £327,785).

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2018

7. Staff costs and numbers

	2018	2017
	£	£
Salaries and wages	200,384	184,924
Social security costs	19,618	17,973
Pension costs	11,459	10,782
	231,461	213,679

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 £62,859 (2017 - £58,157)

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

	2018	2017
	Number	Number
Charitable projects	4	4
Administrations and support	4	3
	8	7

8. Directors' remuneration and related party transactions

During the period under review, two directors received reimbursement for expenses incurred amounting to £451 (2017: £4,674). The expenses included travel, subsistence and other miscellaneous expenses.

One director was paid fees for training in the year. These amounted to £8,283 (2017 - £10,410) 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 (2017 – nil).

9. Movement in total funds for the year

	2018	2017
	£	£
This is stated after charging:		
Depreciation	4,490	2,906
Auditor's remuneration – external audit	2,900	2,700

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.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2018

11. Fixed assets

	Office Equipment £	Total £
Cost		
As at 1 April 2017	38,342	38,342
Additions	8,083	8,083
Disposals	(28,461)	(28,461)
As at 31 March 2018	17,964	17,964
Depreciation		
As at 1 April 2017	33,582	33,582
Charge for year	4,490	4,490
Eliminated on disposal	(28,461)	(28,461)
As at 31 March 2018	9,611	9,611
Net Book Value		
As at 31 March 2018	8,353	8,353
As at 31 March 2017	4,760	4,760

12. Debtors falling due within one year

	2018 £	2017 £
Trade debtors	1,395	15,926
Prepayments	11,067	3,956
	12,462	19,882

13. Creditors falling due within one year

	2018 £	2017 £
Trade creditors	9,709	4,194
Other taxes and social security	5,299	5,009
Accruals	16,024	12,538
Pension	-	1,653
Deferred income (note 14)	53,342	106,684
	84,374	130,078

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2018

14. Deferred income

	2018	2017
	£	£
As at 1 April	106,684	160,526
Released to incoming reserves	(53,342)	(53,842)
Deferred in the year	-	-
As at 31 March	53,342	106,684

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 £11,549 (2017 : £10,782) for the year. There were outstanding contributions of £nil (2017 : £1,653) at the balance sheet date.

16. Analysis of net assets between funds

	Unrestricted General Funds £	Restricted Funds £	Total Funds 2018 £
Tangible fixed assets	5,816	2,537	8,353
Current assets	508,150	50,805	558,955
Current liabilities	(31,032)	(53,342)	(84,374)
Net Assets	482,934	-	482,934

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2018

17. Movement in funds

	As at 1 April 2017 £	Incoming Resources £	Outgoing Resources £	As at 31 March 2018 £
Unrestricted general funds	453,179	76,030	(46,275)	482,934
Restricted funds:				
Scottish Government – HQ Grant	-	200,000	(200,000)	-
Eranda Foundation	-	36,842	(36,842)	-
Dr Walter Scott	-	65,004	(65,004)	-
Clyde Blowers Ltd	-	27,500	(27,500)	-
P Livanos Foundation	-	16,500	(16,500)	-
Corra Foundation	-	96,000	(96,000)	-
	-	441,846	(441,846)	-
Net funds	453,179	517,876	(488,121)	482,934

Funds

The Scottish Government HQ and Corra Foundation 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 Scottish Government, 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 £18,050 (2017 : £12,134) was made by Dyslexia Scotland.

Corra Foundation on behalf of the Scottish Government, administers the core grant of £50,000 and project grant of £46,000 for Dyslexia Unwrapped, the website for children and young people.

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

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
For the Year Ended 31 March 2018

18. Operating lease commitments

As at 31 March 2018 the charity had total commitments under non-cancellable operating leases as follows:

	Land and buildings £	Office equipment £	Total 2018 £	Total 2017 £
Less than 1 year	20,250	19,027	39,277	12,357
Between 2 and 5 years	-	38,052	38,052	-
Total	20,250	57,079	77,329	12,357

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

	2018 £	2017 £
Net movements in funds	29,755	(36,249)
Add back depreciation charge	4,490	2,906
Investment income	(1,969)	(1,146)
Decrease in Debtors	7,418	5,532
Decrease in Creditors	(45,704)	(55,296)
Net cash used in operating activities	(6,010)	(84,253)