DYSLEXIA SCOTLAND

(A Company Limited by Guarantee)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2019

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 2019

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DYSLEXIA SCOTLAND
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DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2019

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 2019, 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).

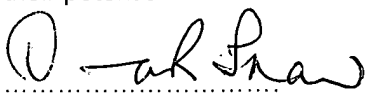
Chair's report
2018–19 has been another very productive and eventful year. Following an extensive consultation process with our members, supporters and other stakeholders in 2017, we launched our new Strategic Plan in April 2018 for the 3 years from 2018-2021. We have successfully achieved most of our key objectives in the first year of this new plan.

Sustaining funding to support our existing activities, which are in increasing demand, as well as securing funds for new and emerging services, is an ongoing objective and challenge. The Funding Group successfully secured important new and renewed sources of funding, including core funding to improve outcomes for children, families and adults with dyslexia from the Scottish Government and the Corra Foundation. With this continued Scottish Government core grant for our work with children and young people, we delivered a significant amount of activities during the year. These activities included highly popular Parent Masterclasses, interactive workshops in schools, a Dyslexia and inclusive practice professional recognition pilot scheme for teachers, a Youth Day with Youth Arts Accreditation Awards and training for our Helpline advisers and Career mentors. These are outlined later in this report.

We now manage three websites and an even wider range of social networks, which are regularly updated; the number of new and returning visitors, as well as resources downloaded, increase each year. We are grateful for the support of young people, including our Young Ambassadors, who provide interesting and dynamic content to 'Dyslexia Unwrapped', our young people's website. Our expert working group continually updates and adds new resources to the Addressing Dyslexia Toolkit for teachers. Our main Dyslexia Scotland website is an excellent source of information and advice for dyslexic people and those who support, employ or provide services to them.

Our wholehearted thanks go to our President Sir Jackie Stewart for his continuing influential support and to all our funders for their continuing support in contributing towards the salary costs of our staff team. The Eranda Rothschild Foundation funds the costs for the National Development Officer post (they have now renewed this commitment for a further 3 years until March 2022); Jim McColl and Clyde Blowers Capital supported the Volunteers Manager post during the year; Dr Walter Scott continued his financial support towards the salary costs of the Chief Executive post for a further year from October 2018; the continuation of the George P Livanos Foundation grant in April 2019 has made it possible for us to continue employing our Career Coach, together with funds from our reserves.

My heartfelt thanks go to our Vice President, Ambassadors, Young Ambassadors, fellow Directors on the Board, our Council, branches, Adult Networks, volunteers and staff for their hard work throughout the year, as well as our members and supporters for their ongoing commitment and dedication to Dyslexia Scotland's work. I would like to thank the staff team most sincerely for ensuring that Dyslexia Scotland continues to deliver transformative projects and to inspire and enable dyslexic people to reach their potential.



David Shaw, 5 November 2019

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2019

Objectives and activities

Dyslexia Scotland is 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:

- Promotion of national policies, standards and best practice for early recognition, assessment and training for dyslexia in Scotland.
- Promotion of equality for all dyslexic people in all areas of life.

In order to achieve our vision, we have set out four strategic aims for 2018 – 2021:

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 an effective individual and collective voice
4. To ensure that Dyslexia Scotland is a sustainable, efficient and effective organisation

The 2018-2021 Strategic Plan is available at the following link, along with a visual outline of our core services: https://www.dyslexiascotland.org.uk/what-we-do

Dyslexia Scotland's core services include:

- 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 dyslexic adults
- An in-house Resource Centre, information leaflets and guides
- Conferences, masterclasses, special events, workshops and dyslexia awareness training tailored 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 first Annual review of Dyslexia Scotland's three-year strategic plan (2018 – 2021) concluded that most of the key targets had been met and in some cases surpassed. The demand for our services continues to increase, including, for example, a significantly higher volume of enquiries to our Helpline each year, oversubscribed Youth Days, Parent Masterclasses, Career development service and a steady stream of requests for dyslexia training from a wide range of sectors and organisations.

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 **2254 enquiries** in total. The top 4 reasons for calling the Helpline were to find out about how to get assessed (**49%** with **39%** sent the list of assessors); General Information **(24%);** Tutor Service **(16%);** Work related issues **(5%).**

- **53%** of the Helpline enquiries were from parents about children **up to the age of 18** (made up as follows: Primary **60%,** Secondary **33%,** Post school **7%**). **4%** were from 'Other relations'.

- **31%** were from or about adults (including adults who contact us themselves and parents who call about their adult children).

- **9%** of enquiries were from those who work with or support dyslexic people, including professionals and support workers in education, employment and health. The remaining **3%** of enquirers did not stipulate their role.

During the year, our Career Development service's full time Career Coach and 6 Career Mentor Volunteers worked with 34 individuals across 15 local authorities. In addition, this year the service also collaborated with key partners to deliver Career Development group workshops on self-employment, interview skills and creative enterprises; we also introduced Arts Awards as a provision to support children and young people to develop early awareness of their skills and talents.

As a result of support from the service, 91% of participants say they became more aware of their strengths and achievements. 64% said they improved their application and CV techniques and also that they felt they had a better chance of achieving their goals. 54% said they had learned something new to help them in their career and that they had gained a new skill. 72% of participants said they feel more confident because of being involved with the service. 38 young people attained an Arts Award certification.

The service worked in partnership with many organisations to improve dyslexia-friendly career and employment support, including with NHS Jobs and Broadcasting, Entertainment, Communications and Theatre Union (BECTU). We became a Fair Start Forth Valley provider and a listed supplier to the Department of Work and Pensions for Job Centre Plus in Scotland. We wrote to, and received a reply from, the UK Home Office regarding accessibility of the Life in the UK test for dyslexic people looking to live and work permanently in the UK, now published on our website. One client has since passed this test making use of the reasonable adjustments highlighted in the correspondence.

Achievements and performance (continued)

The service provided mutually beneficial work taster opportunities to give dyslexic people experience in their areas of interest, including delivery of workshops at an education event, hosting pop-up shops, as guest designers for our magazine and trying out e-commerce. We hosted a dyslexic Careers Guidance student on a two-week work placement.

The Career Coach was shortlisted for the UK Career Development Institute (CDI) Awards 2019 in recognition of the service's contribution to the UK Career Development sector; she also successfully completed the Technical Apprenticeship in Career Development.

Our main website had **233,595** 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, all eight Parent Masterclasses, the Education conference, our Youth Day, exam time and parents' evenings. The **Top 5 pages** of the website this year: our leaflets; the home page; Dyslexia Awareness Week; The Addressing Dyslexia Toolkit; Dyslexic adults. We had **61,873** visitors on our Dyslexia Unwrapped website for children and young people and **113,320** on the Addressing Dyslexia Toolkit for teachers.

56,480 leaflets were downloaded from our main website this year; **54,003** resources/templates from the Toolkit and **2633** documents from Dyslexia Unwrapped. Our websites aim to be as accessible as possible for dyslexic people as well as for others. For example, we have:

- a 'ReciteMe' accessibility toolbar so that visitors can: listen to website content instead of reading it; choose different background colour, font or font size; explore the site using different languages; highlight words to see their definition;
- improved access from mobile devices;

and, in addition, on our main website:

- a 'webchat' facility enables people to speak to an adviser 'live' while browsing the website;
- members, branch committees, volunteers and tutors can access a 'private' area of the site.

At the end of March 2019, our **Facebook** page had **9,357** likes and **Twitter** had **9,127** followers. We also reach more people through our YouTube channel (20,820 YouTube views) and Blog (119 followers) and our Instagram and LinkedIn followers are increasing steadily. We use these social media networks to interact with dyslexic people, 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. Most popular tweets: links to our leaflets and information about our Youth Day. Most popular Facebook posts: a story about a paramedic with dyslexia, photos of our Youth Day and a Dyslexia Scotland poster about dyslexia.

The **'Dyslexia Voice' magazine** continues to receive excellent feedback and high quality contributions from our members. The magazine 'themes' in the reporting period were: 'Support in the workplace', 'Transitions', 'Dyslexia and Adults' and 'Support for Learning'. Our sincere thanks go to Aberdeen Global Asset Management who sponsored and provided invaluable technical advice for the magazine from March 2012 – December 2018.

We delivered **an extensive and varied range of small and larger scale events**, co-ordinated by our Events group, staff team and national and local volunteers. In total, **2889** people attended **local Branch/Adult Network open meetings** during the year.

Achievements and performance (continued)

Nationally organised events included:

3 roadshows (**97** participants) in Inverness, Fife and Stirling.

- **Nineteen 'Dyslexia: My Wider World' Dyslexia Awareness Week** activities, attended by **385** people across Scotland, in liaison with partners including Edinburgh City Libraries, cinemas and our branches, plus numerous events run in schools and workplaces using presentations/resources from our website. During the Week, we ran a poster campaign featuring a range of dyslexic people (volunteers and members) describing their dyslexia in the context of 'My wider world'. **50,000** Blue ribbons were distributed.

- **Falkirk stadium held a Dyslexia Scotland awareness football match** in October, involving 2 dyslexic mascots, 2 dyslexic journalists who shadowed the match journalists and wrote a match report, a display stand and hospitality table with 12 guests including volunteers and Young Ambassadors.

- Our second **Youth Day** in March was attended by **47** young people aged 10 - 12.

36 of those young people completed an Arts Accreditation award that day.

- The **Education conference** on the theme of 'Dyslexia: My Wider World' (**250** attendees) was held at Strathclyde University. We had excellent feedback about the keynote speakers and workshops. Thirteen volunteers helped at the conference; 17 branch/Adult Network volunteers and four of our national volunteers attended including two Young Ambassadors to learn more about current educational developments in the dyslexia field.

- We delivered **13 Parent Masterclasses** in branch cluster areas in Aberdeen, Borders, Glasgow, Inverness, Arbroath, Stirling (1 evening, 1 full day), Edinburgh, Fife, Caithness, East Renfrewshire, Linlithgow and Elgin, reaching **1013 parents** in total.

- **18 Adult Network** meetings took place in Glasgow, Stirling and Edinburgh, attended by **204** attendees; **2 Tutors' Seminars,** attended by **39** participants; **4** induction training sessions were held **for volunteers**; **1** Helpline catch up session and **1** two-day training for Helpline volunteers; 1 day's training for Career mentors; a **residential weekend,** attended by **22** Branch and Adult Network volunteers. **3 IT Training sessions** with **27** participants (including Helpline and Branch volunteers and tutors).

15 Dyslexia training events were delivered to **928** participants (employers, unions and service providers) in varied sectors including Scottish Trade Union Congress, Postcode Lottery, Royal Environmental Institute of Scotland, primary and secondary schools, Support for Learning teachers, local authorities, counsellors and early years training providers

28 assessments (9 adults and 19 children) 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.

Achievements and performance (continued)

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

Parent Masterclasses
"Very informative – a good refresher in my training. Lots of good advice and suggestions that I can use with pupils and/or share with parents."

"Good, informative experiences by motivated speakers. Good networking – great to hear from other parents re pitfalls/experiences."

"Amazing speakers, informative, knowledgeable, witty, funny, relatable. Well done!"

Websites/Social networks

"Thanks to @DyslexiaScotland for their advice and help with my new identification. Great info on dyslexia on the website. Made me feel human again."

"My son...significantly impacted with dyslexia and a non-reader at age 10 passed his Higher English with an A...everything is possible with determination! Thank you for all your work!"

Dyslexia Unwrapped website
"The information suited to my age in a way I can understand and explain to other people."

"It helps me to learn and understand."

"Allows you to feel you are not alone."

Leaflets
"I feel more able to help and support my child, you have provided me with information I didn't have."

"Got good feedback when shared with colleagues."

"I hand out a range of leaflets when I meet with parents to discuss their child's new dyslexia identification. The parents appreciate the information. The children are always relieved/impressed by the Famous Dyslexics leaflet."

Helpline:
"Your help has been superb and I really appreciate it. I cannot reflect how invaluable your help has been."

"I think the Helpline is a fantastic service. The advisor I spoke with went beyond the call of duty. She had empathy, was very clear and informative. She also gave me links to a number of apps that I didn't know existed. They have proved to be extremely useful."

"Extremely helpful and professional. The advice given exceeded my expectations. As well as advice in writing I had a very helpful discussion."

Achievements and performance (continued)

Assessment service:

"Not only did we get an identification of dyslexia but also some much needed help, advice and understanding. We took the report to all of my daughter's teachers and as a result she is getting more help."

"The written report was emailed to us very quickly and allowed us to meet with teachers at my daughter's new school with a very clear and focused agenda. Some suggestions have already been implemented. It is reassuring to have an identification of dyslexia in case my daughter requires specific adjustments going forward in her schooling."

Feedback from learners and parents about Tutors:

"My son was very negative towards school when he started with his tutor but she was able to engage him and he really enjoyed learning with her. He has started at secondary school with a much more positive attitude and has really enjoyed his first term."

"Couldn't recommend this tutor more, she has changed our boy's life!"

"My tutor has been inspiring and shown me many aspects of literacy which I feel I wasn't given the time or space to develop as a child. She has assisted in my learning confidence and belief that I can write a legible sentence, paragraph and report."

Feedback from Dyslexia Awareness training and talks:

"Just wanted to say thank you for helping to arrange the assemblies at St Paul's high School. Fran was great and the pupils found them really informative."

"The speaker was very knowledgeable about the subject of dyslexia. I learned more about the topic and extended my knowledge and skills."

"The training you provided was super! We all really enjoyed the session and verbal feedback has been very positive. The session was very informative and really helpful for staff in their classes and to support all of our learners!"

Advice and information:

"We would also like to extend our sincere thanks for your attendance at the first 'Experience for All' accessibility steering group meeting on Monday. Your time and experience was invaluable to us, and we feel extremely motivated by the session. And thank you for sending over your written feedback after the meeting. The guidance notes on Dyslexia Friendly Formats (which I've already distributed to staff!) are hugely useful, and we really appreciate the invitation to contact you between meetings."

Achievements and performance (continued)

Career Development service
"I think it's really unique that this service is offered and a step in the right direction. The service put me on the right track for looking for.....All in all I felt supported and had a positive experience and would use the service again."

"Excellent support and advice from Katie. Very knowledgeable and goes beyond and exceeds expectation in guidance and suggestions."

"The experience (of getting help with applications and interviews) certainly has challenged a few mentalities that I had ingrained about such things and it's been a great help!"

"I have to say the career service provided is excellent! I still have a long way to go but my confidence has improved as well as my skills." (Facebook comment)

"Working with the Dyslexia Scotland Volunteer Career Mentor has given me the confidence to go forward with a strong vision and clear goals. I've got a good job with a good income now and every day I'm nearer my goal. I think [the mentor] is magic. Thank you, Dyslexia Scotland."

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:
"It was amazing to find out so much about Dyslexia, I have now changed my material to be dyslexia friendly."

"Increased my understanding of the difficulties my child experiences/may experience. Very good presentation that identified good sources of supporting info/tools."

"Such a helpful insight about how I can help my granddaughter."

"This has given me more confidence to keep raising issues at a time I feel like giving up."

Adult Networks:

"Being able to chat with other people in the same situation"

"Getting to know other people with dyslexia"

"Meeting others that understand/empathise how I am/feel"

Dyslexia Awareness Week events:

"We really enjoyed the talks last night and wish we didn't have to rush off for our lift. It was great, as a parent, to hear the success stories."

Achievements and performance (continued)

Poster event during Dyslexia Awareness Week:
"[Being involved in the poster campaign] has given me more confidence to speak out about my dyslexia and hopefully help others in my school to feel better about sharing their own difficulties and getting support." (Young person on their involvement in our poster campaign)

Falkirk Stadium event - feedback from the mascots:
"Thanks again for asking Douglas to be a Mascot, he had a brilliant time and says it the best thing he's ever been asked to do, like winning the lottery!"

"Hi, I'm Lottie and I am 9. Tuesday was one of the best days of my life. Maybe it was the actual best. I helped Dyslexia Scotland raise awareness of Dyslexia by being a Mascot."

Roadshows:
"Very friendly, approachable environment, thank you very much. Good to bring child along to find out information rather than me telling him."

"Friendly people to talk to, lots of leaflets to take away, play area for children – great!"

Youth day feedback
"My daughter really loved meeting other girls with dyslexia as more often than not she comes across boys. Being in workshops with the ambassadors and tutors who are dyslexic was very empowering and made her realise her challenges were faced and overcome by others."

"My son absolutely loved it and was so happy and full of confidence afterwards telling me all the things they did and the things they heard. I think it has been a huge turning point for him to be with so many other kids that are the same as him with dyslexia and not to feel like the odd one out for a change."

Feedback from Education conference delegates, October 2018:
Feedback from Career mentor on learning from conference: "This was my first conference and I found it very helpful and informative – I definitely feel better equipped to help meet the needs of the dyslexic pupils in my caseload."

"The Young Ambassador was so articulate and passionate about raising awareness. I am trying to arrange for her to speak at our school and hopefully inspire some of our older pupils to then do an assembly for our younger pupils."

"I found the information and strategies provided Judy Hornigold about maths difficulties really interesting and I intend to share these with my colleagues and to try them out myself to support pupils."

Mission Superheroes workshop:
"WOW! Simply outstanding. Passionate, engaging, stimulating and inspiring. A first class presentation which allowed us to tackle activities from the perspective of an eight year old child. Excellent strategies and ideas were given to support learners and to overcome barriers. Comic strip idea was first class and I have already implemented this in my classroom setting - pupils are already engaged and excited! Thank-you! Can't wait to further develop this!"

Achievements and performance (continued)

"This was super - very relevant and transferrable to the classroom - I will definitely use the ideas given. Presenters were lively, colourful, open and very receptive to their audience."

"One of the most professionally run conferences I have attended. Excellent organisation and hospitality."

Members about our magazine:
"The articles and pieces have kept me engaged long after my dyslexic brain would normally have given up reading."

"Well laid out. Nicely designed and spaced for all the different types of articles. Interesting art to look at as well."

"[My favourite articles are] Children's experiences of discovering/ being dyslexic - their positivity is inspiring."

"This is only the second edition I have received of the magazine as our organisation only acquired membership several months ago .I enjoy that the magazines are themed. They are also a useful resource to use with learners within the literacies groups we facilitate."

Aim Two - Influencing positive national change: key highlights

We remain indebted to our President Sir Jackie Stewart for his devoted commitment on behalf of dyslexic children, young people and adults. This invaluable 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.

The Scottish Government has once again renewed our grant 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.

Dyslexia Scotland's Ambassadors Keith Cook, Paul McNeill, Nicola Morgan, Steven Naismith, Mark Stoddart, Ben Thomson and Chris Tiso 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. We are also delighted to welcome Rossie Stone, Founder of Dekko Comics, who became an Ambassador in July 2019.

Some examples of the Ambassadors' activities in the past year include:

- In 2018, young people from Lochaber High School learned about job roles at Powderhall Bronze foundry in Edinburgh, thanks to a special visit arranged by Dyslexia Scotland Lochaber and international sculptor and Dyslexia Scotland Ambassador, Mark Stoddart. In May 2018, a sculpture cast by Powderhall foundry was unveiled in Fort William, commemorating the unlikely journey of a Model T Ford up Ben Nevis in 1911.

- Professional footballer Ambassador Steven Naismith paid a visit to Wellington school in Ayr with Young Ambassador Rachel Miller, to give a talk about dyslexia.

Achievements and performance (continued)

- Ambassadors Paul McNeill and Rossie Stone continued to deliver their motivating and interactive 'Mission Superhero' dyslexia workshops to P4-7 pupils. These workshops were delivered in 22 primary schools in four local authorities in 2017–2019 as part of a wider Dyslexia Scotland outreach programme, involving workshops for teachers, pupils and parents. The programme was supported by the Scottish Government. A Professional learning resource for teachers will be available to all schools by the end of this year, to include a film of the final workshop in April 2019 and a comic of the Mission Superhero characters.

Our sincere thanks go to all our Ambassadors as well as our Young Ambassadors – James, Eilidh, Emma, Sam, John, Innes, Yasmine, Rachel and Mark, whose activities are outlined under Aim 3 below.

Considerable work has been carried out to implement the recommendations from Education Scotland's 'Making Sense: Education for Children and Young People with Dyslexia in Scotland' review. The Scottish Government chairs the Making Sense working group. The programme was led by Fran Ranaldi, Development Officer for Dyslexia and inclusive practice, on secondment to Education Scotland until late 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. A final report of this work will be published by the Scottish Government later in 2019.

The 'Addressing Dyslexia' Toolkit Working Group, chaired by Fran Ranaldi, met 5 times during the reporting period. The Toolkit aims to help teachers to support children with dyslexia and literacy issues. The expert working group continues to promote and add resources to the refreshed Toolkit and there has been significantly increased usage since its relaunch in March 2017. An email address on the Toolkit invites comments, queries and suggestions for content and resources from practitioners. There has been a significant increase in the number of people contacting us through this email since the refresh.

Three free online Dyslexia and inclusive practice training modules, available on the Addressing Dyslexia Toolkit, Open University and Dyslexia Scotland websites and through Education Scotland's digital sites, are mainly for teachers, school management and local authority education officers. They support General Teaching Council for Scotland (GTCS) Professional Standards, Professional Update and Professional Recognition. In addition, a fourth module, Introduction to Dyslexia and Inclusive Practice for Community Learning and Development was developed in June 2018 for practitioners and others working with adults. To date, **over 6,500** people have registered for the four Modules.

Feedback from people who have completed the modules:

"Module 1 should be mandatory for all teachers."

"Lots of thought-provoking sections. Using the reflective journal made me really focus on what I do well and what I could improve on."

"I am new to Support for Learning, so this course has been extremely useful. I am also hoping to start my teacher training within the next year, so this has been very informative and given me an insight which will help in the classroom."

Achievements and performance (continued)

"We are undertaking the course as a staff team and the online nature is ideal as staff can complete the modules at a time and a place that suits them."

"I think this is an excellent course. Each module developed further depth of understanding of the topic."

In partnership with Education Scotland, the Scottish Government and the General Teaching Council for Scotland (GTCS), we ran a ground-breaking **Dyslexia Professional Recognition Pilot** from September 2017–May 2019. It aimed to equip 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 took part, which involved completing the 3 modules, attending 4 Masterclass events and a study day and delivering action research projects in their area. To date, eight practitioners have been awarded Professional Recognition in Dyslexia and inclusive practice by GTCS with support from the pilot. An awards ceremony will take place in November 2019.

In September 2018, Dyslexia Scotland received General Teaching Council for Scotland (GTCS)'s Professional Learning Award, for organisations that support and promote teacher professional learning. The award recognised the high quality effective professional learning programmes we offer for teachers.

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 Scottish and UK-wide working groups such as:

- Specific Learning Difficulties (SpLD) Form, co-hosted with Education Scotland
- Making Sense and Addressing Dyslexia Toolkit working groups
- 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 Scottish Parliament Cross-Party Group on Disability
- the Scottish Parliament Cross-Party Group on Volunteering
- the Scottish Volunteering Forum
- the national Third Sector Employability Forum, and the Department of Work and Pensions Customer Representation Group (Scotland)
- Social Security Scotland Inclusive Communication Reference group
- SQA's Equality and Inclusion Key Partners' Group
- James Lind Alliance/Salvesen Mindroom Centre's Steering Group on research for learning difficulties in children and young people. This group launched 'Top 10 Research questions for learning difficulties' in September 2018
- ConFab Steering Group for the national Scottish Youth Poetry Slam. This year's Poetry Slam heats and finals took place in October 2018; and
- The UK-wide Dyslexia Adult Network (DAN)

Achievements and performance (continued)

We work closely with national organisations such as the Scottish Government, Education Scotland, CALL Scotland, Skills Development Scotland, Enquire, the SQA, Educational Institute of Scotland (EIS), General Teaching Council Scotland (GTCS), Volunteer Scotland, Scottish Book Trust, Police Scotland and Enterprise Mentoring. We have regular meetings with Ministers, MSPs and civil servants across a range of policy areas. We work with other dyslexia organisations including the British Dyslexia Association on a range of issues including Dyslexia Awareness Week and the above-mentioned 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 **88** stories in print this year.

There is a wide range of videos on our You Tube channel, with **20 films** added since the last report including young people talking about their dyslexia at our Youth Day; our Young Ambassadors and other young people whose short film clips appear on Dyslexia Unwrapped; and short animations for Dyslexia Awareness Week. **Thirty** guest bloggers shared their thoughts on anything connected with dyslexia on our blog, 'A life less ordinary'.

The confidence of our Young Ambassadors has increased considerably as they have helped to share their stories with other young people as well as with policy makers and others who influence change.

It was a very busy period for our **9 Young Ambassadors,** James, Eilidh, Emma, Sam, John, Innes, Yasmine, Rachel and Mark. They met 3 times, attended 11 events and throughout the year were actively involved in advising on updates for Dyslexia Unwrapped.

- 1 Young Ambassador co-chaired the Corra Foundation Children and Young People's Early Intervention Fund annual conference in March;
- 6 Young Ambassadors introduced the Youth Day took part in a Q & A panel discussion with 49 young people and supported younger children during the lunch hour.
- One Young Ambassador helped our 'senior' Ambassadors at a P4-7 pupils' workshop on Mission Superheroes in a primary school in February.
- One Young Ambassador was involved in our Fringe talk titled 'Dyslexia in the Arts' in August 2018.
- Three Young Ambassadors attended a Year of Young People event at the Scottish Parliament in May 2018.

Achievements and performance (continued)

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.

We responded to16 consultations in the year, including Scottish Prison Service's 'No one left behind' consultation and NHS Jobs recruitment portal session. We liaised with Scottish Government's Census 2021 team to identify barriers to participation and minimise digital exclusion for dyslexic people completing the Census; we met with Zero Waste Scotland to discuss the equality impact of the introduction of a bottle deposit return scheme in Scotland.

The **research section on our website** outlines news of researchers seeking participants to talk about dyslexia, on topics such as:

- Self-efficacy Levels and Coping Strategies
- Transition to Tertiary Education Survey - Autistic and/or Dyslexic Women
- Your child's dyslexia journey
- Dyslexia in the workplace

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

Dyslexia Awareness Card - this card, designed by dyslexic people, for dyslexic people, can be ordered through our website or on request. It has proved helpful in situations and contexts beyond the intended use, including in shops, during sports and in learning settings. We received **70** orders for the card this year.

Dyslexic adults and young people, 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. During the year, the following Directors joined the Board: Karen McGill, Ronnie Davidson and Peter Lederer. Following Fiona Dickinson's departure as Chair of Council and Director in March 2019, Irene Lumsden was co-opted to the Board and elected as the new Chair of Council. We very much welcome our new Directors and Chair of Council.

The Funding Group continues to take a proactive, systematic approach to securing sustainable funding in order to deliver our strategic aims. We secured vital core funding (which includes salary costs for our administration team and a contribution towards the development staff costs) for 2018 – 2019 from both the Scottish Government and from the Adult Learning and Empowering Communities Fund. The commitment from the Scottish Government to continue the core grants 2018-19 made a substantial difference to our ability to focus on the delivery of our strategic aims whilst contributing to at least six of the Scottish Government's 16 national outcomes/relevant indicators.

Achievements and performance (continued)

Our sincere thanks go to the following donors for contributing towards our staff team's salary costs: the Scottish Government; Dr. Walter Scott for continued funding 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 their contribution to the Career Coach post; The Eranda Rothschild Foundation for its ongoing support for the National Development Officer costs not only in 2018-19 but for the 3-year period from April 2019 onwards.

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 from 2012-2018.

Branches:

There were 18 branches active at the end of March 2019. We held another successful residential event in May 2018 for our branch and Adult Network volunteers to share good practice and learn more about national developments and the excellent work of other branches. Topics covered included General Data Protection Regulations (GDPR), Mental Health and Dyslexia, Making Sense programme updates and networking.

Membership:

Dyslexia Scotland's membership numbers were 768 at the end of March 2019. Our branches actively promote the benefits of membership at their branch meetings throughout the year. The online membership facility has helped new and renewing members to sign up via the website.

Strategic Plan:

Our 3-year Strategic Plan for 2018-2021, developed following an extensive independently facilitated consultation with members and key stakeholders is available on request. There is a summary as well as more detailed operational plans.

Premises:

After a number of delays in the construction work during the reporting period, we eventually moved to new, larger premises in Stirling in September 2019. The new office is housed in a 'Third Sector Hub' managed by the Robertson Trust. The larger space will enable Dyslexia Scotland to host more meetings, training seminars and networking events, as outlined in our Strategic Plan. We have settled in well and are very much enjoying our new home.

Very special thanks go to our former landlord, Colin Campbell, of Belair Ltd, for the incredible patience and understanding he showed to us over the 12-18 months of delay that we experienced between first notifying him of our departure from Wallace House and actually moving. We are very grateful to Colin for his ongoing support and delighted that he will continue to work with Dyslexia Scotland as one of our valued speaker volunteers.

Achievements and performance (continued)

Volunteers:

At the end of March 2019, there were **110** national volunteer roles (including our President, Vice President, Directors and Ambassadors), with **1252** volunteering hours at national level. The national roles include: Young Ambassadors, Helpline volunteers, bloggers, advisory support (Strategic Plan sub groups), leaflet development and dissemination; awareness-raising trainers and speakers; administration support; Resource Centre support; Career Mentors; Adult Network chairs and 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 18 branches around Scotland.

As outlined in last year's report, in April 2018 we received the **Investing in Volunteers Award**, a UK quality standard for good practice in volunteer management. Our heartfelt thanks go to all our volunteers, without whom we would not be able to support dyslexic people in the way that we do.

Staffing:

We have a small team of 7 dedicated members of staff, one of whom is part-time. At the end of March 2019, we had 8 members of staff. Celia Richardson retired as Tutor Administrator in June 2019 after 7 years at Dyslexia Scotland. We wish Celia all the very best for a long and happy retirement.

Financial review

A surplus of £17,286 arose during the year (2018: surplus of £29,755). During the year, eighteen (2018: nineteen) branches operated under the charity number of Dyslexia Scotland and are incorporated in the accounts. At the year end, £500,220 (2018: £482,934) 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: parent masterclasses; magazine printing costs; Annual Review Day facilitation costs; leaflet design; IT training for tutors and branches; GDPR training for staff and volunteers.

Principal funding sources

Dyslexia Scotland was the recipient of a number of generous donations in the financial year 2018-19, 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 (received in 2016) from George P. Livanos Foundation for the Career Coach post. 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, Dyslexia and inclusive practice pilot and Making Sense review); Corra Foundation 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.

Achievements and performance (continued)

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.

Reserves policy and going concern

The Board's Reserves policy is to seek to maintain its unrestricted reserves at a level at least equivalent to six months overhead costs. This is reviewed regularly based on projections for income and expenditure, our current liabilities and an estimate of likely needs and risks over the next few years.

Currently our free reserves would cover more than 12 months running costs. The reason the reserves are as high as this is because, apart from the Eranda Rothschild Foundation grant (National Development Officer), none of our funding lines are confirmed to extend beyond March 2020. The Board would therefore need to use unrestricted reserves for core costs to continue to run the charity whilst sourcing alternate funding if some or all of the funding lines were not continued.

The Board recruited a Career Coach in May 2016 drawing from the unrestricted reserves, as well as the donation from the George P Livanos Foundation. We continue to use a combination of unrestricted reserves together with this grant to fund this post. In 2019, two other key funding streams are due to expire, for the Volunteers Manager and Chief Executive posts. If we cannot secure renewal of these grants, we will need to use the reserves to pay our staff.

Furthermore, since our move in September 2019 to larger premises we plan to deliver an extensive dyslexia training programme, drawing from reserves to pay for trainers to develop and deliver this important programme. We also have plans over the coming year for several new initiatives that have financial implications which could well have an impact on the levels of our reserves.

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 2019

Reference and Administrative Information

Charity name	Dyslexia Scotland	
Charity number	SC000951	
Company number	SC153321	
Registered Office and Operational address	Cameron House First Floor Forthside Way Stirling FK8 1QZ	
Directors	David Shaw (Chair)	appointed October 2008
	Susan Agnew	appointed October 2008
	John Andrew	appointed February 2010 (resigned June 2018)
	Mary Jane Bird	appointed October 2008 (resigned November 2018)
	Fiona Dickinson	appointed September 2007 (resigned March 2019)
	Mary Evans	appointed November 2003
	Michael Gibson	appointed November 2012
	James McGregor	appointed September 2009
	Andy Laverty	appointed November 2015
	Karen McGill	appointed August 2018
	Peter Lederer	appointed November 2018
	Ronnie Davidson	appointed November 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.

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. The Chair of Council is currently co-opted to the Board, since March 2019.

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 2018. This three-year plan was produced following extensive consultation with Dyslexia Scotland's members in 2017, for implementation from April 2018 until March 2021.

Structure, governance and management (continued)

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.

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.

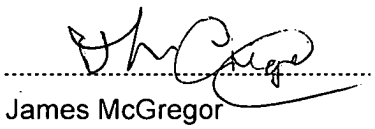
Structure, governance and management (continued)

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 19.

Auditors

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



James McGregor

Director
5 November 2019

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 2019 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 2019 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.

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 18, 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 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

8 November 2019

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
(Including Income & Expenditure Account)
For the Year Ended 31 March 2019

	Notes	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £	Total Funds 2018 £
Income					
Voluntary income	2	-	377,512	377,512	441,846
Donations and legacies	3	18,926	-	18,926	24,536
Income from charitable activities	5	49,050	-	49,050	49,525
Investment income	4	3,439	-	3,439	1,969
Total income		71,415	377,512	448,927	517,876
Expenditure					
Expenditure on charitable activities	6	80,290	351,351	431,641	488,121
Total resources expended		80,290	351,351	431,641	488,121
Net income/(expenditure) and net movement in funds		(8,875)	26,161	17,286	29,755
Reconciliation of funds:					
Total funds brought forward	17	482,934	-	482,934	453,179
Total funds carried forward	17	474,059	26,161	500,220	482,934

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 28 to 36 form part of these financial statements.

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

BALANCE SHEET
As at 31 March 2019

	Notes	2019		2018	
		£	£	£	£
Fixed assets					
Tangible fixed assets	11		9,011		8,353
Current assets					
Debtors	12	8,009		12,464	
Cash at bank and in hand		609,643		510,936	
Cash at bank and in hand – branches		31,062		35,555	
		648,714		558,955	
Current liabilities					
Creditors falling due within one year	13	(157,505)		(84,374)	
Net current assets			491,209		474,581
Net assets			500,220		482,934
The funds of the charity	17				
Unrestricted general income funds			474,059		482,934
Restricted income funds			26,161		-
			500,220		482,934

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 5 November 2019 and were signed on its behalf by:

James McGregor
Director

Company number: SC153321

The notes at pages 28 to 36 form part of these financial statements.

DYSLEXIA SCOTLAND
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
As at 31 March 2019

	Notes	2019 £	2018 £
Cash generated / (used) in operating activities	19	96,926	(6,010)
Cash flows from investing activities			
Interest income		3,439	1,969
Purchase of tangible fixed assets		(6,151)	(8,083)
		(2,712)	(6,114)
Increase / (Decrease) in cash and cash equivalents in the year		94,214	(12,124)
Cash and cash equivalents at the beginning of the year		546,491	558,615
Cash and cash equivalents at the end of the year		640,705	546,491

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. The directors have considered a period of 12 months from the date of approval of the financial statements.

1.3 Fund Accounting

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

1.4 Income

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

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

1.5 Expenditure

Expenditure is recognised on an 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

1.7 Leasing

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

1.8 Pensions

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

1.9 Legal status

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

2. Grant income

	2019 £	2018 £
Restricted funds:		
Scottish Government:		
- HQ Grant	200,000	200,000
Eranda Rothschild Foundation	36,842	36,842
Dr Walter Scott	65,004	65,004
Clyde Blowers Ltd	9,166	27,500
P. Livanos Foundation	16,500	16,500
Corra Foundation	50,000	96,000
	377,512	**441,846**

3. Donations and legacies

	2019 £	2018 £
Unrestricted general funds:		
Just Giving Donations	4,080	562
Other donations over £1,000	4,509	1,333
Other donations under £1,000	5,320	11,636
Gift Aid tax recovered	2,851	2,519
Branches - donations	325	325
Branches – fundraising	941	7,661
Print donations	900	500
	18,926	**24,536**

4. Investment income

	2019 £	2018 £
Unrestricted general funds:		
Bank interest – head office	3,414	1,911
Bank interest – branches	25	58
	3,439	**1,969**

5. Incoming resources from charitable activities

	2019 £	2018 £
Unrestricted general funds:		
Membership fees	17,435	15,131
Conference fees	19,855	23,700
Training income	7,337	7,833
Assessment income	947	1,100
Sundry income	3,476	1,761
	49,050	**49,525**

6. Resources expended

	Projects £	Helpline & advice £	Training & conferences £	Governance £	2019 Total £	2018 Total £
Direct costs						
Staff costs	25,283	151,696	63,207	12,641	252,827	231,461
Staff travel & subsistence	441	2,647	1,103	221	4,412	4,531
Board costs	-	-	-	2,292	2,292	1,807
Volunteer expenses	-	1,124	2,212	175	3,511	5,514
Training	-	-	1,711	-	1,711	6,112
Books & publications	-	242	-	-	242	1,338
Education conference costs	-	-	15,481	-	15,481	18,956
Roadshows	-	997	-	-	997	2,530
Advertising	-	404	794	63	1,261	4,006
Professional indemnity	-	645	1,269	101	2,015	1,881
Consultancy fees	-	3,869	7,618	605	12,092	26,812
Audit fees	-	-	-	3,000	3,000	2,900
Fundraising	-	197	387	31	615	-
Branch costs	-	20,538	-	-	20,538	19,753
Helpline development	-	3,030	-	-	3,030	4,257
Youth day expenses	-	-	2,778	-	2,778	3,015
Adult assessment awards	-	-	-	-	-	47
Assessment Working Group	4,171	-	-	-	4,171	9,293
Website	-	1,213	2,389	190	3,792	49,860
Dyslexia Awareness Week	6,319	-	-	-	6,319	3,448
Workshop expenses	-	-	4,865	-	4,865	6,605
Support costs						
Premises	-	17,046	6,088	1,218	24,352	22,919
Office expenses	-	30,854	11,019	2,204	44,077	48,096
Professional fees	-	832	297	59	1,188	972
Subscriptions	-	872	312	62	1,246	795
Depreciation	-	3,845	1,373	275	5,493	4,490
Sundry	-	6,535	2,334	467	9,336	6,723
	36,214	**246,586**	**125,237**	**23,604**	**431,641**	**488,121**

Expenditure on charitable activities was £431,641 (2018 - £488,121) of which £80,290 was unrestricted (2018 - £46,275) and £351,351 was restricted (2018 – £441,846).

7. Staff costs and numbers

	2019 £	2018 £
Salaries and wages	223,080	200,384
Social security costs	17,770	19,618
Pension costs	11,977	11,459
	252,827	**231,461**

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 (2018 - £62,859)

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

	2019 Number	2018 Number
Charitable projects	4	4
Administrations and support	4	4
	8	**8**

8. Directors' remuneration and related party transactions

During the period under review, three directors received reimbursement for expenses incurred amounting to £191 (2018: £451). The expenses included travel, subsistence and other miscellaneous expenses.

One director was paid fees for training in the year. These amounted to £851 (2018 - £8,283) 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 (2018 – nil).

9. Movement in total funds for the year

	2019 £	2018 £
This is stated after charging:		
Depreciation	5,493	4,490
Auditor's remuneration – external audit	3,000	2,900

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.

11. Fixed assets

	Office Equipment £	Total £
Cost		
As at 1 April 2018	17,964	17,964
Additions	6,151	6,151
Disposals	-	-
As at 31 March 2019	**24,115**	**24,115**
Depreciation		
As at 1 April 2018	9,611	9,611
Charge for year	5,493	5,493
Eliminated on disposal	-	-
As at 31 March 2019	**15,104**	**15,104**
Net Book Value		
As at 31 March 2019	**9,011**	**9,011**
As at 31 March 2018	8,353	8,353

12. Debtors falling due within one year

	2019 £	2018 £
Trade debtors	1,625	1,395
Prepayments	6,384	11,069
	8,009	**12,464**

13. Creditors falling due within one year

	2019 £	2018 £
Trade creditors	7,347	9,709
Other taxes and social security	8,902	5,299
Accruals	15,623	16,024
Pension	2,333	-
Deferred income (note 14)	123,300	53,342
	157,505	**84,374**

14. Deferred income

	2019 £	2018 £
As at 1 April	53,342	106,684
Released to incoming reserves	(53,342)	(53,342)
Deferred in the year	123,300	-
As at 31 March	**123,300**	**53,342**

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 Career Coach costs.

During the year ended 31 March 2019, further funding of £123,300 was received from The Eranda Rothschild Foundation to cover the National Development Officer costs for the period from April 2019 to March 2022. This income has been deferred in full in the accounts to 31 March 2019.

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 £11,977 (2018 : £11,459) for the year. There were outstanding contributions of £2,333 (2018 : £197) at the balance sheet date.

16. Analysis of net assets between funds

	Unrestricted General Funds £	Restricted Funds £	Total Funds 2019 £
Tangible fixed assets	3,654	5,357	9,011
Current assets	504,610	144,104	648,714
Current liabilities	(34,205)	(123,300)	(157,505)
Net Assets	**474,059**	**26,161**	**500,220**

17. Movement in funds

	As at 1 April 2018 £	Incoming Resources £	Outgoing Resources £	As at 31 March 2019 £
Unrestricted general funds	482,934	71,415	(80,290)	474,059
Restricted funds:				
Scottish Government – HQ Grant	-	200,000	(173,839)	26,161
Eranda Foundation	-	36,842	(36,842)	-
Dr Walter Scott	-	65,004	(65,004)	-
Clyde Blowers Ltd	-	9,166	(9,166)	-
P Livanos Foundation	-	16,500	(16,500)	-
Corra Foundation	-	50,000	(50,000)	-
	-	377,512	(351,351)	26,161
Net funds	**482,934**	**448,927**	**(431,641)**	**500,220**

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 as well as online modules, Dyslexia and inclusive practice pilot and Making Sense review.

The Eranda Rothschild Foundation funds our National Development Officer and the Dr Walter Scott grant funds the CEO post and related costs. During the year a contribution towards the CEO post and related costs of £1,853 was made by Dyslexia Scotland.

The Scottish Government, Clyde Blowers Ltd and Jim McColl grants support our Volunteer Manager post and related activities, including the organisation of the Education Conference. During the year a contribution was made towards the Volunteer Manager post and related activities of £16,229 was made by Dyslexia Scotland.

The P Livanos Foundation fund is to cover the Career Coach costs. During the year a contribution towards the Career Coach cost of £16,515 (2018 : £18,050) was made by Dyslexia Scotland.

Corra Foundation on behalf of the Scottish Government, administers the core grant of £50,000.

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

18. Operating lease commitments

As at 31 March 2019 the charity had total commitments under non-cancellable operating leases as follows:

	Land and buildings £	Office equipment £	Total 2019 £	Total 2018 £
Less than 1 year	4,113	-	4,113	39,277
Between 2 and 5 years	-	23,783	23,783	38,052
Total	4,113	23,783	27,897	77,329

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

	2019 £	2018 £
Net movements in funds	17,286	29,755
Add back depreciation charge	5,493	4,490
Investment income	(3,439)	(1,969)
Decrease in Debtors	4,455	7,418
Increase / (Decrease) in Creditors	73,131	(45,704)
Net cash generated / (used) in operating activities	96,926	(6,010)