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DYSLEXIA SCOTLAND

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

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DYSLEXIA SCOTLAND

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DYSLEXIA SCOTLAND

CHAIRMAN'S STATEMENT

FOR THE YEAR ENDED 31 MARCH 2022

Chair's report

This report covers the period from 1 April 2021 until the end of March 2022. It has once again been an eventful and industrious year. In March 2022, we launched our ambitious new Strategic Plan for 2022-25, building on the successes of the previous Plan while embracing a post-Covid world. This meant adapting to changing needs including developing digital and opportunities as well as face to face support for the dyslexic community in life, learning and work.

The staff team continue to respond flexibly to the challenges presented by Covid in delivering support and services on a hybrid basis. Helpline volunteer advisers continued to respond to enquiries from home while staff worked on a hybrid basis as and when they could return to the office. We continued to run events online such as the 2021 Education Conference.

In addition to responding to these logistical challenges in how we provide support and services, we have worked hard to raise the funding to do so. We were successful in securing renewed core funding from the Scottish Government and the Corra Foundation to improve outcomes for children, families and adults with dyslexia. This core Scottish Government support is vital for us to deliver the impressive range of activities outlined in this report.

During the year, I'd like to highlight the following:

• Accredited by General Teaching Council for Scotland (GTCS), Dyslexia Scotland successfully delivered the year-long Dyslexia and inclusive practice Professional Recognition programme to 30 teachers this year. The programme increases the confidence, skills and expertise of teachers across Scotland in addressing dyslexia in schools. At the time of writing, 35 new teachers have been recruited for the 2022-23 programme. Each year, the graduates or 'alumni' from the previous year/pilot will contribute to the next year's learning and development

• Professional learning films, for and featuring parents, teachers, young people and adults continue to be added to the Dyslexia Scotland YouTube channel and Addressing Dyslexia Toolkit.

• With Scottish Government funding, a significant amount of work was carried out to redesign and upgrade our three websites. The new websites will be live by autumn 2022.

I am extremely grateful to the following funders for contributing towards the salary costs of our staff team:
• The Eranda Rothschild Foundation for the National Development Officer post
• Dr Walter Scott for his financial support towards the Chief Executive post
• The Scottish Government through the core grants mentioned above

Our sincere thanks go to the hundreds of volunteers who work with Dyslexia Scotland to support dyslexic people of all ages in such a variety of different settings.
These volunteers are active across the organisation, including our inspirational President, Sir Jackie Stewart, our Vice Presidents, Ambassadors, Young Ambassadors, my fellow Directors, Council members, national volunteers including the Adult Networks and all those volunteers involved in our network of branches across Scotland.

My whole-hearted thanks go to all of them for their commitment throughout the year, as well as to our members, tutors, assessors and trainers. Finally, I would like to express my sincere thanks to the staff team, whose hard work, enthusiasm and dedication this year have inspired and enabled thousands of dyslexic people to reach their potential.

D a R Shaw

David Shaw
Chairman
Dated: 31 August 2022

DYSLEXIA SCOTLAND

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

The trustees present their annual report and financial statements for the year ended 31 March 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) 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) (effective 1 January 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:

- 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

This report covers the 2018-2021 Strategic Plan, which is available at the following link, along with a visual outline of our core services: https://www.dyslexiascotland.org.uk/what-we-do
We published our new Strategic Plan for 2022 – 2025 in March 2022, available at the same link.

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 (Psychologists and Dyslexia Specialists) who carry out assessments to identify dyslexia and other associated difficulties
- Advice on assessments for children, young people and adults
- A career development service for dyslexic people of all ages
- 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, including professional learning opportunities for teachers
- 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:

www.dyslexiascotland.org.uk
www.addressingdyslexia.org (for teachers)
www.unwrapped.dyslexiascotland.org.uk (for children and young people)

Achievements and performance

Dyslexia Scotland successfully accomplished the majority of our key objectives set out in our Strategic Plan, facing the challenges posed by the second year of the Covid pandemic. We continued to adapt our services and effectively responded to the new challenges being presented for those we work with. We reached more people by providing services and network events online but our Helpline continued to be popular for those people who wanted to speak to someone. We noticed the following changes compared to previous years:

- Calls to our Helpline enquiries lasted longer as people were keen to talk
- As we developed skills and expertise in running events online, we learned that digital information, resources and services can help us deliver our work creatively, efficiently and effectively. For example, demand was higher for the online Adult Networks and Branch meetings, dyslexia training reached a wider range of organisations and the uptake of our online resources, including professional learning, increased.

Key highlights of the reporting period under each of the four strategic aims

<u>Aim One - High quality services for children, young people and adults with dyslexia</u>

Our Helpline received 2041 enquiries in total. This is higher than in the previous year.
The top 3 reasons for contacting the Helpline:

- Assessments:
  62% of enquiries asked about assessments in general
  58% were sent Dyslexia Scotland's list of recommended assessors
  both figures represent an increase of 2% on the previous year
- General: 29%
- Work related: 4%

45% of all enquiries were from parents or other relations about children up to the age of 18.
(Of these enquiries 50% were from primary, 35% from secondary and15% did not disclose).

4% of the overall calls were from parents asking about their post-18 children.

37% of all enquiries were from or about adults (including those who contact us directly). 5% of enquiries were from those who work with or support dyslexic people, including professionals and support workers, employment and health.

Career service - Adults

The Career Development Service provided coaching and mentoring to 18 adult clients on a long-term basis, and provided 7 brief career interventions. Support included career guidance, confidence building, learning how to complete application forms, interview techniques and even challenging recruitment discrimination.

During Dyslexia Awareness Week we highlighted dyslexia discrimination in recruitment in the press:

<u>Man faced dyslexia discrimination in search for job, charity says Glasgow Times</u>

"Thanks to the service I know to plan and approach applications, how to make the most of my skills and relate them to job descriptions/person specs, how to approach making templates and make the best of feedback. The position I was after is both a bit bespoke and very competitive. The career coach did very well to understand the sector as best as possible and also listen to what I learned and work with that. She was also very understanding when the process could be overwhelming and stressful. If it wasn't for the service, I'd have plodded on in a way that was not effective for me, struggled with proofing/second pairs of eyes and also not had the backing when I encountered strange HR policies. I think the service is exceptionally good for dyslexic people overall."

"I contacted Dyslexia Scotland after years of being unsuccessful at interviews. The Helpline adviser was fantastic about keeping me right about my rights. Up until then, I just didn't know where to turn. I requested adjustments to the interview and for the first time it flowed so well. I got the questions in advance and I got to prepare a presentation in advance. A colleague sat with me before the interview to make sure I understood the question and was planning relevant answers. The employer asks for STARR answers, so I used your CAR resource and that really helped me structure what I wanted to say. I finally got the job I've been trying for years." Helpline caller signposted to career service resources

Career service - Children and young people

The career service enabled 16 children and young people to gain an accreditation or certification from Trinity College London. (12 Discover Award certificates, 3 Bronze accreditations and 1 Silver accreditation).

"I'm very proud of my eldest daughter who, at only age 11, now has two certificates and awards from Trinity College London. She received the Arts Award for taking part in a fantastic workshop run by Dyslexia Scotland in conjunction with Creative Briefs. These types of workshop are fantastic for showing her how she can utilise the creative way her dyslexic brain works. They also do an amazing job at helping to build self-confidence and allow her to see what she can achieve despite the difficulties she faces being dyslexic. Taking part in an online zoom session with a load of people she's never met and confidently presenting her thoughts and ideas. That's fantastic at age 11 and stands in her such good stead for the future." Young person's parent

Career education resources

We added new career learning videos to our You Tube channel, including 'How to use Google Keep as a career strengths portfolio'

'Dyslexic Career Journeys', a guide for parents and career educators, was launched in April 2021. 40 changemakers trialled the resource in their setting and contributed to an evaluation of the materials reporting strong evidence of impact on themselves and the young people they support.
By March 2022, the PDF of the resource had been accessed more than 2000 times and our strategic partners the UK Career Development Institute and Education Scotland had added the materials to their own professional resource banks as good practice guides.

The full evaluation of the trial is available on our website, along with the PDF of the book

"These resources are fantastic. I have never come across something where there is so much knowledge, role model work and practical activities all in one place. It is designed in a way that is useful and so there is not cognitive overload." Career Adviser

Website and social media
71,078 people visited our main website 100,957 times, viewing pages 223,877 times between them.
57,824 items were downloaded.
The top 3 pages were:

- Our leaflets
- Assessment services
- About the Addressing Dyslexia Toolkit

Addressing Dyslexia Toolkit
37,625 site users and 34,158 downloads
Most popular pages:

- Free online modules
- Dyslexia and neurodiversity
- Identification forms templates

Dyslexia Unwrapped
18,350 site users and 18,810 downloads.
Most popular pages:

- Careers dyslexic people rock in
- Info and support for age 12+
- What is dyslexia?

Social Media following
13,436 fans on Facebook
13,334 followers on Twitter
1822 Instagram followers
13,066 views of our YouTube videos. Our LinkedIn following continued to grow.

In 2021/2022, with Scottish Government support, we commissioned the redesign of all 3 websites due to a change of the hosting platform and the need to ensure online resilience and cyber-security, in order to provide blended learning, information, services and support over the coming years. The main new website includes a shop and easier facilities for donations and membership renewal. Dyslexia Unwrapped will be incorporated into the main website. This has been a significant piece of work led by Katie Carmichael in liaison with the web designer Kaleidoscope, to get it ready for the launch in summer 2022.

Awards
During this period, Dyslexia Scotland earned a commendation in the Daily Record and Education Scotland National Learning for Sustainability Awards, recognising our Community Learning and Development work and its contribution to the UN Sustainability goals.

The **'Dyslexia Voice' magazine** continues to be well received. The majority of articles and illustrations are from dyslexic children, young people and adults or from those who support or work with them. The 'themes' during the year were:

- Playing to our strengths
- Self-expression and dyslexia
- Dyslexia-friendly Scotland dreams
- Understanding and identifying dyslexia

Members shared the following feedback about the magazine:
"Carry on, you are doing a good job!"

"Spurred me to take some action re the school, tutors and getting things more tailored to my son."

"It's brill, easy to browse and read thanks to the larger print and images."

Events
During this period we continued to hold our events online. Our volunteer-led branch meetings were attended by approximately 1400 people and included 10 Parent Masterclasses. Eighteen Adult Network meetings were held online via Zoom and were attended by 292 attendees. A new Student Network was set up this year, with the support from Volunteer Facilitator, Dean Smith. 29 people attended the first couple of meetings.

<u>Nationally organised events</u>

- We held 5 twilight events for teachers across Scotland and 2 DyslexiFest events, one with CALL Scotland on assistive technology and one on Dyslexia and Mental Health

- Nearly 200 people across Scotland took part in Dyslexia Awareness Week activities on the theme of 'Destination Dyslexia: a route map' As well as branch and Adult Network events, we held national events such as an author event, Parent Masterclass and a teacher Q & A. As part of Ellie's Blue ribbon campaign, 44,000 ribbons were distributed to schools, workplaces and a display was held in the Scottish Parliament. Our Dyslexia Awareness Week webpage, featuring downloadable presentations, resources and activities, was very popular with schools and workplaces.

- We ran 17 workshops for children and young people with dyslexia with organisations Creative Briefs, Dekko Comics, Albatross Arts and Dyslexia Canada. Over 110 children took part in these events.

Professional learning events

- Our Education Conference was delivered online for the second time, in October 2021. The theme was 'Destination Dyslexia: a route map'. One Young Ambassador, Emma Malins, co-chaired the conference. 173 people attended in total. Keynote speakers Shirley Lawson (CALL Scotland) and Dr Tilly Mortimore provided excellent presentations; pre-recorded workshops included: Technology and Dyslexia, Co-occurring Difficulties/Neurodiversity, Recovering from the Impact of the Pandemic, Maths and Dyscalculia Strategies, Spelling and Phonics (primary and secondary workshops).

A range of learning opportunities for tutors, volunteers and staff

- 2 online Tutors' Seminars (53 participants); 4 volunteer induction training sessions; 4 Helpline group catch up training sessions; 2 Career mentor training sessions; 1 online training day for Branch and Adult Network volunteers (18 participants); 4 ICT Training sessions (85 participants, including Helpline and Branch volunteers, tutors and staff). These sessions included training for supporting primary and secondary pupils, HE/FE students and adults and Microsoft Teams, with follow-up session and training recordings; 4 information/training sessions for tutors and parents (podcasts, videos, live events including Q & A sessions for potential tutors).

- 31 paid dyslexia training events were delivered online to 1018 participants (employers, student teachers, specialist teacher networks, primary schools and professional bodies).

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

People who have taken part in our events or used our services have provided this feedback.

Helpline

"Not only did I receive information and support about my daughters learning support but I also got help with a wealth of knowledge and information on things to approach and questions to ask the learning support at her school. This put me at a better advantage at the next meeting I attended."

"The lady I spoke to was excellent. She provided loads of advice and information and was genuinely interested in helping me."

"I've called twice and on both occasions the ladies I spoke to were very helpful and let me know everything I asked and were very understanding - I find this quite stressful as the school hasn't been that helpful and the ladies both times were very supportive to an over emotional mum - they made me feel like I wasn't alone and lots of parents have these struggles."

Tutors

"The tutor has and continues to be a huge support to X. His reading, spelling, maths etc have all improved enormously which in turn gives X the confidence to tackle new tasks independently in and out of school. This is so important because he transfers to high school in August this year and will be expected to do more and more on his own. The tutor has enabled X to think more for himself" – **parent of a primary school pupil.**

"The tutor's level of investment in the sessions sends a powerful message to my son that he is able and that his ideas are valid, but he just needs the tools to be able to show that at school. She has helped him to learn to organise his thoughts and ideas, as well as using ICT and becoming really adept at this" – **parent of a secondary school pupil.**

"I am now much more confident and knowledgeable about how to plan an academic essay. The help with workload planning has lowered my anxiety levels and my concentration has improved"- **FE/HE student.**

"I feel as if there is now a light at the end of the tunnel, rather than yet another freight train heading towards me! It has given me strength, through my parents' support and that of my Dyslexia Tutor, to succeed in any endeavour I choose to venture into in life"- **FE/HE student.**

Leaflets

"I'm developing my knowledge about dyslexia and I think that these will help me going forward and developing my skills within school."

Event feedback from Branches, Parent Masterclasses and DyslexiFest

"So many inspiring, kind and enthusiastic people. It was absolutely brilliant and we learnt about some really useful tools that will make a big difference. It was the first time we'd ever talked to so many people about what was good about dyslexia."

"I just wanted to say thank you so much for last night. It was honestly so moving and ground breaking. All the panellists were so incredible and brought such important perspective on an under talked about topic."

"The masterclass reassured me that I'm going along the right way of thinking. It has given me confidence to ask for a meeting with my child's school."

"Really helpful webinar that helped my understanding of what dyslexia is and how it affects each child differently. Increased my confidence in knowing we can help with areas of learning in small, slow blocks."

Dyslexia Awareness training, talks and resources

Training:
"Dyslexia input was amazing. Rachel's story was so inspiring, and I wasn't aware of so much. Great to know so many available resources as the likelihood of us having a couple of dyslexic learners in each class so good to have more information to support all!"

"The dyslexia presentation was fantastic. I really appreciated that the presentation was from someone with dyslexia who, whilst raising my awareness of the spectrum of dyslexia itself, also put it across in such a positive light. It also made me much more aware of the barriers to learning and signs to look out for.

"I particularly enjoyed the Dyslexia Scotland input due to the interactive part where I was able to explore reading and writing through the eyes of someone with dyslexia - this demonstrated and highlighted the challenges dyslexics experience and it was so insightful to understand why they experience difficulty with tasks such as copying from the board, remembering instructions, etc. Sharon provided lots of detailed and real-life examples which helped me understand dyslexia more in depth."

Training for tutors:
"I have taken so much valuable information from it. Although my goal is to become a Dyslexia tutor, I work in a primary school and have shared everything I learned with our SFL teacher. We are planning on working with groups of kids to pass on this knowledge, preparing them with tools that will help them as the progress through primary into secondary school" – **ICT Training participant**

"It was practical and you could apply things you had learned very quickly in your teaching. It was so informative and the fact I can watch it again and glean more from it as it was recorded."– **ICT Training participant**

DyslexiFest: Dyslexia and Mental health Documentary

"This event gave a very deep insight to the emotional feelings of dyslexic people and at the same time highlighted how capable they are and how well they can thrive and progress if they are supported properly and being understood."

"The event reinforced with truthful storytelling the lifelong impacts on mental health for individuals with dyslexia. I found this honest perspective more helpful than the 'dyslexia is a superpower' kind of discussions that sometimes take place."

"I congratulate the charity and all who were involved to create this documentary, especially Trevor and all who were involved in the event. It was one of the most powerful programmes talking about emotional aspects of people who learn differently and their experience. Can't wait till the whole documentary is completed and is available to watch. Thank you very much."

"Thank you to all those involved in organising the meeting & taking part. I feel honoured a humbled to have listened to the stories and hope they will give me insight into how I can best support children with Dyslexia."

Adult Networks
"Just letting you know how much I value all Scotland Dyslexia's Adult Group meetings and your and other volunteers' generous and helpful input. For the first time in my life, it feels so warm and empathetic to be able to reciprocally share together one's life experiences with such a wonderful group of people, without having to hide anything."

Workshops for young people

"I just wanted to send a big thank you for providing such a wonderful experience for my son. All of the volunteers made the day one he will remember. Thank you for building up his confidence and reminding him he is special... in many ways."

"The workshop leader was amazing and so positive letting the kids know that there is no mistakes and it's ok for artwork to turn out differently and it's ok to be unique."

"J is loving the art classes and the fact she is realising there are more kids her age with dyslexia all over Scotland."

Education conference
"Brilliant presentations - really enjoyed it and picked up lots of tips."

"Enjoyed listening from the comfort of my home. All speakers were clear and powerpoints were easy to access. I prefer it to a face to face conference."

"Thought it was superb. As I live in the Highlands it has been a huge plus for me having conference online. Previously I had to leave day before and get overnight accommodation. Conference online does make it far more accessible to more people, which ultimately benefits more dyslexic students."

"The quality of the speakers was excellent. The mode of conference suited my learning style as I could multitask and listen, stopping and repeating certain parts."

"I would much prefer face to face so somewhat biased here. It was great to have slides and other documents handy and easy to download when the speaker was scheduled."

"I think the conference was organised excellently again. Links were easy to access and the opportunity to revisit the workshops at a later date is very useful. Thank you for organising an informative and enjoyable day."

"I found accessing the conference very straightforward and it was great that we could access the workshops later - sometimes it can be too much to take in in one sitting! It also means you can access all the workshops and don't have to choose!"

Aim Two - Influencing positive national change: key highlights

We are sincerely grateful to Sir Jackie Stewart who continues to campaign for the dyslexia cause and to be an influential advocate on behalf of Dyslexia Scotland as our President. We are also indebted to our Vice Presidents Audrey Baxter and Dougray Scott, as well as Dyslexia Scotland's Ambassadors.

These high profile supporters play a vital role in speaking out about and influencing positive change for dyslexic people of all ages through talks, innovative and exciting projects, media coverage and social media.

For example, Mark Stoddart, international sculptor and Ambassador connects with dyslexia organisations across the world to inspire young people and educators, including making links between our work in Scotland and Bali as well as in Kenya.

Building on the online 'Mission Superheroes' Professional learning resource on the Addressing Dyslexia Toolkit, Ambassador Paul McNeill delivered a workshop for the P7 Dyslexia Champions and our Young Ambassadors Rachel, Hamish and Emma McNulty to support interactive workshops in their own schools about Creatia, Persisto, Willforce and Mr. Dyspicabilia, the cartoon characters that represent dyslexia strengths and challenges. These character were created by Ambassador Rossie Stone.

Our sincere thanks go to all our Ambassadors as well as our Young Ambassadors (whose activities are outlined under Aim 3 below).

Influencing change in education – professional learning

In May 2021, Dyslexia Scotland was accredited by the General Teaching Council for Scotland (GTCS) to deliver GTCS Professional Recognition in Dyslexia and Inclusive Practice. Accreditation is for five years. The programme is delivered in partnership with Education Scotland to 30 teachers each year. It aims to develop accomplished expert teachers in dyslexia and inclusive practice so that they are well equipped to support dyslexic learners and colleagues through the holistic identification and support process for dyslexia in Scotland. Year one of the programme started in September 2021 and includes 3 Masterclasses, intersessional study and a Reflective support day, as well as action research (practitioner enquiries) carried out by the teachers in their own establishment or local authorities. In the reporting period we trained a Panel ('alumni' from the pilot programme we completed in 2019) to assess the submission of the 30 teachers each year.

Feedback from the programme participants – what has Professional Recognition meant to those who completed the pilot?

"I thoroughly enjoyed the course and would like to be involved in any follow up to it. I regularly share what I learnt with pupils, parents and colleagues. I have encouraged teachers and support staff to complete the modules online."

"It has given me more confidence in my knowledge base and has highlighted the commitment to ASN of myself and my team to the authority."

"Personal satisfaction and professional pride. It was something I spoke about at interview for DHT (which I was successfully appointed to)."

The **'Addressing Dyslexia' Toolkit** Working Group, chaired by Fran Foreman, 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 is committed to keeping the Toolkit up to date, adding practical resources and promoting it through a wide range of professional learning opportunities nationally and through local authorities. The identification pathway, free online Dyslexia and inclusive practice training modules, checklists for teachers, pupils and parents, as well as the Scottish definition planning tool, were the most commonly clicked and downloaded resources during the year.

During the reporting period, 1448 people received badges for completing the four Modules.
Feedback from people who completed the modules:

"I learned there are resources that will help me help my learner and aim to use this info."

"It is a great insight on how to handle learners with special needs especially dyslexia. It will go a long way in making me a more sensitive and inclusive teacher in my practice."

"As Literacy Coach in my school, I hope to give greater support to those children who require it, and to support class teachers in their approach to teaching and supporting our young learners."

- "I will be using the reading and writing circles when supporting pupils and making better use of online resources."

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:

- The Scottish Parliament Cross-Party Groups on Dyslexia, on Volunteering and on Disability
- The Scottish Volunteering Forum
- National Inclusion in Volunteering Group (hosted by Volunteer Scotland)
- Social Security Scotland Inclusive Communication Reference group
- SQA's Equality and Inclusion Key Partners' Group
- ConFab Steering Group for the national Scottish Youth Poetry Slam
- The UK-wide Dyslexia Adult Network (DAN)
- Specific Learning Difficulties (SpLD) Form, co-hosted with Education Scotland
- Addressing Dyslexia Toolkit working group
- Scottish Union Learning's Everyday Skills Dyslexia Group, Scottish Trades Union Congress (STUC)'s Partner Advisory Group
- Police Scotland Independent Ethics Advisory Panel
- UK Career Development Institute
- Trinity College London (Arts Awards)

We work closely with national organisations such as the Scottish Government, Education Scotland, CALL Scotland, Enquire, SQA, SAAS (Student Awards Agency Scotland), General Teaching Council Scotland (GTCS), Skills Development Scotland, Volunteer Scotland, Scottish Book Trust and Enterprise Mentoring. We meet regularly on relevant issues 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. We are members of the European Dyslexia Association.

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

This aim includes the work of our Ambassadors (outlined under Aim Two) and Young Ambassadors who actively share their experiences of dyslexia. Dyslexia Scotland also responds to, and supports others with dyslexia to participate in, consultations and to tell their story through the media, conferences and seminars.

Key highlights:

Dyslexic people of all ages contributed 62 stories this year to our magazine Dyslexia Voice. As well as our dyslexic contributors, a range of others, including professionals, parents and other family members, contribute as guests or regular authors.

During the year, 24 blogs were uploaded onto 'A Life Less Ordinary', written by our five regular bloggers and eleven guest bloggers. During the 2021-22 period, we had 7,505 blog views.

As outlined under Aim 1, our YouTube channel (13,066 views in the year), includes recorded parent and adult masterclasses, events such as DyslexiFest on mental health and dyslexia, videos on specific things like Dyslexia in the classroom, Assessing dyslexia, Q and A with our Young Ambassadors, assistive technology and recordings of Ambassadors and others talking about their dyslexic career journey. We use our social media networks to interact with the dyslexic community, ensuring that individual voices are represented.

Despite the Covid restrictions, our 11 Young Ambassadors (Eilidh, John, Innes, Mark, Rachel, Yasmine, Hamish, Kate, Emma M, Emma McN and Keir) and two Young Ambassador Mentors James and Dawn attended many online events/meetings.

Here are some examples:

- One spoke at our Education conference; 2 spoke at University of West of Scotland teacher conference; 2 spoke at the Call Scotland conference
- Two spoke at a Branch meeting
- One was involved in a podcast
- One spoke with a primary pupil in the Stirling area
- One spoke at a Student Network meeting

Consultations:
We respond to public consultations and are consulted by other organisations seeking to make their products and services more dyslexia friendly. This year our involvement has included:

- Edinburgh University museums re Arts Awards for dyslexic young people
- Gamify: co-design workshop
- Greenwich University career department
- Dyslexic Career Journeys resources
- 'No One Left Behind'
- Skills Development Scotland career education review
- Adult learning poster design class
- National Galleries of Scotland dyslexia-friendly consultation
- Providing data to local authorities for Community Learning and Development plans for the first time
- STUC guide on dyslexia at work
- Scotland's census communication
- Creative Scotland: Issues for dyslexic participants in online Book festivals.

The research section on our website outlines details of researchers seeking participants to talk about dyslexia, on topics such as: Employability survey; An exploration of the influence and impacts of dyslexia on social work practice; Relationship between Reading Ability and Undergraduate well-being: Mediating effects of Self-Esteem.

Aim Four - Sustainable efficient and effective organisation: Key highlights

Further details are covered under the section on Governance below.

Strategic Plan

Our 3-year Strategic Plan 2018-2021 was developed following an extensive independently facilitated consultation with members and key stakeholders. In 2021 we consulted members and other stakeholders about the priorities for the next three-years. That Plan was launched in March 2022, available on our website or on request.

Financial review

A surplus of £36,937 arose during the year (2021: deficit of £19,666). During the year, eighteen (2021: eighteen) branches operated under the charity number of Dyslexia Scotland and are incorporated in the accounts. At the year end, £519,782 (2021: £482,845) of reserves were carried forward.

During the year, funding was received from the Scottish Government to engage consultants in the following areas: online workshops for children; parent masterclasses; magazine printing costs; leaflet design; training for tutors and branches; tutor recruitment interviews; filming costs for professional learning films; Panel training for GTCS programme; Career journey publication; DyslexiFest speakers.

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. The Board reviews this policy 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 less than 12 months running costs. The reserves are at this level because the Scottish Government grant has not been adjusted for inflation and none of our funding lines are confirmed to extend beyond March 2022. 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.

During the year, we used a combination of unrestricted reserves together with part of our core Scottish Government grant to fund the Career Coach and Volunteers Manager posts. Furthermore, if we cannot secure renewal of the grant covering the National Development Officer post beyond March 2022, we will need to use the reserves to pay these 3 development staff's salaries.

Given the financial implications of the Covid-19 pandemic and beyond, the Board considers it prudent to seek to maintain unrestricted reserves in order to meet the anticipated increasing demand for support and services for children, young people and adults with dyslexia.

Principal Funding Sources

As outlined under Aim Four (Governance) above, Dyslexia Scotland was the recipient of a number of substantial donations in the financial year. These include: the continued funding for the Chief Executive post from Dr. Walter Scott and from the Eranda Rothschild Foundation for the National Development Officer post; a generous £60,000 from the Sean Connery family philanthropy towards our Tutor Bursary Fund; a large legacy payment of £50,000 from the late Edmund Wright to help children struggling at school; a number of charitable donations from individual supporters and fundraisers. We are extremely grateful to all these donors.

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 Professional Recognition programme and implementation of the Making Sense review); Corra Foundation for core funding; donations and income generated by the activities of the charity, such as the Education Conference and training. 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 Policies

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.

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, exacerbated by the Covid-19 global pandemic, will inevitably present challenges for Dyslexia Scotland, which the Board will manage and monitor. It is hoped that support from both private and public sectors will continue to be secured, to help mitigate the long-term financial impact of the pandemic on the charity.

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

Dyslexia Scotland delivered on the aims and objectives outlined in the Strategic Plan for 2018 - 2021 and as set out in the above Directors' report. A new Strategic Plan for 2022-2025 was published in March 2022.

Structure, governance and management

Dyslexia Scotland was formed in 2003 and is recognised as the main 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, 19 November 2016 and on 20 November 2021. It is registered as a charity with the Office of the Scottish Charity Regulator.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Directors

David Shaw (Chair)	appointed October 2008
Mary Evans	appointed November 2003
Michael Gibson	appointed November 2012
Chris Hughes	co-opted December 2021
David Hughes	co-opted December 2021
Andy Laverty	appointed November 2015
Karen McGill	appointed August 2018
Peter Lederer	appointed November 2018
Ronnie Davidson	appointed November 2018
Irene Lumsden	appointed November 2020

Charity name	Dyslexia Scotland
Charity number	SC000951
Company number	SC153321
Registered Office and Operational address	Cameron House First Floor Forthside Way Stirling FK8 1QZ
Chief Executive and Company Secretary	Cathy Magee
Auditors	Thomson Cooper Accountants 3 Castle Court Dunfermline KY11 8PB
Bankers	The Royal Bank of Scotland PLC Alloa Branch 19 High Street Alloa FK10 1JF

Governing Structure and Appointment of Directors

Dyslexia Scotland consists of the Board of Directors, the Members' Representative Council, local Branches, the Adult Networks and individual Members. In the reporting period, there were seven members of staff, all of whom were full time. In August 2021, we appointed a part-time educational consultant to lead on the Dyslexia Initiative being delivered by the City of Edinburgh Council with the support of the Sean Connery family philanthropic fund.

The Board is made up of a minimum of five and a maximum of twelve 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 Chair of Council was appointed to the Board in November 2020.

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.

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 and Council. 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. A new Plan for 2022-2025 was launched in March 2022.

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 some changes to the Board as part of a planned succession planning process. Two new Directors, Chris Hughes and David Hughes, were co-opted to join the Board in December 2021.

The Funding Group takes a proactive, systematic approach to securing sustainable funding in order to deliver our strategic aims. The Scottish Government renewed our core grant in 2021/22 and again in 2022/23 for our work as a national strategic partner for the Scottish Government on dyslexia matters, especially in relation to children and young people. This grant includes salary costs for our administration team and a contribution towards the development staff costs. We also secured renewed funding through the Scottish Government Adult Learning and Empowering Communities Fund administered by the Corra Foundation. The commitment from the Scottish Government to continue the core grant in 2022-23 makes 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.

During the year, some savings on rent were made due to the lockdown-related office closure from April – August 2021. In discussion with the Scottish Government, we adjusted what we had set out to do, such as spending money on equipment to deliver activities from home and training to run online services.

We would like to record our gratitude to the following donors for their significant contributions towards our staff team's salary costs, our Tutor Bursary Fund and funds to help children and adults:

- The Scottish Government
- Dr. Walter Scott for continued funding (and an increase in the year) for the Chief Executive's post
- The Eranda Rothschild Foundation for the National Development Officer costs for three years from April 2019
- The family of the late Sir Sean Connery
- The family of the late Edmund Wright
- Charles Cormack and another anonymous donor for their generous grants to support dyslexia assessments.

The late Sir Sean Connery family philanthropy to Dyslexia Scotland enabled us to continue the Tutor Bursary Fund, which was first established in 2020-21 with Scottish Government funding.
Furthermore, in the reporting period, we have been working closely with the family of Sir Sean Connery and the City of Edinburgh Council to develop a Dyslexia Initiative to be delivered in the City of Edinburgh over 3 years. This Initiative will begin in August 2022. Dyslexia Scotland will act as an 'agent' to transfer the funding from the family philanthropy to the City of Edinburgh Council during the lifetime of the Initiative. This is an incredibly exciting opportunity to enhance dyslexia support in one local authority area, with a view to applying lessons learned in other local authorities if the programme is successful. Our sincere thanks goes to the family for supporting this Initiative.

We are extremely grateful to all our funders and supporters, including those who give us valuable in-kind support.

Branches

There were 18 branches active at the end of March 2022. We held an online Branch and Adult Network networking session in May 2021 for volunteers learn more about national developments and to share good practice with other branches groups.

Membership
Dyslexia Scotland's membership numbers were 621 at the time of writing. The Membership group will carry out a membership recruitment campaign to tie in with the new website. New and renewing members will be able to join online on our website as well as by email or post.

Premises
The staff team continued to work from home until August 2021 when we returned on a blended basis (part-time at home, part-time in the office). As reported last year, we are indebted to our landlords The Robertson Trust for their generosity in providing rent-free accommodation while the buildings were closed. This enabled us to divert that funding towards our Tutor Bursary Fund. When the Omicron variant struck in late 2021, we again returned to home-working until February 2022. Hybrid working has enabled us to continue to deliver services without any disruption to those who use our services and continues to work well for us given the ongoing uncertainty of the pandemic.

Volunteers
Due to the pandemic, much of our volunteer recruitment was on hold; however, we did recruit four new volunteers. The Volunteers Manager provided the following online training and/or peer support sessions for national volunteers:

- 33 individual catch ups with national volunteers;
- 8 group peer support catch ups/training
- 1 individual volunteer induction session

At the end of March 2022, there were a total of 180 active volunteers involved in 22 roles (some people have dual/triple roles). Of this number, 79 were national roles which include Admin Volunteers, Resource Centre Volunteer, Helpline Advisors, Media Volunteers, Blog Volunteers, Events Volunteers, Career Mentors, Young Ambassadors, Adult Network Facilitators and Helpers, Photographer, Speaker volunteers, President, Vice-President, Ambassadors, Board Members. In addition, 101 Branch committee members supported the 18 volunteer-led Branches around Scotland.

Volunteer Feedback
"...you have taken amazing care of all of the Young Ambassadors over the years...You have made a real difference and impact in my life so thank you." Young Ambassador

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 and Note 19 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.

Structure, governance and management

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.

Related parties
Dyslexia Scotland works closely with the Scottish Government and other funding and strategic partners such as Education Scotland and the General Teaching Council for Scotland (GTCS) to manage and contribute to national projects. This includes the 'Addressing Dyslexia' Toolkit website: www.addressingdyslexia.org and the Dyslexia and inclusive practice Professional Recognition programme for teachers.

Statement of trustees' responsibilities

The trustees, who are also the directors of Dyslexia Scotland for the purpose of company law, are responsible for preparing the Trustees' 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 trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in the Charities SORP;

- make judgements 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 charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

In accordance with the company's articles, a resolution proposing that be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

D R Shaw

Mr D Shaw
Trustee
Dated: 31 August 2022

DYSLEXIA SCOTLAND

INDEPENDENT AUDITOR'S REPORT
TO THE TRUSTEES OF DYSLEXIA SCOTLAND

Opinion

We have audited the financial statements of Dyslexia Scotland (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, 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 Companies Act 2006, 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

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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

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

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, 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 charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

We obtained an understanding of the legal and regulatory frameworks within which the company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Charities and Trustees Investment (Scotland) Act 2005, Charities Accounts (Scotland) Regulations 2006 (as amended), Taxation legislation and Money Laundering.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be the override of controls by management, existence and timing of recognition of income and posting of unusual journals. Our audit procedures to respond to these risks included:

- Enquiries of management about their own identification and assessment of the risks of irregularities.
- Sample testing on the posting of journals.
- Reviewing meeting minutes.
- Detailed substantive testing on the completeness of income.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

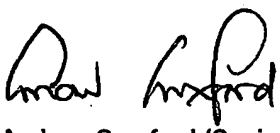
These inherent limitations are particularly significant in the case of misstatement resulting from fraud as this may involve sophisticated schemes designed to avoid detection, including deliberate failure to record transactions, collusion or the provision of intentional misrepresentations.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://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 regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's 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 Auditors
Dunfermline

5 September 2022

DYSLEXIA SCOTLAND

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

Current financial year

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Total 2021 £
Income from:					
Donations and legacies	2	73,529	420,112	493,641	418,132
Charitable activities	3	29,481	-	29,481	28,634
Investments	4	1,311	-	1,311	2,311
Total income		104,321	420,112	524,433	449,077
Expenditure on:					
Charitable activities	5	104,402	383,094	487,496	468,743
Net (outgoing)/incoming resources before transfers		(81)	37,018	36,937	(19,666)
Gross transfers between funds		4,258	(4,258)	-	-
Net income/(expenditure) for the year/ Net movement in funds		4,177	32,760	36,937	(19,666)
Fund balances at 1 April 2021		473,587	9,258	482,845	502,511
Fund balances at 31 March 2022		477,764	42,018	519,782	482,845

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

DYSLEXIA SCOTLAND

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

Prior financial year

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Income from:				
Donations and legacies	2	72,028	346,104	418,132
Charitable activities	3	28,634	-	28,634
Investments	4	2,311	-	2,311
Total income		102,973	346,104	449,077
Expenditure on:				
Charitable activities	5	112,092	356,651	468,743
Net (outgoing)/incoming resources before transfers		(9,119)	(10,547)	(19,666)
Net income/(expenditure) for the year/ Net movement in funds		(9,119)	(10,547)	(19,666)
Fund balances at 1 April 2020		482,706	19,805	502,511
Fund balances at 31 March 2021		473,587	9,258	482,845

DYSLEXIA SCOTLAND

BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible assets	11		9,549		7,189
Current assets					
Debtors	12	2,999		3,137	
Cash at bank and in hand		520,426		528,381	
		523,425		531,518	
Creditors: amounts falling due within one year	13	(13,192)		(55,862)	
Net current assets			510,233		475,656
Total assets less current liabilities			519,782		482,845
Income funds					
Restricted funds	15		42,018		9,258
Unrestricted funds			477,764		473,587
			519,782		482,845

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 31 August 2022

D Shaw

Mr D Shaw
Trustee

Company registration number SC153321

DYSLEXIA SCOTLAND

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Cash flows from operating activities					
Cash absorbed by operations	**20**		(2,782)		(57,952)
Investing activities					
Purchase of tangible fixed assets		(6,484)		(5,848)	
Investment income received		1,311		2,311	
Net cash used in investing activities			(5,173)		(3,537)
Net cash used in financing activities			-		-
Net decrease in cash and cash equivalents			(7,955)		(61,489)
Cash and cash equivalents at beginning of year			528,381		589,870
Cash and cash equivalents at end of year			520,426		528,381

1 Accounting policies

Charity information

Dyslexia Scotland is a private company limited by guarantee incorporated in Scotland. The registered office is Cameron House, First Floor, Forthside Way, Stirling, FK8 1QZ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's memorandum and articles of association, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) 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) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

At the date of the approval of the accounts, the trustees are aware of the continued impact on the company of Covid-19. The trustees are actively taking all steps to mitigate any impact the virus may have on the company. The trustees have considered a period of 12 months from the date of approval of the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1 **Accounting policies** **(Continued)**

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

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Plant and equipment	25% Straight Line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 *Impairment of fixed assets*

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial Instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

1 **Accounting policies** **(Continued)**

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022	2022	2022	2021	2021	2021
	£	£	£	£	£	£
Donations and gifts	73,529	510	74,039	36,979	5,000	41,979
Grant Income	-	419,602	419,602	10,000	341,104	351,104
Donated goods and services	-	-	-	25,049	-	25,049
	73,529	420,112	493,641	72,028	346,104	418,132

2 Donations and legacies *(Continued)*

Donations and gifts						
Just Giving Donations	-	-	-	2,290	-	2,290
Gift Aid recovered	3,652	-	3,652	2,602	-	2,602
Other Donations over £1,000	57,000	-	57,000	8,135	5,000	13,135
Other Donations under £1,000	6,786	510	7,296	7,429	-	7,429
Branches - donations	3,116	-	3,116	15,906	-	15,906
Branches - fundraising	2,975	-	2,975	417	-	417
Print donations	-	-	-	200	-	200
	73,529	510	74,039	36,979	5,000	41,979
Grants receivable for core activities						
Scottish Government - HQ Grant	-	200,000	200,000	-	185,000	185,000
Eranda Rothschild Foundation	-	41,100	41,100	-	41,100	41,100
Dr Walter Scott	-	68,502	68,502	-	65,004	65,004
Corra Foundation	-	50,000	50,000	-	50,000	50,000
Coronavirus Business Support	-	-	-	10,000	-	10,000
Connery Foundation	-	60,000	60,000	-	-	-
	-	419,602	419,602	10,000	341,104	351,104

Donated goods and services in 2021 represented rent waived by the Robertson Trust during the year.

3 Charitable activities

	2022 £	2021 £
Conference fees	8,061	8,686
Training income	6,995	3,502
Sundry income	2,365	2,222
Membership fees	12,060	14,224
	29,481	28,634

4 Investments

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Bank interest - head office	1,302	2,304
Bank Interest - branches	9	7
	1,311	2,311

5 Charitable activities

For the year ended 31 March 2022

	Project 2022 £	Helpline & Advice 2022 £	Training & Conference 2022 £	Total 2022 £	Total 2021 £
Staff costs	28,153	169,400	70,583	268,136	260,666
Volunteer Expenses	469	558	924	1,951	2,441
Training	-	-	354	354	4,598
Education conference costs	-	-	5,499	5,499	6,429
Branch costs	-	4,068	-	4,068	8,183
Assessment working group	8,680	-	-	8,680	2,550
Workshop expenses	-	-	6,512	6,512	7,261
Dyslexia Awareness week	1,631	-	-	1,631	9,020
Website	-	10,693	21,027	31,720	4,759
Youth day expenses	-	-	2,510	2,510	2,500
Helpline development	-	2,580	-	2,580	2,580
Consultancy fees	-	42,523	14,009	56,532	44,959
Professional Indemnity	-	2,512	-	2,512	2,191
Advertising	-	29	407	436	285
Books & Publications	-	1,736	-	1,736	3,141
	38,933	234,099	121,825	394,857	361,563
Share of support costs (see note 6)	-	47,076	20,176	67,252	80,127
Share of governance costs (see note 6)	4,058	15,232	6,097	25,387	27,053
	42,991	296,407	148,098	487,496	468,743
Analysis by fund					
Unrestricted funds	16,294	55,104	33,004	104,402	112,092
Restricted funds	26,697	241,303	115,094	383,094	356,651
	42,991	296,407	148,098	487,496	468,743

5 **Charitable activities** **(Continued)**

For the year ended 31 March 2021

	Project 2021 £	Helpline & Advice 2021 £	Training & Conference 2021 £	Total 2021 £
Staff costs	27,439	164,631	68,596	260,666
Volunteer Expenses	-	822	1,619	2,441
Training	-	-	4,598	4,598
Education conference costs	-	-	6,429	6,429
Branch costs	-	8,183	-	8,183
Assessment working group	2,550	-	-	2,550
Workshop expenses	-	-	7,261	7,261
Dyslexia Awareness week	9,020	-	-	9,020
Website	-	1,603	3,156	4,759
Youth day expenses	-	-	2,500	2,500
Helpline development	-	2,580	-	2,580
Consultancy fees	-	15,144	29,815	44,959
Professional Indemnity	-	738	1,453	2,191
Advertising	-	96	189	285
Books & Publications	-	3,141	-	3,141
	39,009	196,938	125,616	361,563
Share of support costs (see note 6)	-	59,041	21,086	80,127
Share of governance costs (see note 6)	2,390	15,678	8,985	27,053
	41,399	271,657	155,687	468,743
Analysis by fund				
Unrestricted funds	6,844	61,087	44,161	112,092
Restricted funds	34,555	210,570	111,526	356,651
	41,399	271,657	155,687	468,743

6 Support costs

For the year ended 31 March 2022

	Support costs	Governance costs	2022	2021	Basis of allocation
	£	£	£	£	
Staff costs	-	14,116	14,116	13,719	Direct
Depreciation	4,124	-	4,124	5,653	Direct
Board Costs	-	-	-	34	Direct
Volunteer Expenses	-	73	73	128	Direct
Publicity and Advertising	-	5	5	15	Direct
Consultancy Fees	-	1,040	1,040	2,368	Direct
Website	-	1,669	1,669	250	Direct
Premises Costs	16,251	855	17,106	24,763	Direct
Office costs	34,711	682	35,393	35,847	Direct
Subscriptions	4,115	217	4,332	4,787	Direct
Sundry expenses	8,051	424	8,475	13,295	Direct
Audit fees	-	5,500	5,500	5,400	Governance
Professional Indemnity Insurance	-	-	-	115	Governance
Professional Fees	-	806	806	806	Governance
	67,252	25,387	92,639	107,180	

6 Support costs **(Continued)**

For the year ended 31 March 2021

	Support costs	Governance costs	2021	Basis of allocation
	£	£	£	
Staff costs	-	13,719	13,719	Direct
Depreciation	5,370	283	5,653	Direct
Board Costs	-	34	34	Direct
Volunteer Expenses	-	128	128	Direct
Publicity and Advertising	-	15	15	Direct
Consultancy Fees	-	2,368	2,368	Direct
Website	-	250	250	Direct
Premises Costs	23,525	1,238	24,763	Direct
Office costs	34,054	1,793	35,847	Direct
Subscriptions	4,548	239	4,787	Direct
Sundry expenses	12,630	665	13,295	Direct
Audit fees	-	5,400	5,400	Governance
Professional Indemnity Insurance	-	115	115	Governance
Professional Fees	-	806	806	Governance
	80,127	27,053	107,180	

Governance costs includes payments to the auditors of £5,500 (2021- £5,400) for audit fees.

7 Net movement in funds

	2022	2021
	£	£
Net movement in funds is stated after charging/(crediting)		
Fees payable to the company's auditor for the audit of the company's financial statements	5,500	5,400
Depreciation of owned tangible fixed assets	4,124	5,653

8 Trustees

During the period under review, no directors received reimbursement for expenses incurred. (2021 - £188). The expenses included travel, subsistence and other miscellaneous expenses.

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 (2021 – nil).

9 Employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Charitable Projects	3	3
Administration and support	4	4
Total	7	7

Employment costs	2022 £	2021 £
Wages and salaries	248,864	242,029
Social security costs	19,788	19,059
Other pension costs	13,600	13,297
	282,252	274,385

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 £75,153 (2021 - £72,192).

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 £13,679 (2021 : £13,297) for the year. There were no outstanding contributions (2021 : £1,994) at the balance sheet date.

There were no employees whose annual remuneration was more than £60,000 other than the Chief Executive Officer.

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 Tangible fixed assets

	Plant and equipment £
Cost	
At 1 April 2021	32,490
Additions	6,484
At 31 March 2022	38,974
Depreciation and impairment	
At 1 April 2021	25,301
Depreciation charged in the year	4,124
At 31 March 2022	29,425
Carrying amount	
At 31 March 2022	9,549
At 31 March 2021	7,189

12 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Trade debtors	2,020	1,973
Prepayments and accrued income	979	1,164
	2,999	3,137

13 Creditors: amounts falling due within one year

	Notes	2022 £	2021 £
Deferred income	14	-	41,100
Trade creditors		5,086	4,159
Accruals and other creditors		8,106	10,603
		13,192	55,862

14 Deferred income

	2022 £	2021 £
Deferred income	-	41,100

14 Deferred Income (Continued)

Deferred income represents funding received in advance from The Eranda Rothschild Foundation (formerly known as The Eranda Foundation) to cover the National Development Officer costs.

15 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				
	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 31 March 2022
	£	£	£	£	£
Scottish Government - HQ Grant	-	200,510	(194,026)	-	6,484
Eranda Rothschild Foundation	-	41,100	(41,100)	-	-
Dr Walter Scott	4,258	68,502	(68,502)	(4,258)	-
Corra Foundation	-	50,000	(50,000)	-	-
Borders Assessment Fund	5,000	-	(2,655)	-	2,345
Sean Connery Family Philanthropy	-	60,000	(26,811)	-	33,189
	9,258	420,112	(383,094)	(4,258)	42,018

	Movement in funds				
	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Balance at 31 March 2021
	£	£	£	£	£
Scottish Government - HQ Grant	19,464	185,000	(204,464)	-	-
Eranda Rothschild Foundation	4,258	41,100	(41,100)	-	4,258
Dr Walter Scott	(3,917)	65,004	(61,087)	-	-
Corra Foundation	-	50,000	(50,000)	-	-
Borders Assessment Fund	-	5,000	-	-	5,000
	19,805	346,104	(356,651)	-	9,258

15 Restricted funds **(Continued)**

The Scottish Government HQ Grant
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 included funding to redesign all three websites as well as supporting the Addressing Dyslexia Toolkit and associated resources, disseminate the online modules, Dyslexia and inclusive practice Professional Recognition programme and ongoing implementation of the Making Sense review.

The Scottish Government grant, together with unrestricted reserves, contributes towards our Career Coach post and Volunteers Manager post and related activities, including the organisation of the Education Conference. The Scottish Government grant also includes contributions towards the National Development Officer and CEO posts.

During the year, a contribution of £31,780 was made from Dyslexia Scotland's reserves towards the Career Coach post and £26,200 towards the Volunteers Manager post.

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

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

Sean Connery Family Philanthropy
During the year, the funding from Sean Connery Family Philanthropy enabled Dyslexia Scotland to continue with the Tutor Bursary Fund, which was first established in 2020-21 with support from the Scottish Government.

Borders Assessment Fund
This grant, donated by Charles Cormack, enabled Dyslexia Scotland to provide free assessment support to young people in the Borders area.

16 Unrestricted General Funds

The income funds of the charity include the following unrestricted funds :

		Movement in funds			
	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 31 March 2022
	£	£	£	£	£
General fund	473,587	104,321	(104,402)	4,258	477,764

16 Unrestricted General Funds (Continued)

	Movement in funds				
	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Balance at 31 March 2021
	£	£	£	£	£
General fund	482,706	102,973	(112,092)	-	473,587

17 Analysis of net assets between funds

	Unrestricted funds 2022	Restricted funds 2022	Total 2022	Unrestricted funds 2021	Restricted funds 2021	Total 2021
	£	£	£	£	£	£
Fund balances are represented by:						
Tangible assets	-	9,549	9,549	147	7,042	7,189
Current assets/(liabilities)	477,764	32,469	510,233	473,440	2,216	475,656
	477,764	42,018	519,782	473,587	9,258	482,845

18 Operating lease commitments

As at 31 March 2022 the charity had total commitments under non-cancellable operating leases as follows:

	Land and buildings	Office equipment	Total 2022	Total 2021
	£	£	£	£
Less than 1 year	25,049	4,757	29,806	44,075
Between 1 and 5 years	36,529	-	36,529	66,335
	61,578	4,757	66,335	110,410

19 Related party transactions

There were no disclosable related party transactions during the year (2021 - none).

20	Cash generated from operations	2022 £	2021 £
	Surplus/(deficit) for the year	36,937	(19,666)
	Adjustments for:		
	Investment income recognised in statement of financial activities	(1,311)	(2,311)
	Depreciation and impairment of tangible fixed assets	4,124	5,653
	Movements in working capital:		
	Decrease in debtors	138	59
	(Decrease) in creditors	(1,570)	(587)
	(Decrease) in deferred income	(41,100)	(41,100)
	Cash absorbed by operations	(2,782)	(57,952)

21 Analysis of changes in net funds

The charity had no debt during the year.