

**Charity registration number SC000951 (Scotland)**

**Company registration number SC153321 (Scotland)**

**DYSLEXIA SCOTLAND**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2024**

# DYSLEXIA SCOTLAND

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## **DYSLEXIA SCOTLAND**

### **CHAIRMAN'S STATEMENT**

#### **FOR THE YEAR ENDED 31 MARCH 2024**

##### **Chair's report**

During the reporting year 2023-2024, we celebrated our 55<sup>th</sup> anniversary, a significant milestone and a time for reflection on what it means to be dyslexic in Scotland today. As part of our journey towards a dyslexia-friendly Scotland, we launched an important baseline survey in liaison with the University of Glasgow to ask dyslexic adults over 16 for their views. Over 1400 people responded to this survey wanting to share their stories and experiences. At the time of writing, the findings are being analysed in time for the groundbreaking report to be published in Dyslexia Awareness week.

Over the past year, the small team at Dyslexia Scotland, supported by an impressive community of volunteers, changemakers and partner organisations, has continued to deliver the objectives set out in our Strategic Plan. This has been done through a combination of digital delivery of our services and face to face support for the dyslexic community. Our Education Conference in October 2023 was the first in-person conference since 2019. It was clear from the sell-out success of the event that teachers welcomed the opportunity to network face to face with colleagues, speakers and exhibitors.

The cost-of-living crisis has placed substantial pressures on Third Sector services. Charities such as Dyslexia Scotland are facing increasing demand for services alongside the rising cost of delivering new and existing services to those most in need.

Under that backdrop, we work hard to secure the funding we need to deliver our objectives. We successfully secured renewed core funding from the Scottish Government and the Corra Foundation to improve outcomes for children, families and adults with dyslexia. Core funding during the year from the Government and others such as The Robertson Trust and Scottish Equity Partners enabled us to deliver the remarkable range of activities outlined in this report.

## **DYSLEXIA SCOTLAND**

### **CHAIRMAN'S STATEMENT**

#### **FOR THE YEAR ENDED 31 MARCH 2024**

The Board of Directors is seeking to generate income from our services where possible and diversify funding from the public and private sectors. For this reason, we invested during the year in consultancy work to increase our skills over time in developing corporate partnerships.

As you will read in the 'Achievements and performance' section of this report and our accompanying visual Annual review, we are making enormous strides forward in our work. However, there is much more to do to address the challenges faced by Scotland's dyslexic community.

I am sincerely grateful for the generosity of our funders and to the many individuals and organisations who support Dyslexia Scotland by giving time and in-kind help to support dyslexic people. These individuals include our dedicated President, Sir Jackie Stewart, our Vice Presidents, Ambassadors, Young Ambassadors, my fellow Directors, Council members, national and local volunteers including the Adult Networks and all those involved in our network of branches.

Our Ambassadors play a key role in raising awareness about dyslexia and the important work of Dyslexia Scotland. Coming from a wide range of backgrounds and from different parts of Scottish society, they challenge prejudices and stereotypes about dyslexia whilst also acting as role models for dyslexic children, young people and adults. We were delighted to welcome two new Ambassadors, Hamza Yassin, Cameraman and television presenter and Alan Sinclair, lawyer, to join the group this year.

My heartfelt gratitude goes to the staff team for their hard work, commitment and energy this year in supporting the dyslexic community.

*David Shaw*

**David Shaw**

Chairman

Dated: 1 November 2024

## **DYSLEXIA SCOTLAND**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024**

The trustees present their annual report and financial statements for the year ended 31 March 2024.

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

Our four strategic aims are outlined in the Strategic Plan for 2022–2025:

1. To provide and promote high quality services
2. To influence and achieve positive change at a national and local level

## **DYSLEXIA SCOTLAND**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2024**

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

Our 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 list of approved Assessors (Psychologists and Dyslexia Specialists) who carry out assessments to identify dyslexia and other associated difficulties
- A national Tutor List and professional development for tutors
- An in-house library, information leaflets and resources
- 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 resources and opportunities for teachers
- A variety of local events, activities and support through our network of volunteer-led Branches and Adult Networks

## **DYSLEXIA SCOTLAND**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2024**

- A quarterly magazine and a range of services for members
- Two websites and active social networks:

[www.dyslexiascotland.org.uk](http://www.dyslexiascotland.org.uk) (incorporating Dyslexia Unwrapped for children and young people) [www.addressingdyslexia.org](http://www.addressingdyslexia.org) (for teachers)

### **Achievements and performance**

Our Top Ten new achievements during the reporting year:

1. Launched Scotland's biggest-ever survey of its dyslexic population, together with the University of Glasgow. The research will form the baseline measure for a dyslexia-friendly Scotland.
2. Ranked 130<sup>th</sup> most awarded advertiser in the World Creative Rankings, thanks to our collaboration with Innocean Berlin on the 'There's Nothing Comic About Dyslexia' campaign.
3. Our Chief Executive was awarded an OBE for services to dyslexic people.
4. Delivered the GTCS Professional Recognition Dyslexia and Inclusive practice programme to a new cohort of teachers and lecturers.
5. Attracted more companies to join as Organisational Members.
6. Celebrated our 55<sup>th</sup> anniversary as a charity.
7. Welcomed Hamza Yassin as a new Ambassador and hosted an awareness event with him during Dyslexia Awareness Week.

## **DYSLEXIA SCOTLAND**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024**

8. Appointed two Young Ambassadors to the National Neurodiversity Youth Council.
9. Called on all Head Teachers in Scotland to sign a pledge to be more dyslexia-inclusive.
10. Collaborated with RSABI to deliver free dyslexia assessments to the farming community.

Brief interventions - we responded to:

- 1,790 Helpline enquiries
- 338 Tutoring enquiries
- 200 social media messages

Awareness raising

- 66,000 Blue ribbons
- 2,025 magazines sent to members
- 13,430 leaflets and 91 awareness cards distributed
- 100 stories shared about dyslexia people

Face to face provision (online or in person)

- 1,983 people took part in 51 events, including DyslexiFest, Dyslexia Awareness week, Parent masterclasses, Youth Day, Adult and Student Networks and Branch meetings



## **DYSLEXIA SCOTLAND**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024**

- 430 hours of free tutoring provided
- 18 free professional assessments

#### **Training and learning**

- Upskilled 1,411 Changemakers through dyslexia training, volunteer training, e-modules and Education conference
- 26 educators gained professional recognition in Dyslexia and Inclusive Practice at an Awards ceremony in December 2023. A new cohort of 72 educators started their year-long programme in September 2023. A growing number of 'alumni' from previous years proactively share learning at local and national levels.

#### **Digital engagements**

- 1,458,844 digital engagements (including 48,100 website visitors, 1,362,048 social media impressions)

A snapshot of our impact on dyslexic people, their families and professionals is reflected below:

- "Meeting and sharing one's personal and societal dyslexic experiences with other adults makes me feel part of a caring, empathetic group. This had never happened previously in my many years of being on the edge of society and not having a clue why. The presentations by professionals and peers can be very informative and help to keep one up to date with research and developments."

## **DYSLEXIA SCOTLAND**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2024**

- "As parents only 4 weeks into finally discovering our 9-year-old son is dyslexic, these events help us to understand the challenges, the positive outcomes achievable and ups and downs of those living with Dyslexia. The lawyer in particular gave us a lot to think about as we ponder the best time/way to tell our son the news and for it to be a positive experience for him."
- Rory was struggling with reading at school but teachers just thought he wasn't trying hard enough. Following a call to our Helpline, mum Kirsty was able to arrange a private assessment and an appointment with a specially trained optician. These confirmed that Rory has dyslexia and visual difficulties that affect his ability to read. When he learned that he was dyslexic, Rory's self-understanding and confidence grew. Teachers noted his new-found enthusiasm and improvements in reading.
- Examples from our tutoring service demonstrate that the tutoring is helping young people stay engaged in education when they are at risk of exclusion or premature termination of their statutory education. A full report on the Sean Connery Tutor Bursary Fund is available on our website.
- A teacher who attended our Dyslexia and the Classroom training told us, "I cried a lot of the way through that class. It's a real eye opener. All people want to do, especially teacher and parents, is help children with dyslexia, and the ideas in this class were fantastic. All teachers should listen to this speaker."

## **DYSLEXIA SCOTLAND**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2024**

- Since taking part in the Sean Connery Foundation Dyslexia Initiative in Edinburgh, a majority of the parents involved highlighted that they witnessed a positive impact on their child's self-esteem. One parent spoke about the change in mindset of their child and how they have started enjoying creative literacy tasks, "I have noticed a huge change in my daughter when it comes to doing literacy work now, she is writing short stories on the home computer, and she has so many ideas. She is more confident in trying to spell words and her reading has improved a lot too."

Another learner described a recent experience of the impact of the Sean Connery Foundation Dyslexia Initiative in how they have approached their work, "I used to write half a page in class but today I wrote 2 ½ pages. It was a lot easier. I use finger spelling in class but not finger writing. I used to write 'was' the wrong way around but now I think about it and I don't. I remember what I learnt."

- Teachers who completed the Dyslexia and inclusive practice Professional Recognition programme recognised the impact on their practice,

"I am very proud to have received my PR in Dyslexia and Inclusive Practice. It really made me step out my comfort zone in taking the lead in staff training and also I am now the expert for my school. It has had such a positive impact for my school and the pupils. There is a greater awareness of dyslexia in my school and staff are now picking up signs and questioning why a pupil might have difficulties."

## **DYSLEXIA SCOTLAND**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024**

"The award has made me more confident within my role. It has had a positive impact within the school as colleagues are happy to ask questions to better support our learners. Parents/carers are more trusting that I am doing everything I can to support their child (trialling strategies, investigating support, SQA support etc)."

#### **Financial review**

A surplus of £26,237 arose during the year (2023: deficit of £42,939). During the year, eighteen (2023: eighteen) branches operated under the charity number of Dyslexia Scotland and are incorporated in the accounts. At the year end, £503,080 (2023: £476,843) of reserves were carried forward.

During the year, funding was received from the Scottish Government to engage consultants in the following areas: parent masterclasses; conference organisation; training for tutors and branches; tutor recruitment interviews; Panel training/fees for GTCS programme. Funding received from the Sean Connery Foundation was used to pay consultants involved in delivering the Sean Connery Dyslexia Initiative in partnership with the City of Edinburgh Council.

#### **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.

## **DYSLEXIA SCOTLAND**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024**

At present, our reserves are in excess of the 6 month overhead policy as a precautionary measure due to the Scottish Government grant not being adjusted for inflation for many years and not being secure from year to year. None of our other current funding lines are confirmed to extend beyond 2025. 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 renewed.

During the year, we used a combination of unrestricted reserves together with part of our core Scottish Government grant and grants from the Eranda de Rothschild Foundation, The Robertson Trust and the Northwood Charitable Trust to fund the three Development Officer posts. We also used unrestricted reserves to fund consultancy work by Remarkable Partnerships to develop and strengthen corporate partnerships. Taking into consideration the current financial crisis, the Board considers it wise to maintain sufficient 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**

Dyslexia Scotland was the recipient of several significant donations in the financial year. These include: the continued funding for the Chief Executive post from Dr. Walter Scott; funding from the Sean Connery Foundation towards our delivery costs for the Sean Connery Dyslexia Initiative in collaboration with the City of Edinburgh Council; a grant towards our running costs from The Robertson Trust and from the Scottish Equity Partners; grants from the Eranda de Rothschild Foundation and the Northwood Charitable Trust towards staff salary costs; a number of charitable donations from individual supporters and fundraisers. We are sincerely grateful to all these donors.

## **DYSLEXIA SCOTLAND**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024**

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 limited 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 day 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.

## **DYSLEXIA SCOTLAND**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024**

External risks relate largely to the continued funding of the company. The current economic climate, exacerbated by the impact of the Covid-19 global pandemic, inevitably presents 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 financial crisis 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 relevant year of the Strategic Plan for 2022-2025 and as set out in the above Directors' report.

#### **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.

**DYSLEXIA SCOTLAND**  
**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)**  
**FOR THE YEAR ENDED 31 MARCH 2024**

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)  
Mary Evans  
Michael Gibson  
Chris Hughes  
David Hughes (Resigned 20 August 2024)  
Andy Lavery  
Karen McGill  
Peter Lederer  
Ronnie Davidson (Resigned 11 October 2023)  
Irene Lumsden  
David McIntosh (Appointed 22 August 2024)

<b>Charity name</b>	Dyslexia Scotland
<b>Charity number</b>	SC000951
<b>Company number</b>	SC153321
<b>Registered Office and</b>	Cameron House
<b>Operational address</b>	First Floor Forthside Way Stirling FK8 1QZ



## **DYSLEXIA SCOTLAND**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024**

**Chief Executive and Company Secretary** Cathy Magee

**Auditors** Thomson Cooper  
3 Castle Court  
Dunfermline  
KY11 8PB

**Bankers** The Royal Bank of Scotland PLC  
Alloa Branch  
19 High Street  
Alloa  
FK10 1JF

## **DYSLEXIA SCOTLAND**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024**

#### **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 addition, a part-time educational consultant leads on the Dyslexia Initiative being delivered by the City of Edinburgh Council with the support of the Sean Connery Foundation.

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.

## **DYSLEXIA SCOTLAND**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024**

The full Board of Directors meets at least quarterly (in the reporting period it met six times). There are five Strategic Plan Subgroups responsible for implementing key aspects of the three-year strategic plan. These Subgroups report to the Board of Directors and Council. The Board receives a finance report 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 are agreed by the Board. The strategic plan in operation during the reporting period started at the beginning of April 2022. This three-year plan was produced following consultation with Dyslexia Scotland's members in 2021.

#### **Governance**

The Board met six times in the reporting period, as well as actively serving on the Strategic Plan sub groups throughout the year.

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 2023-24 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 received funding through the Scottish Government Adult Learning and Empowering Communities Fund administered by the Corra Foundation. The Scottish Government core grant in 2023-24 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.

## **DYSLEXIA SCOTLAND**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024**

Our sincere thanks go to the following donors for their generous contributions towards our core costs, our staff salary costs, Tutor Bursary Fund, assessment funds and others to help dyslexic children and adults:

- Dr. Walter Scott for continued funding for the Chief Executive's post
- The Sean Connery Foundation
- The Eranda de Rothschild Foundation
- The Robertson Trust
- Scottish Equity Partners
- The Northwood Charitable Trust
- Cormack Consultancy Group and Marilyn Lederer for their generous grants to support dyslexia assessments.

The Sean Connery Foundation supported our Tutor Bursary Fund as well as the Sean Connery Dyslexia Initiative in Edinburgh. Dyslexia Scotland acts as an 'agent' to transfer funding from the Sean Connery Foundation to the City of Edinburgh Council during the Initiative's 3-year funding period. Following an 18-month review of the Initiative, approval was given to fund the second phase of the programme. Statistically significant improvements have been demonstrated in learners' reading ability and almost universal high levels of satisfaction with the work of the Initiative from learners, staff, parents and carers.

We are extremely grateful to all our funders and supporters, including those who provide important in-kind support.

## **DYSLEXIA SCOTLAND**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024**

#### **Branches**

There were 18 branches active at the end of March 2024. Our Branch and Adult Network residential event in May 2023 provided an important networking opportunity for our dedicated volunteers to learn about national developments and share good practice with one another.

#### **Membership**

Our members' magazine was revamped during the year with a new in-house design by our Creative and digital lead. Our online shop helps to generate income through sales of goods and membership purchase and renewal. We are gradually working towards digital accessibility for all.

#### **Volunteers**

At Dyslexia Scotland we work in partnership with our volunteers to achieve our aims to make Scotland more dyslexia-friendly.

We greatly value all our volunteers, whose contributions are essential to our work. They help with a wide range of our services, such as our Helpline, events, library, local Branches, Adult and Student Networks. They support us with accessibility, user testing, sharing stories about dyslexia and as formal changemakers.

At the end of the reporting year, Dyslexia Scotland had 45 national volunteers, 13 Young Ambassadors and 70 local Branch volunteers in addition to our President, Vice Presidents, Ambassadors, Board of Directors, Council and sub groups, who are also all volunteers.

## **DYSLEXIA SCOTLAND**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)**

#### **FOR THE YEAR ENDED 31 MARCH 2024**

#### **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, if 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: [www.addressingdyslexia.org](http://www.addressingdyslexia.org) and the Dyslexia and inclusive practice Professional Recognition programme for teachers.

## **DYSLEXIA SCOTLAND**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024**

#### **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; 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.

## **DYSLEXIA SCOTLAND**

### **TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024**

#### **Auditor**

In accordance with the company's articles, a resolution proposing that Thomson Cooper 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.

*Andrew Laverty*

**Mr A Laverty**

Finance Director

Dated: 1 November 2024



## **Opinion**

We have audited the financial statements of Dyslexia Scotland (the 'charity') for the year ended 31 March 2024 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 2024 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).

**INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF DYSLEXIA SCOTLAND**

**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.

## **DYSLEXIA SCOTLAND**

### **INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF DYSLEXIA SCOTLAND**

#### **Extent to which the audit was capable of detecting irregularities, including fraud**

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.

## **DYSLEXIA SCOTLAND**

### **INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF DYSLEXIA SCOTLAND**

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: [https:// www.frc.org.uk/auditorsresponsibilities](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 charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charity's trustees, as a body, in accordance with Section 44(1) (c) of the Charities and Trustees Investment (Scotland) Act and 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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

#### **Senior statutory auditor exemption**

Thomson Cooper is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.



**Fiona Haro (Senior Statutory Auditor)**

**for and on behalf of Thomson Cooper, Statutory Auditors**

Dunfermline

06-11-24

## DYSLEXIA SCOTLAND

### STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2024

#### Current financial year

	Notes	Unrestricted funds 2024 £	Designated funds 2024 £	Restricted funds 2024 £	Total 2024 £	As restated Total 2023 £
<b>Income from:</b>						
Donations and legacies	2	87,051	-	426,200	513,251	446,701
Charitable activities	3	51,379	-	-	51,379	58,578
Investments	4	10,484	-	-	10,484	5,521
<b>Total income</b>		<b>148,914</b>	<b>-</b>	<b>426,200</b>	<b>575,114</b>	<b>510,800</b>
<b>Expenditure on:</b>						
Charitable activities	5	117,901	-	430,976	548,877	553,739
<b>Net incoming/(outgoing) resources before transfers</b>		<b>31,013</b>	<b>-</b>	<b>(4,776)</b>	<b>26,237</b>	<b>(42,939)</b>
Gross transfers between funds		(100,000)	100,000	-	-	-
<b>Net expenditure for the year/ Net movement in funds</b>		<b>(68,987)</b>	<b>100,000</b>	<b>(4,776)</b>	<b>26,237</b>	<b>(42,939)</b>
Fund balances at 1 April 2023		427,883	-	48,960	476,843	519,782
<b>Fund balances at 31 March 2024</b>		<b>358,896</b>	<b>100,000</b>	<b>44,184</b>	<b>503,080</b>	<b>476,843</b>

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

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 INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2024

#### Prior financial year

	Notes	As restated Unrestricted funds 2023 £	As restated Restricted funds 2023 £	As restated Total 2023 £
<b>Income from:</b>				
Donations and legacies	2	42,501	404,200	446,701
Charitable activities	3	58,578	-	58,578
Investments	4	5,521	-	5,521
<b>Total income</b>		106,600	404,200	510,800
<b>Expenditure on:</b>				
Charitable activities	5	156,481	397,258	553,739
<b>Net incoming/(outgoing) resources before transfers</b>		(49,881)	(6,942)	(42,939)
Gross transfers between funds		-	-	-
<b>Net expenditure for the year/Net movement in funds</b>		(49,881)	6,942	(42,939)
Fund balances at 1 April 2022		477,764	42,018	519,782
<b>Fund balances at 31 March 2023</b>		427,883	48,960	476,843



## DYSLEXIA SCOTLAND

### BALANCE SHEET

AS AT 31 MARCH 2024

		2024		2023	
	Notes	£	£	As restated £	£
<b>Fixed assets</b>					
Tangible assets	10		4,854		6,615
<b>Current assets</b>					
Debtors	11	7,169		2,455	
Funds Held as Agent	20	63,000		63,000	
Cash at bank and in hand		<u>506,515</u>		<u>482,693</u>	
		576,684		548,148	
<b>Creditors: amounts falling due within one year</b>	12	<u>(78,458)</u>		<u>(77,920)</u>	
Net current assets			<u>498,226</u>		<u>470,228</u>
<b>Total assets less current liabilities</b>			<u>503,080</u>		<u>476,843</u>
<b>Income funds</b>					
Restricted funds	13		44,184		48,960
Designated funds	15		100,000		-
Unrestricted funds	14		<u>358,896</u>		<u>427,883</u>
			<u>503,080</u>		<u>476,843</u>

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 1 November 2024

*Andrew Laverty*

Mr A Laverty  
Finance Director

Company registration number SC153321

## DYSLEXIA SCOTLAND

### STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2024

		2024		2023	
	Notes	£	£	£	£
<b>Cash flows from operating activities</b>					
Cash generated from operations	21		15,414		20,688
<b>Investing activities</b>					
Purchase of tangible fixed assets		(2,076)		(942)	
Proceeds from disposal of investments		-		(63,000)	
Investment income received		10,484		5,521	
<b>Net cash generated from/(used in) investing activities</b>			8,408		(58,421)
<b>Net cash used in financing activities</b>			-		-
<b>Net increase/(decrease) in cash and cash equivalents</b>			23,822		(37,733)
Cash and cash equivalents at beginning of year			482,693		520,426
<b>Cash and cash equivalents at end of year</b>			506,515		482,693

# **DYSLEXIA SCOTLAND**

## **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024**

### **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), the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024**

**Accounting policies (continued)**

**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. 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.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024**

**Accounting policies (continued)**

**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.

Membership income is recognised on receipt or issue of an invoice, it is not deferred over the membership year due to the payment being non-refundable.

**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.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024**

**Accounting policies (continued)**

**1.5 Expenditure (continued)**

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. The costs of minor additions or those costing below £1,000 are not capitalised.

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
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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.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024**

**Accounting policies (continued)**

**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.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024**

**Accounting policies (continued)**

**1.9 Financial instruments (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 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.



**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024**

**Accounting policies (continued)**

**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.

**1.12 Leases**

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

## DYSLEXIA SCOTLAND

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

#### 2. Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2024	2024	2024	2023	2023	2023
	£	£	£	£	£	£
Donations and gifts	59,021	2,500	61,521	15,001	7,500	22,501
Grant Income	28,030	423,700	451,730	27,500	396,700	424,200
	87,051	426,200	513,251	42,501	404,200	446,701

#### Donations and gifts

Gift Aid recovered	8,580	-	8,580	3,631	-	3,631
Other Donations over £1,000	35,868	2,500	38,368	1,000	7,500	8,500
Other Donations under £1,000	14,573	-	14,573	10,370	-	10,370
	59,021	2,500	61,521	15,001	7,500	22,501

#### Grants receivable for core activities

Scottish Government - HQ Grant	-	200,000	200,000	-	200,000	200,000
Eranda de Rothschild Foundation	-	40,000	40,000	-	-	-
Dr Walter Scott	-	72,000	72,000	-	72,000	72,000
Northwood Charitable Trust	-	10,000	10,000	-	-	-
Corra Foundation	-	52,500	52,500	-	52,500	52,500
Sean Connery Foundation	-	49,200	49,200	-	72,200	72,200
Robertson Trust	27,500	-	27,500	27,500	-	27,500
Other	530	-	530	-	-	-
	28,030	423,700	451,730	27,500	396,700	424,200

## DYSLEXIA SCOTLAND

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

#### 3. Charitable Activities

	2024 £	2023 £
Conference fees	20,017	8,143
Training income	9,625	9,065
Sundry income	6,744	12,510
Membership fees	14,993	11,386
Printer lease settlement	-	17,474
	<hr/>	<hr/>
	51,379	58,578

#### 4. Investments

	2024 £	2023 £
Bank interest - head office	10,306	5,462
Bank Interest - branches	178	59
	<hr/>	<hr/>
	10,484	5,521

## DYSLEXIA SCOTLAND

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

#### 5. Charitable activities

For the year ended 31 March 2024

	Project 2024 £	Helpline & Advice 2024 £	Training & Conference 2024 £	Total 2024 £	Total 2023 £
Staff costs	31,241	187,446	77,853	296,540	284,186
Volunteer Expenses	-	299	588	887	485
Training	-	-	2,867	2,867	267
Education conference costs	-	-	16,089	16,089	9,954
Branch costs	-	12,391	-	12,391	22,047
Dyslexia toolkit	10,709	-	-	10,709	9,433
Workshop expenses	-	-	6,587	6,587	7,081
Dyslexia Awareness week	6,438	-	-	6,438	4,932
Website	-	1,050	2,067	3,117	4,132
Youth day expenses	-	-	2,478	2,478	1,852
Helpline development	-	3,630	-	3,630	3,480
Consultancy fees	-	13,493	36,408	49,901	85,496
Professional Indemnity	-	944	1,858	2,802	2,569
Advertising	-	728	1,433	2,161	1,400
Books & Publications	-	(111)	-	(111)	3,471
	48,388	219,870	148,228	416,486	440,785
Share of support costs (see note 6)	7,005	72,102	4,836	83,943	73,801
Share of governance costs (see note 6)	12,717	19,821	15,910	48,448	39,153
	68,110	311,793	168,974	548,877	553,739
<b>Analysis by fund</b>					
Unrestricted funds	19,627	62,713	35,561	117,901	156,481
Restricted funds	48,483	249,080	133,413	430,976	397,258
	68,110	311,793	168,974	548,877	553,739

# DYSLEXIA SCOTLAND

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

### 5. Charitable activities

(Continued)

For the year ended 31 March 2023

	Project 2023 £	Helpline & Advice 2023 £	Training & Conference 2023 £	Total 2023 £
Staff costs	25,440	182,645	76,101	284,186
Volunteer Expenses	163	322	-	485
Training	-	-	267	267
Education conference costs	-	-	9,954	9,954
Branch costs	-	22,047	-	22,047
Dyslexia toolkit	9,433	-	-	9,433
Workshop expenses	-	-	7,081	7,081
Dyslexia Awareness week	4,932	-	-	4,932
Website	-	1,392	2,740	4,132
Youth day expenses	-	-	1,852	1,852
Helpline development	-	3,480	-	3,480
Consultancy fees	-	28,799	56,697	85,496
Professional Indemnity	-	865	1,704	2,569
Advertising	-	472	928	1,400
Books & Publications	-	3,471	-	3,471
	39,968	243,493	157,324	440,785
Share of support costs (see note 6)	6,150	63,864	3,787	73,801
Share of governance costs (see note 6)	14,277	15,984	8,892	39,153
	60,395	323,341	170,003	553,739

### Analysis by fund

Unrestricted funds	15,619	97,302	43,560	156,481
Restricted funds	44,776	226,039	126,443	397,258
	60,395	323,341	170,003	553,739

## DYSLEXIA SCOTLAND

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

#### 6. Support costs

For the year ended 31 March 2024

	Support costs	Governance costs	2024	2023	Basis of allocation
	£	£	£	£	
Staff costs	-	15,871	15,871	15,220	Direct
Depreciation	331	3,506	3,837	3,876	Direct
Operating lease charges	-	-	-	1,970	Direct
Board Costs	-	762	762	614	Direct
Volunteer Expenses	-	47	47	26	Direct
Publicity and Advertising	-	114	114	74	Direct
Consultancy Fees	-	15,890	15,890	4,500	Direct
Website	-	164	164	217	Direct
Premises Costs	29,873	1,572	31,445	29,595	Direct
Office costs	32,235	1,697	33,932	28,536	Direct
Subscriptions	6,659	-	6,659	4,051	Direct
Sundry expenses	14,845	528	15,373	14,758	Direct
Audit fees	-	7,200	7,200	8,300	Governance
Professional Indemnity Insurance	-	147	147	135	Governance
Professional Fees	-	950	950	1,082	Governance
	<u>83,943</u>	<u>48,448</u>	<u>132,391</u>	<u>112,954</u>	

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024**

**6. Support costs**

**(Continued)**

**For the year ended 31 March 2023**

	<b>Support costs £</b>	<b>Governance costs £</b>	<b>2023 £</b>	<b>Basis of allocation</b>
Staff costs	-	15,220	15,220	Direct
Depreciation	-	3,876	3,876	Direct
Operating lease charges	-	1,970	1,970	Direct
Board Costs	-	614	614	Direct
Volunteer Expenses	-	26	26	Direct
Publicity and Advertising	-	74	74	Direct
Consultancy Fees	-	4,500	4,500	Direct
Website	-	217	217	Direct
Premises Costs	28,115	1,480	29,595	Direct
Office costs	27,109	1,427	28,536	Direct
Subscriptions	4,051	-	4,051	Direct
Sundry expenses	14,526	232	14,758	Direct
Audit fees	-	8,300	8,300	Governance
Professional Indemnity	-	-	-	Governance
Insurance	-	135	135	
Professional Fees	-	1,082	1,082	Governance
	<u>73,801</u>	<u>39,153</u>	<u>112,954</u>	

**7. Trustees**

During the period under review, no directors received reimbursement for expenses incurred (2023 - £nil).

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 (2023 – £nil).

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024****8. Employees**

The average monthly number of employees during the year was:

	<b>2024</b>	<b>2023</b>
	<b>Number</b>	<b>Number</b>
Charitable Projects	3	3
Administration and support	4	4
	<hr/>	<hr/>
Total	7	7

<b>Employment costs</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Wages and salaries	275,774	264,065
Social security costs	21,618	21,380
Other pension costs	15,019	13,961
	<hr/>	<hr/>
	312,411	299,406

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 £74,037 (2023 - £80,551).

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 £15,019 (2023 : £13,961) for the year. There were outstanding contributions of £2,676 (2023 : £2,487) at the balance sheet date.

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



## DYSLEXIA SCOTLAND

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

#### 9. 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.

#### 10. Tangible fixed assets

	Plant and equipment £
<b>Cost</b>	
At 1 April 2023	39,916
Additions	<u>2,076</u>
At 31 March 2024	<u>41,992</u>
<b>Depreciation and impairment</b>	
At 1 April 2023	33,301
Depreciation charged in the year	<u>3,837</u>
At 31 March 2024	<u>37,138</u>
<b>Carrying amount</b>	
At 31 March 2024	<u>4,854</u>
At 31 March 2023	<u>6,615</u>

## DYSLEXIA SCOTLAND

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

#### 11. Debtors

	2024	2023
	£	£
<b>Amounts falling due within one year:</b>		
Trade debtors	1,070	500
Prepayments and accrued income	6,099	1,955
	<u>7,169</u>	<u>2,455</u>

#### 12. Creditors: amounts falling due within one year

		2024	2023
	Note	£	£
Trade creditors		-	2,342
Other creditors	19	65,676	65,487
Accruals and other creditors		12,782	10,091
		<u>78,458</u>	<u>77,920</u>

## DYSLEXIA SCOTLAND

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

#### 13. 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 2023	Incoming resources	Resources expended	Transfers	Balance at 31 March 2024
	£	£	£	£	£
Scottish Government Grant	-	200,000	(200,000)	-	-
Eranda Rothschild Foundation	-	40,000	(40,000)	-	-
Dr Walter Scott	-	72,000	(72,000)	-	-
Corra Foundation	-	52,500	(52,500)	-	-
Borders Assessment Fund	1,335	2,500	(1,225)	-	2,610
Sean Connery Foundation	47,625	49,200	(55,251)	-	41,574
Northwood Charitable Trust	-	10,000	(10,000)	-	-
	48,960	426,200	(430,976)	-	44,184

## DYSLEXIA SCOTLAND

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

#### 13. Restricted funds (continued)

	Movement in funds				
	Balance at 1 April 2022	Incoming resources	As restated Resources expended	As restated Transfers	Balance of 31 March 2023
	£	£	£	£	£
Scottish Government Grant	6,484	200,000	(206,484)	-	-
Dr Walter Scott	-	72,000	(72,000)	-	-
Corra Foundation	-	52,500	(52,500)	-	-
Borders Assessment Fund	2,345	2,500	(3,510)	-	1,335
Sean Connery Foundation	33,189	72,200	(57,764)	-	47,625
The Stafford Trust	-	5,000	(5,000)	-	-
	42,018	404,200	(397,258)	-	48,960

#### The Scottish Government Grant

The Scottish Government 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 also funds the Addressing Dyslexia Toolkit, online modules, Dyslexia and inclusive practice Professional Recognition programme and implementation of the Making Sense review.

## **DYSLEXIA SCOTLAND**

### **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024**

#### **Corra Foundation**

Corra Foundation administers the core grant of £52,500, on behalf of the Scottish Government.

#### **Dr. Walter Scott**

Dr Walter Scott grant funds the CEO post and related costs.

#### **Sean Connery Foundation**

The Sean Connery Foundation funded the Tutor Bursary Fund as well as the costs of administering and supporting the Sean Connery Dyslexia Initiative in partnership with the City of Edinburgh Council.

#### **Borders Assessment Fund**

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

#### **Northwood Charitable Trust**

This two year grant is for core funding and has been used to contribute towards the salary cost of the creative and digital post.

#### **Eranda de Rothschild Foundation**

The Eranda de Rothschild Foundation funds our National Development Officer.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024

14. Unrestricted Funds

The funds of the charity include the following unrestricted funds:

	Movement in funds				
	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
General fund	427,883	148,914	(117,901)	(100,000)	358,896

	Movement in funds				
	Balance at 1 April 2022 £	Incoming resources £	As restated Resources expended £	As restated Transfers £	Balance at 31 March 2023 £
General fund	477,764	106,600	(156,481)	-	427,883

15. Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2023 £	Transfers £	Balance at 31 March 2024 £
Training & Corporate Partnership Fund	-	50,000	50,000
Campaigns & Awareness Raising Fund	-	50,000	50,000
	-	100,000	100,000

## DYSLEXIA SCOTLAND

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

#### 15. Designated funds (continued)

##### Training & Corporate Partnership Fund

For the development of dyslexia training and an employment framework for corporate partners.

##### Campaigns & Awareness Raising Fund

For campaigns and awareness raising related to the findings of the baseline survey.

#### 16. Analysis of net assets between funds

	Unrestricted funds 2024 £	Designated funds 2024 £	Restricted funds 2024 £	Total 2024 £
Fund balances are represented by:				
Tangible assets	996	-	3,858	4,854
Current assets/(liabilities)	357,900	100,000	40,326	498,226
	<u>358,896</u>	<u>100,000</u>	<u>44,184</u>	<u>503,080</u>

	Unrestricted funds 2023 £	Designated funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fund balances are represented by:				
Tangible assets	-	-	6,615	6,615
Current assets/(liabilities)	427,883	-	42,345	470,228
	<u>427,883</u>	<u>-</u>	<u>48,960</u>	<u>476,843</u>

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024**

**17. Operating lease commitments**

At the reporting end date the charity had operating lease commitments for the following minimum lease payments:

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Within one year	20,720	34,289
Between two and five years	16,170	36,890
	<u>36,890</u>	<u>71,179</u>

**18. Related party transactions**

During the year Marilyn Lederer, wife of Trustee Peter Lederer, donated £5,000, otherwise there were no other disclosable related party transactions during the year (2023 - none).

**19. Disclosure of restatement**

During the completion of the 2024 accounts, it became apparent that some expenses in the previous year had been disclosed as restricted funds when they should have been unrestricted funds. These have now been reallocated to the correct fund. The overall affect does not result in any movement in the total reserve figures previously disclosed.



**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2024**

**20. Funds Held on Behalf of an Agent**

**Sean Connery Foundation Agency Agreement**

In 2024, Dyslexia Scotland received grants on behalf of the Sean Connery Foundation totalling £252,000 (2023 - £252,000). After distributing grants totalling £189,000 (2023 - £189,000) there was an unused balance of £63,000 at 31 March 2024 and 31 March 2023. The charity did not benefit from these grants. The associated income, expenditure and balances held have not been included in the SOFA as income or expenditure or in the balance sheet.

The balance due is shown in other creditors (See Note 12).

**21. Cash generated from operations**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Surplus/(deficit) for the year	26,237	(42,939)
Adjustments for:		
Investment income recognised in statement of financial activities	(10,484)	(5,521)
Depreciation and impairment of tangible fixed assets	3,837	3,876
Movements in working capital:		
(Increase)/decrease in debtors	(4,714)	544
Increase in creditors	538	64,728
<b>Cash generated from operations</b>	<b>15,414</b>	<b>20,688</b>

## **DYSLEXIA SCOTLAND**

### **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024**

#### **22. Analysis of changes in net funds**

The charity had no debt during the year.