



# CUED SPEECH

makes spoken language visible for  
deaf babies, children and adults



## Cued Speech Association UK ANNUAL REPORT

April 2016 - March 2017

Providing information about and training in Cued Speech

# Our charity

The Cued Speech Association UK

## Our aim

**is to give deaf and hearing impaired babies, children and adults full access to English through Cued Speech** so that they can acquire the communication and literacy skills they need to reach their potential.

## Our charity's vision

is to prevent the tragedy of most deaf children's life-long social, educational and employment problems, caused by poor understanding of English, by making Cued Speech available to all who need it.

## To achieve our aim

we strive to change the current situation for deaf children, which is all too often social isolation, low expectations and poor educational outcomes, to one which uses Cued Speech effectively.

Cued Speech provides full communication at home and school leading to deaf children 'belonging' and reaching their academic and economic potential.

With a complete understanding of English and full literacy, deaf children can grow up to take a full part in society and use their understanding of English to control their own lives.

## Cued Speech is

**a visual version of English  
(and other spoken languages)  
which uses just eight handshapes  
in four positions near the mouth  
to completely clarify all the  
lip-patterns of speech**

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## Our objectives

**are to provide:**

**information about** and **training in**

Cued Speech throughout the UK, which is accessible to all who need it.

We also work to challenge the widespread, but unjustifiable, low expectations of deaf children.

**The charity is vital** because many parents and even teachers of deaf children still do not know how effective Cued Speech is. They need information about Cued Speech and to be trained how to use it. We are the only UK organisation which does this work.

We want all deaf children to have the opportunity to benefit from Cued Speech.

## Maximizing impact

For greatest impact we focus on providing information and training to parents and teachers who can then use Cued Speech to give deaf children a language for life.

# Cued Speech



## **Cued Speech is:**

**A clear visual version of English which enables the development and understanding of language from the earliest years. This promotes social and family interaction and inclusion, while supporting the development of literacy and narrative skills.**



## **Cued Speech is for life and for education.**

The eight handshapes and four positions (the 'cues' of Cued Speech) turn the sounds of your speech into visible units which, like sounds, are combined into words, sentences and, as a result, full language.

**Cued Speech is speech made visible**  
for deaf babies, children and adults

# Why is Cued Speech needed ?

## Cued Speech is needed because

without hearing it can be almost impossible to understand English or any other spoken language.

Speech-reading (or lip-reading) isn't much help; it's only possible to lip-read about 35% of what is said – the rest is guesswork, so deaf babies and children can't learn English through lip-reading alone.

Hearing aids or cochlear implants are effective for some deaf children, but are not suitable for all and do not restore normal hearing.

The use of British Sign Language (BSL) will give deaf children access to the language of the Deaf community, but it has limitations both in education and in a hearing home. This is because it is a completely different language from English - the language of literacy and education - and it takes years for families to learn.

Over 90% of deaf children have hearing parents, and if they can't communicate, they can't take a full part in family life. They can become frustrated and isolated within their own family; behavioural problems are common and communication with the general public can be problematic. They often grow up without the ability to think in full English.

If deaf children can't fully understand English they will struggle with literacy and education. Recent research with 79 deaf children (aged 10 - 11) found that 71% were 'poor' or 'extremely poor' readers (set against 2001 standards), and a 'substantial group' of the 29% of 'average' readers were flagged as being at risk of developing reading problems later because of poor language.



## Cued Speech is inclusive

It is a choice which can enhance other choices, for example it can help deaf children get the best from technology such as cochlear implants and can also be used with British Sign Language (BSL).

## Cued Speech gives deaf babies and children access to English

- **Without it only about 35% of speech can be lipread;** this is not enough to allow a deaf child to learn language; **with Cued Speech, 96% of English can be lip-read accurately.**
- **With Cued Speech deaf babies and children can see the whole of the English language** as clearly as hearing people hear it.
- **It only takes 20 hours to learn the system.** Hearing parents of deaf children, and the professionals who support them, can then use English - visual English - to communicate with their deaf child immediately, the same as they would with a hearing child.
- **Cued Speech has been adapted into 63 different languages and dialects,** so can be used in the home by families for whom English is a second language and to give access to modern foreign languages.
- **Education becomes fully accessible** - teachers can use it to teach literacy and phonics, and to give access to the whole curriculum. Cued Speech is used around the world by professionals to give deaf children full access at school, college and university.
- **Literacy** - deaf children brought up with Cued Speech have literacy levels equivalent to hearing children.

# A parent's story

“

*We have been astounded by how Cued Speech has changed our daughter's life and progressed her language.*

*Our daughter only had a handful of words at 2½ years and understood very little. She was very frustrated and very unhappy. We had tantrums and tears throughout the day, every day. She hated leaving the house and never seemed to know what was happening next. She was withdrawn at preschool and reluctant to interact in playgroups or our toddler classes.*

*“Having heard of Cued Speech we enrolled and quickly started receiving lessons. We suddenly found we had something we could do straight away to help our child. Not only was it a huge relief that there was something we could do to reach out and help our daughter, we suddenly had support from the Cued Speech tutors and real hope that we as parents would be able help her. We learnt all the basics in around eight 45-minute evening Skype sessions over a period of two months, and then arranged a few more informal day-time face-to-face sessions to build our fluency. Our daughter responded to us, watched us intently as we cued. Cued Speech was so easy to learn and it felt like we were learning together, exploring the sounds and words together.*

*“Over the last 9 months we have watched the extreme frustration, tantrums and biting gradually disappear as we found we could make ourselves understood. I cued everything I could and our daughter came back to us. Family life changed. With Cued Speech our daughter is included in our everyday conversations and activities, despite fluctuations in her hearing, whether or not her hearing aids are working, regardless of if we're at the pool, cinema or a noisy cafe. She is now happy and involved. We have watched her confidence grow. Her speech has developed amazingly quickly and we have a meaningful way of correcting her, modelling speech and helping her hear and reproduce all the sounds she needs.*

*“We are extremely grateful to have been given access to Cued Speech, and can't thank the Cued Speech Association enough for all the help and support we have received.*

”

# Report on the year's activities

## Information and challenging low expectations

### Our charity objectives are to provide:

**information about** and **training in** Cued Speech throughout the UK, which is accessible to all who need it.

Of these two objectives information is considered to be the 'first amongst equals' because unless people know about Cued Speech, they will never seek to be trained to use it.

One of the barriers to the take up of Cued Speech is the belief that deaf children, unless technology can turn them into 'hearing' children, will inevitably have problems with understanding and using English. With the addition of Cued Speech this is untrue, but a significant number of people are ideologically disinclined to take up a system which delivers what they consider to be impossible. We must therefore not only provide information about Cued Speech but also **work nationally to counter the unjustifiably low expectations** of deaf children which are, to some extent, embedded in regulations and national guidelines.

**We aim** to prevent any deaf child from being denied the benefit of Cued Speech because their parents either haven't heard of it, or don't know how effective it is.

### We work:

#### Directly with families

to both provide parents **of deaf babies and children with information about** how Cued Speech will give their child full access to language and, where necessary, empower them to challenge the low expectations held by many professionals. We also provide information about routes to learning Cued Speech.

#### Directly with individual professionals

to support them with information about using Cued Speech in the classroom.

#### In partnership

**with and through other organisations and the government** to ensure that accurate information is available, including about the ability of Cued Speech to raise the outcomes of deaf children dramatically, and that low expectations are therefore unjustified.

### This year's work included:

Our small team of staff and volunteers provided advice and support to all families and professionals who contacted us via phone or e-mail. Training was provided for all those who requested it; more details can be found on pages 8-9.

Our website was regularly updated and extended. The highlights were new research links and new films. It had 14,840 unique visitors (12,611 last year) and 29,677 visits in total (21,848 last year). Two new general information films were written and created by our tutor Cate Calder: 'How CS works' and 'Introduction to learning to cue'. They were uploaded to our website and publicised through social media and our newsletters. The BBC also created a very short film about Cued Speech as part of the BBC Children in Need Day.

Our quarterly e-newsletter, was sent to 1,000 signed-up recipients with an open rate of 26% (24% last year) against a sector average of 17.7%. The open-rate indicates the number of people clicking down to open the newsletter, but we add to this number by making sure that interesting short articles are available on the 'front page' without opening.

Articles about Cued Speech were written and published in British Association of Teachers of the Deaf (BATOD) magazine and Cochlear Implant Users Group magazine.

We advertised our services and information in appropriate publications, including the magazines of peer organisations such as the National Deaf Children's Society (NDCS) and BATOD magazines.

Two Trustees attended and reported back on new research made available at several important European events, providing evidence which helps to counter low expectations in the UK.

Our presence on social media increased by around 30% following our appointment of a freelance Cued Speech user to 'post' relevant information.

Our staff, Trustees and young users of Cued Speech presented at a number of influential conferences and significant meetings, including to Teachers of the Deaf on the subject of putting literacy research into practice, and to medical staff at a NHS-funded Deaf CAMHS (Children and Adolescent Mental Health Service - for deaf children with mental health needs) on how CS gives unambiguous access to family communication.

## Working in Partnership

Our cooperative work with the British Association of Teachers of the Deaf (BATOD) continued. With their help, and that of an experienced Teacher of the Deaf, some exam guidelines, including the English GCSE spoken element, were changed so that users of Cued Speech would not be disadvantaged. We wrote a BATOD MESH (Mapping Education Specialist know-How initiative) guide to Cued Speech, and have been asked to write the guide for deaf children aged 0-3.

We also increased our informal work with the National Deaf Children's Society. Their Head of Policy and Research visited Devon to meet CS-users and we also gave detailed feedback on text for their new website, which is not yet live.

**There were fewer opportunities for national advocacy / campaigning work** this year, because parliament was largely focused on other matters. Our work included:

1) Campaigning to get services for Special Educational Needs (SEN) children meaningfully assessed. Services were, for the first time, to be assessed by OFSTED and the government consulted on what should be assessed and how. Executive Director, Anne Worsfold, initially campaigned to ask OFSTED to inspect 1) the support offered to families to make their own language fully accessible and 2) the access deaf children have to English. As it became apparent that OFSTED would not assess on that level, she campaigned for a directive that the outcomes of children and young people with special educational needs and/or disabilities should be expected to equal those of able bodied children of the same cognitive level. She was unsuccessful – they are not looking at the outcomes of children with SEN.

2) We are members of the Communication Trust and we contributed to their response to the DfE Green Paper: 'Schools that work for everyone', which has no mention of any SEN pupils.



## Cued Speech in Europe

One of our Trustees, Jeign Craig, who is a retired head of a college for deaf students and lives in France, is Vice President of the Hearing Impaired Professionals European Network (HIPEN). This

work enables her to take forward the work of our charity and resulted in practical benefits as other delegates from the UK see the effective use of CS in Europe.

## Our information is certified

Following the annual inspection of samples of information and the way it is produced, we were re-certified under the **Department of Health's Information Standard** scheme. Our information is therefore officially 'accurate, impartial, balanced, evidence-based, accessible and well-written' and bears the Information Standard 'kite mark'. Three new information sheets were written during the year.



## The work is cost-effective

Parents and professionals expect materials to be freely available on the internet, so the cost of creating and making information available continues to be largely unrecoverable. We keep costs as low as possible by using staff and volunteers to create information and to respond to government requests for feedback. Printed information is produced economically in-house.

## Did we meet our aims?

Our aim is that increasing numbers of professionals, academics and policy makers will know that CS makes it possible for all deaf children to fully understand English, and consequently that no deaf child need fail.

Yes, we met our aims. Evidence includes: training delivered to increased numbers of individuals, more professionals requesting training (but not yet arranged), and increased requests for input from NDCS and BATOD; two leading professionals in the field requesting detailed information about CS for a book they have been asked to write; and, subjectively, at exhibitions and conferences almost all professionals now know what CS is and are positive about it.

## Future work

In the past we have promoted the system of Cued Speech in general. Following a review of our work we will target our help more specifically to two groups: a) deaf babies and toddlers and b) school-age deaf children. Our promotion work will also become more focused on promoting our support packages for these separate groups.

# Report on the year's activities

## Making training available

### The principles behind our training

We mainly train parents and professionals rather than children directly, because the adults around the child can then use Cued Speech consistently to make everyday language fully accessible. In this way they give the deaf child the means to acquire language naturally, easily and in the very early years when children's brains are at their most receptive.

#### **We give free training to parents where needed.**

It is our policy that all families who need Cued Speech for their deaf child can access our training. We therefore offer free or subsidised tuition so that every deaf child whose parents request our help has the opportunity to benefit from Cued Speech.

**We sell training to professionals,** both individually and in groups, bringing in valuable earned income.

**Training is immediate.** We can provide training throughout the UK within a few days of an enquiry.

**Training is accessible and very adaptable.** In consultation with staff and tutors, learners can choose one or all of the following routes to learn:

- workshops which can be arranged for families and professionals
- our e-learning website, which is free to use at the request of the extremely talented volunteer who created it with input from our staff.
- our annual residential Summer Camp.
- one-to-one or small group training sessions through 'Skype' - which is adaptable, personalised, immediate, effective and economical.

**Training is cost effective.** The use of e-learning and both salaried and freelance tutors ensures that no funds are wasted on travel or administration. This benefits both learners and, if we use charitable funds to support them, the generous donors who subsidise the costs.

### Administrative efficiency

Our adaptable, cloud-based **Social Impact Tracker** software enables us to arrange and track training and learning routes effectively, and to track outcomes.

**Regional work** - In addition to our provision of training throughout the UK, the presence of individuals or additional funding enables us to

provide greater support in some areas. The areas included Devon where we continued to contract out tutors to the Exeter Royal Academy for Deaf Education and to Babcock PLC who provide peripatetic support for deaf children in Devon. The work was mainly to teach professionals, and some parents, the skills of Cued Speech and how to use it to best effect to develop language.

It also included some work with pupils directly. This work is very cost effective, and brings in earned income.

Additional work was also undertaken in Manchester where a grant for the city enabled us to deliver additional training to professionals and to support families.

Tutor Emma Sadeghi learnt sufficient Urdu to deliver training (with the help of an interpreter) to a family who only spoke Urdu at home. The system of Cued Speech can be adapted to any language so the young deaf child from the Urdu-speaking family will be able to use the same system to access English at school.

**Our development work** included the creation of nine new short films, by tutor Cate Calder, to help parents and professionals to learn more effectively and economically with reduced individual tutor input.

### Cue Camp

We delivered a residential cue camp for a number of families and professionals providing:

- professional tuition in CS at 3 levels
- families' access to, and advice from, a community of people who share their concerns, and the opportunity to talk with more experienced parents about children's successes with Cued Speech
- a professional crèche for younger children
- outdoor nature-based, language-building activities for older deaf children and their siblings
- language support for the children delivered by volunteers in the crèche, in the out-door activities, and in evening events. This year BSL support was also provided for some children who were currently only sign language users but whose parents were learning to cue to give their children access to the English language.

## Meeting targets: our targets this year

We trained 178 adults this year (124 last year). The number consists of 57 family members and 121 professionals. All the parents who requested training received it, subsidised or free where requested and needed. In addition we supported 10 deaf children and 10 hearing children directly at Cue Camp making 198 individuals in total.

Our main target was to help 300 children each year by teaching the adults who care for and work with them to use Cued Speech. In the past with each professional trained (such as a Teacher of the Deaf) we made an assumption that four deaf children would benefit. Using this calculation our target that at least 300 children would benefit was met with ease. We know that occasionally only one child will benefit in the short-term, and that sometimes it is more than four, and certainly within a professional's working life it could be scores of children. However we are aware that this calculation is an estimate and we will be putting in place ways to measure a more accurate number of children benefitting in any one year.

Additional children will have benefitted from the 518 returning visitors to our free e-learning website. This was a slight reduction on last year possibly caused by the fact that the site uses old

software not compatible with Apple devices. An update is planned.

Professionals often have very low training budgets, and whilst we can recoup our expenses and make a small profit selling to professionals, this is not enough to subsidise the cost of training parents.

## Resources

As well as training people to cue we also developed filmed stories, rhymes and songs to help families learn to cue and resources to help cueing at home. Parents and children were very enthusiastic:

***"M loves watching the stories"***

***"having this kind of resource online is really useful"***

***"Stories brilliant - so grateful, now when the grandchildren come over I have something to watch with my deaf grandson"***

***"I loved 'A Hundred Thousand Angels' - it reminded me of the feel of signed songs and brought the cueing to life a bit more both for me and my daughter"***

***"he also found the cued stories brilliant and loved watching them, really engaged and tried to cue along a couple of times."***

BBC Children in Need's Pudsey with some of the children at Cue Camp



# Report on the year's activities

## Outcomes and evidence

### Outcomes of our work

We aim to make a difference to all the deaf babies/children whose family members/carers and the supporting professionals we train to use Cued Speech.

To evidence the work we do, we measure the 'distance travelled' in 3 key areas:

1. increase deaf children's participation within the family
2. increase deaf children's literacy level
3. raising the overall confidence levels of the deaf children.

This year we have used a questionnaire at the beginning of a family's journey with Cued Speech and at intervals throughout the year. We entered this information on our Social Impact Tracking programme with the following results:

An increase in family participation of 26.92%

***"His confidence and socialising with his peers and siblings has increased and family mealtime conversations [are] much improved"***

An increase in literacy of 34.85 %

***"....I have found Cued Speech so useful when A was learning to read, sitting nicely beside phonics..."***

One deaf child whose literacy had increased to 'on a par with hearing children' has gone one step further and is now learning Spanish through Cued Speech at the age of 7.

Overall increase in confidence levels of 37.50%

***"His day to day emotional wellbeing had increased sufficiently that he decided to partake in a Fundraising day walking"***



### Evidence about Cued Speech

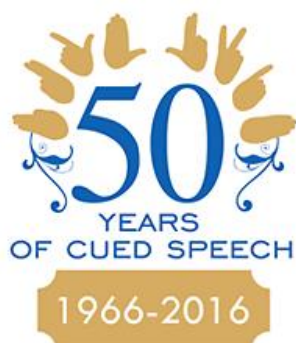
There is also a wide and growing body of international research and evidence of the effectiveness of the Cued Speech system.

Evidence can be found on our website and also in **A scholarly, practical, and accessible book on Cued Speech: 'Cued Speech and Cued Language for**

**Deaf and Hard of Hearing Children'**, edited by Carol LaSasso, PhD, Kelly Lamar Crain, PhD, Jacqueline Leybaert, PhD. The book has forty two international contributors (including 25 professors or assistant or associate professors) and draws on over twenty years of international research into Cued Speech.



# Report on the year's activities International conference



Cued Speech was devised 50 years ago and the National Cued Speech Association of the USA celebrated with a three-day international conference near Washington DC which had wide-ranging presentations, and presenters and delegates

from around the world, including a large number of adults who had grown up with Cued Speech.

International presentations included the use of Cued Speech in many countries including Belgium, Iran, the Philippines, Ethiopia and France. International and American-based presentation subjects included literacy, early language, the use with poetry, new research and the use of Cued Speech with sign languages.

Trustee Win Burton and Executive Director, Anne Worsfold (who received a private donation to cover main costs) attended.

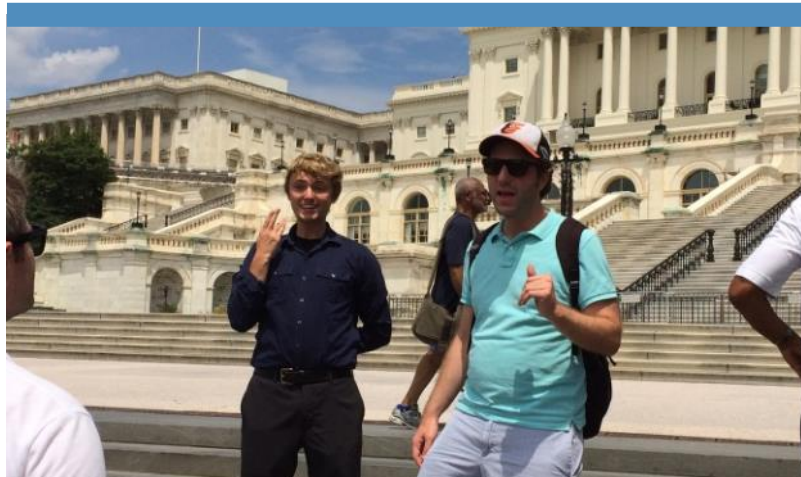
Anne Worsfold said that attending was invaluable in flagging up new research and successful models of good practice. In addition she says that she brought away some overarching impressions:

**“Firstly that an inspiring large number of deaf people seemed to have entirely reached their potential with Cued Speech.** The ‘native’ cuers attending, who have grown up using the system, were brimming with confidence and joie de vivre and had truly ‘broken the paradigm of deaf education’ and now work in a variety of professions, including as doctors, lawyers and academics (including a pair of professors).

**Secondly, that Cued Speech and signed languages can really ‘go hand in hand’,** with many of the cueing adults at the conference moving naturally in and out of cued English and American Sign Language. The message that came from cueing adults and presentations was that access to the home language first is the key to true bilingualism. Cued Speech is ‘just’ a visual version of English and when it is used early and consistently deaf children grow up understanding and using English in the same way as hearing children; the addition of a second (signed or spoken) language can then be easy. Deaf children whose hearing parents use only BSL in the early years do not have the same positive

outcomes as the native cuers. This appears to be because, with a tiny number of exceptions, hearing parents struggle to learn and use BSL at a language level and, although later the deaf children may improve their BSL at school, they themselves then struggle with literacy. The native deaf cuers at the conference seem to have got full bilingualism sorted!’

**Finally, early access to language is key to success.** Researcher Brigitte Charlier demonstrated that all children need clear, early (between the ages of 0 – 24 months) access to the phonology of language either through CS or through sounds. Dr Charlier is the Director of the Centre for Comprehension and Speech in Brussels, Belgium and a professor at the Université Libre de Bruxelles, Laboratoire Cognition, Langage et Développement. She drew on her 30 years of work with deaf children and 30 years of international research to analyse the common problems and flag up the mistaken belief that a cochlear implant will give access to all the phonology of speech and lead to full literacy. She demonstrated that research shows that the addition of Cued Speech will give the deaf child the clear input needed to reach their potential”.



*Delegates arriving early for the conference could take a Cued Speech Transliterated tour of Washington.*

*Cued Speech Transliteration is similar to interpretation but does not interpret from one language to another. It transliterates from a spoken mode of English to a visual mode. It is the exact visual equivalent of spoken English (or any other language).*

*Cued Speech Transliteration is invaluable in education or any situation where the English language is important.*

# Report on the year's activities

## An award for UK Cued Speech Director

At the International Cued Speech Conference in Washington Cued Speech Association UK Executive Director, Anne Worsfold, received an award from Dr Daniel Koo (a deaf person who was brought up with Cued Speech) for 'Excellence and Innovative leadership in promoting the use of Cued Speech in Education'

Cued Speech Tutor Emma Sadeghi wrote on the Cued Speech Facebook page:

**“ We are tremendously proud of our very own Anne Worsfold, who received a Cueing Educator Award at the 50th Anniversary Conference near Washington, USA. It is such a pleasure to receive international recognition for our incredibly dedicated and hard-working Executive Director!**

**”**



## Raising money for cueing children - Walk the Wight Challenge

Spread over two days and covering a total of 106km, Zoe, Leonnie, Kris and Jono walked for a total of twenty-eight hours.

With 6am starts, the hills and valleys of coastal walking and a keen wind, this was not only a personal achievement, but also raised the magnificent sum of £2,856.01 for CSAUK.

Ben and Christine Cottam (a CSAUK Trustee) travelled to the island to support them.

As an organisation we rely on donations and are so grateful for their determination and spirit in completing the course.

*Pictured are the four determined walkers and, on the left, Cued Speech user, Ben Cottam.*



# Ambitious and detailed future plans

A review of our work and a three-year grant from the Sylvia Adams Charitable Trust will enable us to significantly increase and re-focus our work over the next three years.

The rationale for the changes is that increasingly we are seeing the deaf children who need our help falling into two distinct groups:

Babies and toddlers who can't benefit from hearing aids or implants in the early months and who need access to the home language (through Cued Speech) from diagnosis

School-age children who were expected to learn through their aids or implants, but didn't – and who also didn't have Cued Speech and are now falling very badly behind. This is an outrageous and entirely unnecessary waste of potential, and a personal tragedy for the individual children.

There is also ever-increasing evidence of the importance of language input (through general conversation and play) for brain development in the years 0–3, but there is insufficient general awareness of this and very little understanding that it can be achieved through Cued Speech.

The way parents communicate with hearing babies has the most effect on how their children develop language in the very early years. But for deaf children there is a potentially huge additional problem - neither of the two common ways to support deaf children: 1) with cochlear implants or 2) using British Sign Language (BSL), are effective in the early years when most of the brain development in language takes place. BSL is ineffective for parents who do not have BSL as their first language because it takes years to learn. The use of BSL has an additional disadvantage in this situation because it is an entirely different language from English, and children need to understand English so they can read and write. Cochlear implants miss this early window of opportunity because they are usually performed on babies aged between 1 and 2, then there is an additional period of 'learning to listen' which is likely to be several years. With past experiences of the failures, many professionals

continue to have low expectations of the deaf children they support.

Only the intervention of Cued Speech will give full visual access to language without delay because it can be learnt in a few days, and it is a visual version of speech - the home language (usually English) that the parents know already.

With a complete understanding of English and full literacy, deaf children can grow up to play a full part in the family and society, reach their educational potential and compete more equally in the job market. It is no exaggeration to say that the use of Cued Speech can completely transform the lives of deaf children.

The Sylvia Adams Trust will part-fund our project: 'Language for deaf babies and children 0-3' which will give parents of deaf babies and toddlers two things:

the skills of Cued Speech,

the knowledge and tools to succeed as their children's first 'teachers', and mobilise them to act on that knowledge and use those tools

The project will also include a significant increase in publicity. Two part-time roles will be created to take forward promotion and training. The overall aim is that very many more deaf children will reach the age of 4 with language which equals that of hearing children.

Alongside the 0-3 project, which will deliver enhanced support, we will continue to provide information and training to the parents of older children and the professionals who support them. In the financial year 2018-19 we will plan enhanced support targeted to help older children.

## Management changes

The current Executive Director will retire in the summer of 2017 and a new Executive Director is being recruited to take forward the step-up in our work. To ensure continuity, the current Executive Director will be available for a three-month extended hand-over and will be continue to be available for specific tasks.

# People

## driving improved outcomes for deaf children

### June Dixon-Millar

June Dixon-Millar, who died on 7<sup>th</sup> November 2016, aged 81, was a visionary who could see that Cued Speech had the potential to transform the way in which deaf babies and children learned and were taught.

June was the Founder of the Cued Speech Association UK (formerly The National Centre for Cued Speech).

As a Teacher of the Deaf in the '60s June was frustrated by the lack of clear communication which impeded her pupils' progress so when, in 1970, Winifred Tumim (later Lady Tumim) asked her to learn Cued Speech to teach her profoundly deaf daughter Emma, she 'jumped at the chance'. June was the first teacher to use Cued Speech in the UK, working with Emma and two other pupils. June wrote: I taught my three pupils to cue with ease and their vocabulary growth, language, reading and writing skills progressed remarkably as lipreading instruction and language became clear and frustration virtually vanished.'

Inspired by the unprecedented successes of her pupils, in 1975 June 'sought help to establish a national centre for Cued Speech so that it could

be made available to any families with deaf children, the adult deaf and professionals.

June's vision, and her drive and tenacity on behalf of others was awe-inspiring. She never lost sight of the end goal: the deaf baby, child, or adult who could benefit from Cued Speech and the need to get Cued Speech to them wherever they might be in the world.

June continued as the Director of the National Centre for Cued Speech until 1999. Between 1999 and 2009 June and her husband, Chris Millar, continued to take forward CS, particularly developing teaching materials, CS adaptations to other languages. Chris chaired the Management Committee meetings for several years and was the company secretary from 2001 to 2009.' June was the recipient of a 'Cueing Pioneer' from the American National Cued Speech Association (NCSA), and, in 2006 was given life membership of the NCSA.

Our sincere thanks for the generous donations in her memory (requested in her will). A total of £2,435 was raised.



# Human Resources

**Salaried staff** - During the year the six part-time staff worked the **equivalent of 3.5 full-time posts**.

**Anne Worsfold, Executive Director** (employed 1999) is a parent of deaf children, now adults, has a background and qualifications in general management and HR and has taught many hundreds of people to cue.

**Debbie Hawke** (employed 2008), Debbie's responsibilities include book-keeping, the administration of contracted out staff and arranging training.

**Louise Creed** (employed 2008), Louise's work includes ICT, finance and fundraising, Information Standards compliance and is the Safeguarding lead.

**Cate Calder** (employed 2005) was a Sign Language Interpreter for 17 years, and is now a CS tutor and transliterator. She works for the CSAUK directly on training and training development and is also contracted out to the Exeter Royal Academy for Deaf Education (ERADE).

**Barney Sheppard** (first employed in 2005). Barney has helped out in holiday periods and covers administrative support, website design, advertising and newsletters. He left in 2016 but continues to work freelance.

**Prana Simon** (employed 2016 –2017). Prana has a background in education and art and was employed to develop our funding streams.

**Freelance** — freelance tutors include:

**Emma Sadeghi** - Tutor Emma is a linguist who speaks five languages and cues in three. She delivers much of our Skype training and has a particular interest in using CS to make stories come alive for deaf children.

**Carly Simpson** - Carly first learned CS in 1990 at aged seven. She is a CS tutor, has produced an informative video on CS, and she runs a toddler group in the Northwest of England called 'Me to you - Let's Cue!'.

**Kathy Kenny**, is a teacher and the parent of a deaf child whose CS specialties include family CS use and training education professionals.

## Advisor

**Paul-Michael Coldham** is highly skilled in both BSL and CS, has experience in education and delivering training and has a particular interest in using CS in different languages.

**Charity trustees** have a wide range of expertise:

**Win Burton** is the mother of two deaf sons, who were brought up bilingually with CS - in French (at school in Belgium) and English (at home). Now resident in the UK, she has wide experience of European organisations and strong ties with CS researchers in Europe.

**Christine Cottam** is also the parent of two profoundly deaf adult sons. She brings experience in Community Health Care management to the governance of the charity, and is a very active volunteer.

**Jeign Craig**, a Teacher of the Deaf, and advocate of CS since 1977, is a CS tutor, examiner and transliterator. Prior to retirement she was Head of College at ERADE. Now living in France, Jeign is Vice President of the Hearing Impaired Professionals European Network, and lectures in English CS at the University Catholique de l'Ouest, in Angers.

**Tim Hailstone**, a publisher, has retired from day-to-day work but has a number of non-executive roles. He brings valuable business expertise to the board of Trustees.

**Tina Kirwin**, a Teacher of the Deaf, is currently the senior manager of the Hearing Needs team in the Sensory Support Service in Manchester and has a special interest in cochlear implantation.

**Ken Orpin** is the grandfather of a deaf child brought up with CS and has a particular interest in community fundraising.

**Christine Hardy** is the Advocacy, Rights and Awareness Manager for Deafblind UK. She has a background in both linguistics and law and grew up in the Deaf community.

**Anne Soria**, is a linguist (with several languages and level 2 BSL) and Mathematics graduate, who brings accountancy and audit expertise to the board of Trustees.

# Legal & Financial

## **The Cued Speech Association UK** was

founded in 1975 as The National Centre for Cued Speech, part of KIDS, the registered charity for children with a disability. The charity became independent in 1980 when it was also incorporated as a company limited by guarantee. In 2000 it was renamed the Cued Speech Association UK (CSAUK). The charity's activities are governed by the Memorandum and Articles of Association (reviewed in October 2001). Members of the Association elect Trustees (who are also Directors) who hold quarterly meetings (one of which was by phone) to decide policies, and to appoint and oversee staff.

**Public benefit** - The Cued Speech Association UK operates for public benefit by working to improve the communication and literacy skills of deaf and hearing-impaired children and adults. In exercising their powers and duties, including setting objectives and planning activities, the Trustees of the charity confirm that they have complied with their duty in Section 4 of the Charities Act 2006 to have due regard to the guidance on public benefit as published by the Charity Commission.

## **Risk management**

The greatest risks to the charity have been assessed as being the loss of key personnel and insufficient funds to deliver our work in full. To lessen the impact of the former, staff, who are all part-time, can, in most instances, deputise for each other. The charity has very tight financial controls with monthly financial reports for Trustees and quarterly reviews.

An additional risk could come from damage to our good name by an unforeseen occurrence. To reduce risks, our charity works within clear policies for Safeguarding, Risk Management, Conflicts of Interest and Complaints Handling. These are available to download from our website. The Trustees are satisfied that systems are in place to mitigate our exposure to the major risks.

## **Safeguarding**

Our comprehensive Safeguarding Policy is reviewed annually. All our tutors, staff and volunteers working with children and vulnerable adults comply with the policy and procedures and are checked under the Disclosure and Barring service.

## **Volunteers**

Volunteer work is vital and worth many thousands of pounds to our charity.

Volunteers:

- teach, examine and support activities
- contribute to information and tuition materials
- demonstrate Cued Speech at exhibitions
- govern and advise staff.

## **Campaigning**

Campaigning to improve outcomes for deaf children, particularly in relation to access to English through Cued Speech, is a small but important element of our work. The Trustees have considered the Transparency of Lobbying, Non-party Campaigning & Trade Union Administration Act 2014 and are confident that our activities are not within its scope.

## **Office and Admin**

Our use of on-line accountancy, social impact tracking software, e-communications with clients and staff and volunteers ensures that our administration is extremely efficient. Our move to the current offices at the end of March 2016, was trouble-free, but inevitably took some time away from our charitable activities.

To further increase our efficiency, especially for staff who are not office-based, we will be moving files to Windows 365 later in 2017.

## **Efficiency**

85% of our expenditure is on charitable activities.

## **Funding our services**

Due to the success of some applications and reserves carried forward, we began the year in a strong position to carry out our planned work, with only a £45,000 shortfall against our budgeted expenditure.

During the year this gap narrowed with significant funds donated, fundraising activities such as the Isle of Wight Challenge and generous donations in memory of June Dixon-Millar. Although we spent some of our reserves to close the gap completely we still ended the year in a strong position having been awarded/promised grants for 2017/18 totalling £153,229.

## Directors' Statement

**The Summary Financial Statements for the year ended 31 March 2017** in the following pages are the responsibility of the Directors and are taken from the full Directors' Report and Financial Statements, a copy of which may be obtained on request from the charity's office (contact details are on the back cover).

For the year ending 31 March 2017 the charity was entitled to exemption from audit under section 480 of the Companies Act 2006 relating to dormant companies.

### Trustees responsibilities:

The members have not required the charity to obtain an audit of its financial statements for the year in question in accordance with section 476; The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 12th September 2017, and are signed on behalf of the board by:



Ms Christine Cottam, Trustee

## Independent Examiner's Statement

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Sean R Smith FCA of Thomas Westcott  
Independent Examiner

# Legal & Financial

## continued...

### Statement of Financial Activities

Year ended 31 March 2017

	2017 Unrestricted Funds £	2017 Restricted Funds £	2017 Total Funds £	2016 Total Funds £
<b>Income and Endowments</b>				
Donations and Membership	47,784	104,353	152,137	66,872
Income from charitable activities	136	22,289	22,425	22,536
Other trading activities	11	5	16	48
Investment and rent income (from sub-letting	46		46	1,788
<b>Total income</b>	<b>47,977</b>	<b>126,647</b>	<b>174,624</b>	<b>91,244</b>
<b>Expenditure</b>				
Expenditure on charitable activities	17,441	106,686	124,127	117,478
Support Costs	12,749	9,801	22,550	20,471
<b>Total expenditure</b>	<b>30,190</b>	<b>116,487</b>	<b>146,677</b>	<b>137,949</b>
<b>Net income/(expenditure)</b>	<b>17,787</b>	<b>10,160</b>	<b>27,947</b>	<b>(46,705)</b>
Transfer between funds	(36,526)	36,526		
<b>Net movement in funds</b>	<b>(18,739)</b>	<b>46,686</b>	<b>27,947</b>	<b>(46,705)</b>
<b>Reconciliation of funds</b>				
Total funds brought forward	62,022	16,694	78,716	125,420
<b>Total funds carried forward</b>	<b>43,283</b>	<b>63,380</b>	<b>106,663</b>	<b>78,715</b>

#### Income

Total income received in 2016/17 was £174,624, of which £152,137 was donated by charitable trusts, companies and individuals. The remaining £22,487 included tuition fees and charges, membership subscriptions and investment income.

#### Expenditure

Total expenditure was £146,677, of which £124,127 was spent on charitable activities. The support costs of £22,550 includes our total rent of £6,552.

#### Reserves

Income exceeded expenditure by £27,947 resulting in an increase of funds from £78,715 to £106,663, of which £63,380 is restricted to specific work.

The Association's policy is to hold a designated reserve of £20,000 and in addition, operating reserves equivalent to not less than three months' expenditure. The balances held at 31 March 2017 met that requirement.

## Balance sheet as at 31 March 2017

Assets	2017	2016
<b>Fixed Assets</b>	<b>4,209</b>	
Tangible Assets		5,612
<b>Current Assets</b>	<b>2,127</b>	
Debtors / pre-payments		1,060
Cash at bank and in hand	107,377	76,106
	<b>109,504</b>	
<b>Total current assets</b>	<b>-</b>	<b>77,166</b>
Creditors ( <i>amounts falling due within one year</i> )	7,050	(4,063)
<b>Net current assets</b>	<b>102,454</b>	<b>73,103</b>
<b>Total assets less liabilities</b>	<b>106,663</b>	<b>78,715</b>
<b>Funds</b>		
Restricted funds	63,380	16,694
Unrestricted funds	43,283	62,021
<b>Total Funds</b>	<b>106,663</b>	<b>78,715</b>

**Donors** - The Directors are grateful for the support, interest and encouragement received during the year from trusts, companies, organisations and individuals, including members who gave more than the minimum membership fee, and people who gave in memory of June Dixon-Millar and in support of the Isle of Wright Challenge. During the year donations were received from one anonymous donor and from the following:

### Charitable Trusts

W. A. Handley Charity Trust  
 Benham Charitable Settlement  
 Sir James Roll Charitable Trust  
 The B-CH 1971 Charitable Trust  
 Reuben Foundation  
 PF Charitable Trust  
 Marsh Christian Trust  
 Michael and Anna Wix Charitable Trust  
 Freemasons Arch Royal Lodge  
 Raymond and Blanche Lawson Charitable Trust  
 easyfundraising  
 Cumber Family Charitable Trust  
 Dorothy Hay-Bolton Charitable Trust  
 D M Charitable Trust  
 Earmark Trust  
 Davis Foundation  
 Matthews Wrightson Charity Trust  
 The Rest-Harrow Trust

Misses Barrie Charitable Trust  
 Albert Hunt Trust  
 Elizabeth & Prince Zaiger Charitable Trust  
 Lionel Wigram Memorial Trust  
 Lynn Foundation  
 BBC Children in Need  
 Foyle Foundation  
 Goldsmiths' Company Charity  
 The Hedley Foundation  
 Norman Family Trust  
 Sir John and Lady Amory's Charitable Trust  
 Clare Milne Trust  
 John Ellerman Foundation  
 Garfield Western Foundation  
 St James Place Foundation  
 The Normandy Charitable Trust (to support a specific child)

### Members and individual donations

Gill Banham  
 Peter Bowman  
 Win Burton  
 Cate Calder  
 Mr P A Clarke  
 Christine Cottam  
 Michael Cornish  
 John Dixon  
 Paul Dixon  
 Roy Evans  
 Anne Gillespie  
 Cathy Groger  
 Christopher Millar  
 Ken Orpin  
 Emma Sadeghi  
 Shella Skillings  
 Sue Tweed



Cued Speech was devised in 1966 by the late  
Dr. R Orin Cornett, Professor Emeritus of Audiology,  
Gallaudet University, USA

#### **Charity Name**

Cued Speech Association UK (CSAUK)

**Charity Number** 279523

**Company Number** 1477997

#### **Directors**

Mrs W Burton

Ms C Cottam

Mrs J Craig

Mr T M Hailstone

Ms C Hardy

Ms T Kirwin

Mr K Orpin

Ms A Soria

#### **Secretary**

Ms T Kirwin

#### **Independent Examiners**

Thomas Westcott Chartered Accountants Petitor House  
Nicholson Road Torquay Devon TQ2 7TD

#### **Bankers**

**Caf Bank Ltd** PO Box 289 West Malling Kent ME19 4TA

**Scottish Widows** 67 Morrison Street Edinburgh EH3 8YJ

#### **Registered Office**

Cued Speech Association UK The Forces Forces Cross  
Blackawton Devon TQ9 7DJ

**Email:** [info@cuedspeech.co.uk](mailto:info@cuedspeech.co.uk)

**Telephone:** 01803 712853

**Webs:** [www.cuedspeech.co.uk](http://www.cuedspeech.co.uk) &  
[www.learntocue.co.uk](http://www.learntocue.co.uk)

Cued Speech gives access to English — even for deaf babies and children  
who can't benefit from cochlear implants and hear nothing at all

Once deaf children understand English they can communicate, and learn  
to read and write

Cued Speech takes only 20 hours to learn so gives access to English  
without delay