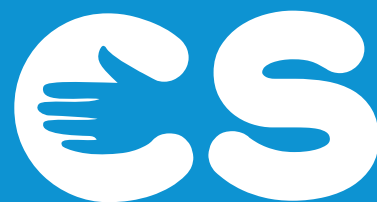


# CUED SPEECH

Makes spoken language visible for  
deaf babies, children and adults



**See**  
what Cued  
Speech UK is  
saying...

ANNUAL REPORT  
2018 - 2019

Cued Speech UK



Makes spoken language  
visible for deaf babies,  
children and adults

## CHARITY AND COMPANY INFORMATION

Registered with the Charity Commission  
of England and Wales No. 279523

A Company Limited by Guarantee  
No. 1477997

**Office address:** Cued Speech UK  
The Boatshed  
Steamer Quay,  
Totnes  
Devon TQ9 7DJ

**Telephone:** 01803 712853

**E-mail:** [info@cuedspeech.co.uk](mailto:info@cuedspeech.co.uk)

**Website:** [www.cuedspeech.co.uk](http://www.cuedspeech.co.uk)

**Accountant:** Thomas Westcott



## AIM

Our aim is to give deaf babies, children and adults full access to English or their home language through Cued Speech, regardless of their level of hearing loss. With this they can acquire all the language and literacy skills they need to reach their full, life-long potential - socially, emotionally and economically.

## OBJECTIVE

In order to ensure that every deaf baby, child and young person has access to Cued Speech we will:

1. Ensure every professional who is part of the team around a deaf baby/child knows about Cued Speech and is able to access a pathway and process which will ensure that every child has the potential to receive Cued Speech at home and in education.
2. Offer all families with a deaf baby/child our free training and support package across the UK.
3. Increase our ability and capacity to train professionals working with a deaf child and offer further work placed support.

## VALUES

We believe that every deaf child:-

- has a right to language and communication.
- has a right to receive a full education.
- has the right to succeed to their maximum potential regardless of disability
- has a right to be safe

These values fit with the United Nations Convention on the Rights of the Child UNCRC (article 12, 13, 28)

## WHAT IS CUED SPEECH?

Cued Speech makes your speech totally accessible for deaf children. It is your own speech made visible with 8 handshapes in 4 positions for your hands. These are the 'Cues' of Cued Speech which turn the 44 'sounds' of speech into visible units which can, like sounds, be combined into words and sentences. You Cue as you talk and as a result your baby or child can see what you are saying and acquire your language. It only takes twenty hours to learn the system. Both speed and fluency come with practice.

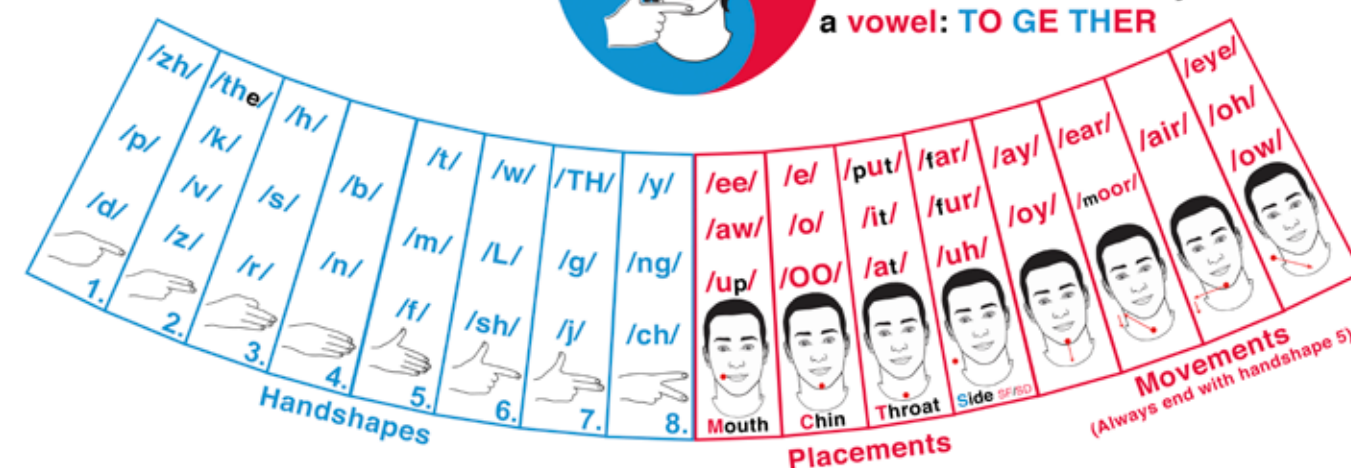
### Cued Speech At-a-Glance Chart

**Rule 1**  
Consonants on their own: **SIDE** placement

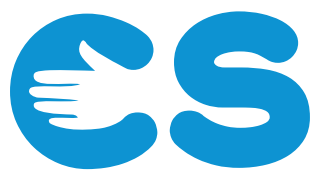


**Rule 2**  
Vowels on their own: **Handshape 5**

**Rule 3**  
Consonant followed by a vowel: **TO GE THER**







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## THE CUED SPEECH UK TEAM

CSUK have a highly dedicated and enthusiastic team who are committed to supporting parents and professionals in order to create life changing opportunities for deaf babies and children.

### HENRIETTA IRELAND Executive Director



Henrietta Ireland joined Cued Speech in April 2017 and together with her experience, knowledge and energetic approach to leading the team, she has had a successful year in reaching our charitable aims for 2018 – 2019. Henrietta is able to inspire and support individuals in the team to reach and achieve targets and fulfil outcomes and ideas. As a result, the Cued Speech Team have met and exceeded aims and outcomes for this financial year.

### TOBIN BROADBENT Publicity and Advocacy Lead



Tobin Broadbent joined our team in October 2017. Over a 25-year career, Tobin has previously worked as a communication support worker in education, as an interpreter of British Sign Language throughout the UK and as a teacher at Exeter Deaf Academy. Tobin is passionate about the concept, logic and impact of Cued Speech on the outcomes of deaf children. He is dedicated to making sure that every parent of a deaf child knows about Cued Speech and in order to reach his target, he has in the last year redeveloped and launched the website and designed our impact report for beneficiaries and benefactors. He creates regular blogs online and travels throughout the UK giving talks and information to professionals and families.

### KATHY KENNY Family Support Practitioner (FSP) for the South West



Kathy Kenny is a teacher and a musician. She has three children and her middle child is profoundly deaf. Kathy and her husband Wayne learnt to cue in order to provide their daughter with a language that the whole family could use. Kathy continues to use her knowledge and experience to meet with and support parents of deaf children. Her highly professional approach is widely respected by professionals from across the South West and this is evidenced by the increased number of referrals that we have received in the region this year. Her work with Eggbuckland School in Plymouth is a true measure of best practice for supporting parents with school aged children.

### KIRSTI MOORE



(New Post) FSP for South Wales  
Kirsti Moore is a fabulous edition to the team, who started her work with CSUK in January 2019. Trained as a speech and language therapist, she brings a wealth of knowledge and experience to the team and other professionals with whom she has contact. She has herself learnt to Cue in three months. Her empathic and sympathetic approach with parents is truly engaging and she has proved to be a great team player in her hosted post within Torfaen Hearing Impairment Service.

### SAGIRA JETHA BETHAN ROBERTSON (New Post) FSP Hertfordshire



Beth Robertson and Sagira Jetha both started in their post in April this year and have both contributed admirably to fulfilling our charitable aims in meeting parents with deaf babies and children. It is not easy to step into a new role and learn how to Cue but both have done so with determination and success. Sagira is multi-lingual and is contributing to and piloting our aim to meet the needs of multi-ethnic groups where English is not the first language. She already has 15 years of working as a parent support worker and is an inspiration to us all.

### CATE CALDER Training Lead



Cate Calder has been working with Cued Speech for 16 years. Cate's passion for using Cued Speech and her vision for making the training available world-wide has resulted in her singlehandedly creating a downloadable Foundation Training course available on the website through a learning portal called Moodle. In addition to this, Cate has trained and supports a team of online freelance tutors who are able to work one-to-one with learners, both professionals and parents. Cate also travels throughout the UK delivering training to groups of professionals in order to enhance our capacity to support deaf children in every region.



### LOUISE CREED, DEBBIE HAWKE Office Manager and Team Administrator



I could not publish my annual report without mentioning our Office Manager Louise Creed and Team Administrator Debbie Hawke. Debbie continues to warmly engage with everyone who contacts the charity and she keeps us updated on the latest principles and policies in practice and charitable law. This year Louise has continued to work on funding applications and the generation of budgets for every occasion! She has been incredibly successful in raising funds, and on recording outcomes and data for benefactors. Both are invaluable team members, without which the Charity would not function; the breadth of their knowledge and skill is immeasurable.



### MARK MURTON (New Post) Fundraising and Administration

April Faulkner managed our Standard Appeals for six months but then had to leave due to family commitments. We have been able to replace her role with an extended Admin and Fundraising role which is being managed with great expertise by Mark Murton. He brings a wealth of administrative experience in Local Authority settings and has created some excellent processes which result in the smooth running of our training referrals. He has also put into place some brilliant fund-raising strategies and has started writing grant applications. (We now have a Legacy page on our website).



## TRUSTEES

Our trustees play a very important role in strategically overseeing the management and administration of Cued Speech UK and making sure our charity is run in the interests of the families and professionals we are here to support.

Chairperson  
Treasurer  
Secretary

Christine Hardy  
Peter Bowman  
Win Burton

George Allerton-Ross • Christine Cottam  
Sarah Elumba-Hill • Tina Kirwin-McGinley  
Ken Orpin

## FREELANCE TRAINERS

We now have a fantastic team of Freelance Trainers who all add quality and diversity to our offer.



### EMMA SADEGHI

Emma Sadeghi is a language specialist and is currently working towards a full suite of Cued Speech charts for languages other than English.



### LINDSEY HENDERSON

Lindsey Henderson is now working as a Cued Speech specialist at Eggbuckland School while maintaining her role as tutor on our web-based group Foundation Course.



### KAREN WEIR

Karen Weir is a specialist in deaf support in education and supports Cued Speech UK's on-line learning and teaching at events.



### VICKY HARDY

Vicky Hardy is a specialist in deaf support in education and supports Cued Speech UK's on-line learning and teaching at events.

## CONSULTANTS

Nick Gornall	Web Design
Harry Pidgeon	Graphic Design
Richard Harris	Illustration
Nicki Bidgood	Human Resources
Michael Chapman	Photographer





## RECENT RESEARCH AND REVIEWS

### 1. Recent research by the NDCS has found that:

- the average GCSE grade for a child without special educational needs or a disability per subject is 5, a strong C under the old system. For deaf children, this falls to 3.9, historically a grade D.
- Less than half (48%) of deaf children now achieve a grade 4 or above in both Maths and English, compared to almost three quarters (71%) of other children.
- Deaf children are also arriving at secondary school having already fallen behind. Less than half (43%) achieve the expected standard at reading, writing and maths at Key Stage 2 compared to 74% of other children.
- There are similar concerns at Key Stage 1, with just over half (53%) of deaf children reaching the required standard, compared to 84% of their peers.



### 2. “Early Communication Development of Children with Auditory Brainstem Implants”

Laurie S Eisenberg, Dianne Hammes Ganguly, Amy S Martinez, Laurel M Fisher, Margaret E Winter, Jamie L Glater, Debra K Schrader, Janice Loggins, Eric P Wilkinson, and Los Angeles Paediatric ABI Team

Keck School of Medicine of the University of Southern California

This study looked at a small cohort of children who had received auditory brainstem implants (ABI) and compared the rehabilitation outcomes in language acquisition between children exposed to a variety of communication methods. The summary is seen below:

“The one child in our study who demonstrates emergent spoken communication (Case 2) came into the study using manually coded English, specifically signed exact English, which makes English morphology. The child also interacted consistently with both parents using signed exact English. A form of visual modality that codes for English morphology, e.g. Cued Speech could represent the most viable language option for potential ABI recipients seeking to learn English. Research would support combining visual and spoken language for facilitate auditory learning. This is further supported by the fact that three other children in the trial who communicated using sign-supported-english are not progressing in their auditory and spoken language skills to the same extent.”

### 3. “Cued Speech and the Development of Reading in English: Examining the Evidence”

June 2017, Journal of Deaf Studies and Deaf Education, Beverly J. Trezek

Available online here:

<https://academic.oup.com/jdsde/article-abstract/22/4/349/4079921>

Conclusion... Results of this enquiry revealed evidence to support the use of the cued speech communication system. converging evidence from these investigations suggests that exposure to Cued Speech has a positive influence on the development of deaf learners' phonological knowledge and phonemic awareness ability, knowledge of the alphabetic principle and phonic skills that are associated with later conventional reading and spelling achievements

### 4. The Neural Basis of Speech Perception through Lipreading and Manual Cues: Evidence from Deaf Native Users of Cued Speech -

Aparicio, M., Peigneux, P., Charlier, B., Balériaux, D., Kavec, M. and Leybaert, J. (2017)

The current study compared the MRI activations of CS processing by deaf participants with that of speech AV (audio-

visual) processing by hearing participants, with identical spoken words, presented either in CS (i.e., lipreading and manual cues) for deaf CS participants (CS group) or audio-visually for normally hearing participants. Our study is the first neuroimaging investigation of deaf people who had full sensory access to the phonemic and syllabic content of spoken speech, through the visual modality.”

**Synopsis:-** “...This suggests the possibility that manual cues are dominant in CSLM processing, while lipreading would have a (secondary) role associated to the disambiguation of the percept...”

“... the perception of manual cues showed a much greater overlap with the regions activated by CS (manual + lipreading) than lipreading alone did. This supports the notion that manual cues play a larger role than lipreading for CS processing.”

M., Peigneux, et al

“First, we found that activation patterns in the secondary auditory cortex (i.e. temporal lobes in visual CS perception and speech AV perception confirm the existence of a common language brain system for spoken languages, regardless of the sensory input modality”

M., Peigneux, et al

### 5. “Cued Speech Enhances-Speech-in-Noise-Perception” Clemence Bayard, Laura Machart, Antje Strauss, Silvain Gerber, Vincent Rubanael, and Jean Luc Schwartz.

#### Abstract

Speech perception in noise remains challenging for deaf and hard of hearing people (D/HH) even fitted with hearing aids or cochlear implants the perception of sentences in noise by 20 implanted or aided D/HH subjects mastering Cued Speech (CS) a system of hand gestures complementing lip movements was compared with the perception of 15 typically hearing (TH) controls in three conditions; audio only, audio visual and audio-visual + CS. The results confirmed that the combination of lipreading and CS systems remains extremely important for persons with hearing loss, particularly in adverse hearing conditions.... thus for D/HH CS users fitted with cochlear implants, CI and CS could be a successful combination in particular in noisy environments allowing these person to further improve their speech comprehension.







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## LANGUAGE AND LITERACY FOR LIFE 0-18

### Need and delivery

In 2018-2019 We changed our overarching working title to "O - 18 Language and Literacy for Life" with specific work streams dedicated to specific areas.

### Our beneficiaries are: -

1. Babies and children aged 0 – 4, pre- and post-cochlear implant and children who have mild to severe hearing loss and who may be wearing hearing or radio aids. We train parents and professionals to use Cued Speech in order to communicate with these children.
2. 4 onwards: supporting deaf children through transition from home to school and primary to secondary school; training teachers, staff and specialist teachers to use Cued Speech in order to support or further support communication and provide the link between language and literacy; improving literacy and thus all education outcomes for deaf children and young people, so that they can achieve their maximum potential in line with their hearing peers.

This work includes Cued Speech UK (CSUK) Digital Technology Proposal: "Providing deaf children and young people with an automated Cued Speech translation system to access language, literacy and a full educational curriculum."



3. Supporting lip-reading for adults with acquired deafness. For those people who have lost hearing through damage, illness or old age, Cued Speech enhances the clarity of lip-reading so that adults can continue to feel confident when communicating one-to-one or in social groups.

Our work is currently focusing on the first two areas of work with plans to move into adult 'hearing' by year three of our five-year plan.

We deliver free training to parents, and professionals nationally, so that deaf children can communicate fully at home and school, enabling them to participate and thrive in their family and social context. With the complete understanding of English and literacy that Cued Speech provides, deaf children can read, write and engage fully in society and reach their academic and economic potential.



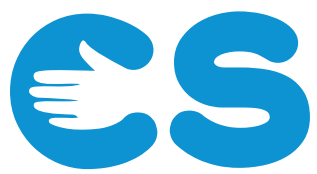
"Because there's  
no new language to learn -  
just a simple system - we could  
use Cued Speech straight  
away and say anything!"



### Key points:

- With Cued Speech, deaf children, young adults and visual learners can see the whole of the English language as clearly as hearing people hear it.
- It only takes on average, 15 hours to learn the concepts of Cued Speech so families and professionals can begin to use it to communicate reasonably quickly – using the same language they would with a hearing child while practising their Cueing skills.
- Cued Speech has been adapted for over 64 different languages and dialects. This means if the home language is not English, the family could cue their native language and/or English. It can also be used to support the learning of a modern foreign language in school.
- Cued Speech use is inclusive - it helps deaf children get the best out of their hearing aids or cochlear implants and works very well bilingually with British Sign Language (BSL).
- It can be used to provide visual access to spoken language for other visual learners and those with additional needs.
- Education can become fully accessible – classroom practitioners can use it to teach literacy skills including phonics and to give access to the language of the whole curriculum. (Cued Speech is used around the world by professionals to give deaf children visual access to language at school, college and university.)
- Literacy levels of deaf or hard of hearing children brought up with Cued Speech are age-appropriate and equivalent to hearing children when they are given continued access to the language of education through Cueing.
- Action research (from Exeter Royal Academy for Deaf Education) has shown that learners with late and limited exposure to a Cued language in school are still able to show significant improvements in language comprehension, vocabulary building, phonetic awareness, reading and spelling skills.





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## WHAT HAVE WE ACHIEVED IN 2018-2019

### Introduction from the Executive Director

#### Further advances

It has been a great year for developing our practice skill and increasing our capacity to meet the needs of families with deaf children across the UK. With our additional funding 2018-2019, granted on the success of our pilot project in the South West, we have been able to recruit more Family Support Practitioners across the UK. We have transformed and improved a number of processes using digital technology and tools such as the ability to use more of the full suite of Office 365, updating all of our HR processes onto a cloud-based system and writing a digital project proposal. We have updated our website and provide a quarterly Newsletter to all subscribers on-line and in hard copy. Through on-line training, both via ZOOM and now through our Free downloadable Foundation Training, we are able to meet the training needs of all professionals across the UK and Globally. We are ahead of any other nation in Europe and the USA with our on-line training offer. These changes mean that we are able to double our capacity to deliver and meet the needs of even more beneficiaries across the UK.

Our new Five-Year Plan developed from November 2018 to March 2019 clearly depicts our aims and aspirations for the future and we are pleased and proud to let you know that we are achieving and exceeding our expectations.

Our work in schools has been enhanced through our collaboration with Eggbuckland School in Plymouth, again providing an excellent pilot model for delivery of cued speech in primary education across the UK. This model uses on-line training to support professionals within the school, a Cued Speech tutor employed part time within the school to assist in class with curriculum needs of deaf children and regular family groups set up by our family support practitioner for the region. This model has been developed in stages from September 2018 and is already making a significant difference to children's literacy outcomes.

We have strongly supported and enabled working in partnership with charities, business, Universities and Local Authorities within our sector. We have worked collaboratively with Local Authorities to provide information, support and training to families and professionals. Two local authorities, Cwmbran and Herts, are now hosting Family Support Practitioners posts. We have an ongoing collaborative relationship with the Centre for Vision Speech and Signal Processing (CVSSP) Surrey University, and Professor Wenwu Wang with whom we are developing our Digital Project.

We have recruited new supporters to our list of Patrons, thus enhancing our opportunity to network with a wide variety of benefactors and beneficiaries across the deaf sector, including deaf adults, cochlear implant companies, literary groups, education and the NHS. Our new Patron Dr Gavin Morrison is a consultant paediatric otolaryngologist specialising in Cochlear Implant at St. Thomas' and Evelina's Children's Hospital London and is particularly interested in how cued speech can support his patients in acquiring full language both pre and post operatively; and Dr Helen Willis, another new Patron this year, is supporting our work with deaf adults and also furthering our understanding in "Listening Effort".

“Of all the support and methods we have used over the years - the interpreters, the CSW's, the visual Phonics - It is Cued Speech that has had the biggest impact on the educational achievement of our deaf students”

Sarah Bradley, TOD, Eggbuckland Vale School, Plymouth



Our move to new offices in Totnes in January 2019 has meant that we are able to host meetings for Trustees from trusts and funds that have supported us, and we have cut down the cost of renting rooms for training and staff team meetings. We are now working in a professional environment which reflects our ambition to move the charity forward over the next five years.

Lastly, we have enhanced the expertise of our Management Board of Trustees with three new members who offer knowledge and skill from across business, the world of deafness and the medical sector. The Trustees carry the legal responsibility for the administration of the team. In the last two years we have carried out a 'gap analysis' to see what strengths and weaknesses were within the group and have recruited in order to 'fill the gaps.' We now have a robust team of Trustees who bring a combination of skill and experience to the Charity. Some individuals are parents of deaf children and have used Cued Speech with their children and contribute over 18 years' experience as members of the Board. Professional knowledge and skill is provided by two business advisors from industry and corporate marketing. Other areas of expertise brought to the Board are from the perspective of a manager from the NHS adult specialist services, an adult deaf service user with a recent cochlear implant and a manager from the Hearing Impairment Services in Manchester.





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## OUR ACTIVITIES

Overview 2018 - 2019

**It has been a remarkable year for the growth and development of the charity. We have more than doubled our training delivery, created a new website, written a new Impact Report, devised new training tools, games, Cued songs and resources, contracted a new freelance training team and fund-raised and contracted new Family Support Practitioners across the UK, in addition to attending conferences and generating interest throughout the UK with our work-shops and seminars and the family activity day.**

**This has resulted in us benefiting many more deaf babies, children and young people with whom Cued Speech has been used in the home and classroom.**

### 1. Raising awareness

Reaching out to professionals We focused a lot of energy at the beginning of the year on reaching out to meet professionals. Our conviction was that the more professionals who know about Cued Speech, the greater the number of families and parents of deaf babies and children who will be informed about the significant impact Cued Speech can make on deaf children's language and literacy. We achieved this through providing introductory workshops to four hospitals, St Thomas Hospital London, Freeman Hospital Newcastle, Cardiff Hospital and Bristol. During the period March to July we met over 70 professionals in hospital professions.

Tobin Broadbent, our publicity and advocacy lead, visited several regional "Children's Hearing Service Work Groups" where he delivered an 'introduction to Cued Speech'. These groups are attended by teachers of the deaf, speech and language therapists and parents and are a great way to disseminate our practice, answer questions and dispel myths.

Manning' or 'womanning' the stall at events, conferences and seminars has been another way to meet professionals and families and we have all taken part in attending events including the BAToD Conference, the Literacy Trust Conference and TED Exe. In addition, we planned and made visits to York, Newcastle, Manchester, Hertfordshire, Southampton, Bristol and Essex.

**In total we presented to over 350 individuals**



### On-line and Media Development

One of our key aims for this year was to improve our on-line information and review our advertising policy. We produced two new wonderful advertising images with a new 'strap line'. These have been used extensively and we decided that a better financial investment into advertising and marketing would be through media-led promotion such as the website, Facebook and Twitter. We continue to invest our time learning and improving on our digital presence.

Finally, in this financial year we launched our new website. We have retained much of the original excellent material but have changed the format so that the site is easier to navigate, is more interactive, can be used on hand-held mobile devices and contains regularly updated blogs. The website will be a continual work-in-progress and in May 2019, we will incorporate a subscribers' portal which will give access through membership to our Foundation Training and other learning resources.

### 2. Training for professionals

Our Training Lead, Cate Calder has been working tirelessly on producing easily accessible Cued Speech foundation training both on-line for professionals and parents, and group workshops. In order to meet demand, we have needed to enhance and increase both our capacity and capability, so Cate has:

- Trained, trialled and awarded freelance contracts to 5 new tutors
- Written and delivered a new on-line 6-week training course delivered via a web-based platform called ZOOM. This course has run 6 times up until the end of March 2019 for a total of 28 participants.



- Devised a plan for her foundation learners to reach level one and level two exams in Cued Speech through one-to-one zoom sessions with her freelance team.
  - Researched and devised new training materials including the Cue Fan and new talking heads to improve our visual profile and interactive learning.
  - Single-handedly created, edited and subtitled 32 short learning films which will be available as our on-line foundation training on the website, accessible at any time.
- Learners can opt for one-to-one additional support at any time. Professionals who wish to use the training portal on the website will need to become on-line members for £20 per annum which will enable us to count those that are accessing the website. This will go live at the end of May 2019
- Delivered talks, question and answer sessions, workshops and group training across the UK. Cate and Kathy have also engaged and trained teaching staff in Cued Speech across 4 new schools.
  - Run weekly Cue support groups in Exeter for parents and tutors.

In total we have delivered training to 581 professionals - **through workshops, on-line training, schools and hearing-impaired services.**

### 3. Training for families

A crucial part of our work is to deliver our free training and support package to families with a deaf child 0 - 3 and 4 years onwards through our 'Family Support Practitioner'. This role was successfully piloted in the South West by Kathy Kenny. In total across the UK we delivered 58 home visits ranging between 1.5 to 4 hours long and 124 sessions of on-line tuition to families.

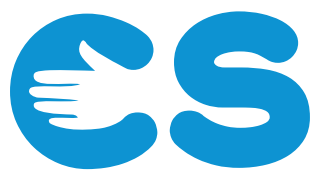
Kathy also developed a parent and child group and delivered monthly.

We have created and disseminated 4 cueing videos and hosted 2 live webinars

**In total we have trained 94 family members in 2018/19**







## CUE CAMP

For the deaf babies/children and young people, generous funding has:

- facilitated deaf children's long-lasting and supportive relationships with their peers and their family during the activities, leading to greater social inclusion, improved self-esteem and self-confidence.
- increased their understanding of English. Cued Speech fully clarifies spoken language thus impacting positively on the deaf child's engagement with literacy and following the event - education.
- helped parents and hearing siblings to learn to Cue which leads to a stronger and more inclusive family unit thus enhancing family relationships.
- provided the opportunity for building long term friendships through play/activities

### What did we provide?

- Morning and afternoon workshops at beginner's level Cued Speech for parents and older siblings (from around 14 years old)
- Morning and afternoon workshops designed for those that wish to improve their Cueing skills, practice and learning through storytelling, and how to use Cued Speech with BSL

- A professional crèche for younger children (with Cued Speech and BSL support) allowing the parents to attend workshops and/or engage with older siblings in the activities while their baby/toddler enjoys fun and games in the crèche.
- Activities for deaf children/young people and their siblings which included a Taiko drumming workshop, Bush craft activity including pizza making, Archery and other group team building outdoor activities organised by Camp Mawazo on site
- Team games for the whole family organized by Camp Mawazo including tug of war competition and rounders
- Live presentations and events that support Cueing and British Sign Language (BSL) in storytelling and book reading throughout the break period
- Refreshments throughout the day and a buffet lunch
- Language support for deaf children and young people delivered by Cued Speech (CS) volunteers in the outdoor activities. Support can be through CS, and, if required, BSL so they can communicate and participate at every level and develop their language and social skills.
- Increased inclusion – both for deaf children/young people, who can often feel isolated in a hearing environment, and for hearing siblings who can feel both 'side-lined' and disempowered by a deaf sibling's needs. The family day helped them to communicate effectively, befriend and enjoy the company of people who shared their experiences.
- 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.



“An amazing day. How you could learn the fundamentals in one day makes you feel you could incorporate this into your life and not too daunting. Our daughter is nearly four years old now and we only came across cued speech recently. It would have been great if our teacher of the deaf, NDCS or Audiology had made us aware of this earlier.”

Parent

The activities for children were provided on site by Camp Mowazo and we would like to offer a special thankyou to Paul the leader, and his two team members who were absolutely brilliant and had everyone involved in family games at the end of the day which included a tug-of-war and rounders. It was really good fun.

The teaching was excellent, provided by 4 of our freelance tutors. It included a beginners' group and a group for expressive Cueing which finished with a short performance of an adaption of Little Red Riding Hood which was both hilarious and brilliant and enjoyed by both performers and audience.







## CUED SPEECH PULLING TOGETHER FOR A BETTER FUTURE FOR DEAF CHILDREN

The difference your grant has made

During the financial year of your grant we have measured the distance travelled of 254 children whose parents and/or professionals we have trained in the same year. Of course, the actual numbers could be higher as we don't know how many deaf children the professionals help after we have trained them. We measured the distance travelled on an individual basis in line with the age and the varying amount of Cued Speech input each child has received in 3 key areas.

“I can honestly say today has been amazing for me. Vicky and Lindsey have been so supportive and patient with me. I will take away so much from this weekend and look forward to my Cued Speech journey. Thanks to all the staff involved regarding this weekend.”  
(parent)

1. **By providing this life changing training for parents, communication is possible, language becomes accessible and consequently many more deaf children participate in family life leading to a greater sense of inclusion. This year funds received made a positive difference to 229 children with a further 25 children just beginning to make a difference.**

Mother says, “using Cued Speech has given me the confidence to take A to the park, now he enjoys going and I'm able to say “do you want to go to the park” and he nods his head excitedly. Before using Cued Speech it was very stressful for both of us so I had stopped going”

“It is like family life has suddenly become three dimensional. Previously A was not able to integrate with family games and activities and seemed disengaged and unhappy. Her Dad has learnt to Cue and is using it with all of his children. Now A can play games at home and loves to play scrabble where she is able to confidently play with her siblings”

2. **With Cued Speech deaf babies and children can 'see' the whole language the same as a hearing child can 'hear' the language. We believe that 223 children have increased their literacy skills through Cued Speech this year. 21 children are yet to experience any progress**

We have had considerable feedback from Cued Speech use at school and the consistent message is “Cued Speech is working”: our deaf children are accessing phonics and are understanding rhyme for the first time. “After just nine months of CS, 6 year old El is progressing with phonics at full language level, previously we were not able to engage El in any literacy, she just didn't have any understanding.” “P is now reading simple books and has an understanding of words at a single word and sentence level, she is also able to recognise different phonemes and construct rhymes.”.



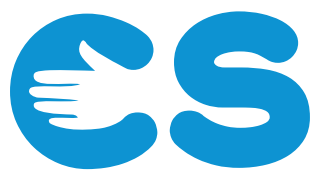
3. **Difference 3** Deaf children who have been given the gift of language through parents/families and professionals Cueing to them are able to communicate their thoughts and feelings and have language for a 'self-talk', that inner language in your head, which helps to make sense of the world around them. As a direct result of the use of Cued Speech we see deaf children's confidence grow over time and measure their progress through developing friendships and wanting to 'join in', 'having a go' and through their emotional wellbeing which can range from being distressed daily to balanced and happy most of the time.

We found that 228 children experienced a positive difference in self-confidence and self-identity, this year with 26 still to make progress.

With smaller children this can be evident in their ability to play with other children, looking happy and relaxed. In school aged children we have found more deaf children participating in games and sport with peers, for example, “Through the use of CS, P is able to engage with her peers at school, she confidently integrates with games in the playground and participates in PE and team games, where previously she was disengaged and isolated from her peer group and often tearful at break or lunch time.

“Today has been a fun event for me and my favourite part was the activities and family sport.”  
(Child)





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children and adults

## LEGAL AND FINANCIAL

### ARE WE COST EFFECTIVE

I am pleased to report on our continuing excellent value for money offer. The use of digital technology significantly enhances capacity while keeping costs to a minimum. The size of the team means that each individual is able to work very efficiently and effectively and a minimum amount of time is spent in activities which are unrelated to deaf children. 90% of funds from our benefactors goes directly towards improving the lives of its beneficiaries. Each member of the team is able to improve their capability through training and support in order to cover for sickness or annual leave of other colleagues. We will increase the size of our team carefully using the five year plan and only in line with our income. We are in a strong position for increasing our offer in the next financial year.

### OUR EXPERIENCES

This year, the latest research and evidence, contact with medical staff and deaf cochlear implant users has enhanced our understanding around the complexities of the CI (cochlear implant). We understand both the incredible advances in technology and the differences in quality of hearing for individuals following implant from three-month babies to adults. We also further understand the limitations of hearing in a noisy environment. In most cases outcomes for CI users have been evidenced to be improved through the use of visual/multi modal Cues and in particular, some specific research promotes Cued Speech. These findings significantly enhance our message to the sector that Cued Speech should be used in conjunction with cochlear implants for the most significant rehabilitation results and the best access to language and literacy for deaf children.

### OVERCOMING BARRIERS

It is interesting to reflect on 12 months of practice and look at strengths and weaknesses.

In response to what our families have said, we have reviewed the way that we engage with families and realise that interventions may need to be offered over a longer period with longer sessions that are less frequent.

Recruiting the right person to the post can be challenging and we may not have given enough consideration to meeting the specific needs of different geographical areas with different demographics. For example, we had wanted to recruit an FSP role in Manchester, but after much communication and planning with the Hearing Impairment service for Greater Manchester, it was felt that the complex cultural and language needs would create too much of a block to the success of the Family Practitioner Post in that area. Thus, next year, we have plans to work on a multi-lingual project to meet the needs of families where English is a second language.

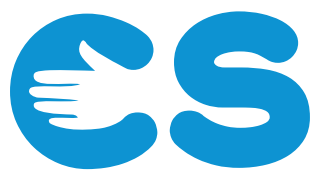
### RISK MANAGEMENT

One of the biggest challenges this year has been the significant growth of the Charity. In line with a request from Sylvia Adams, we embarked on some investment in fundraising. We instructed a fundraising expert, Beth Upton from MoneyTree to look at our fundraising strategy, which unfortunately, was of no significant value. We have employed Mark Murton for 21 hours a week to manage additional administration and fundraising. We have increased the hours for Louise Creed, our Business Manager, to give her some more time in fundraising activities.

We have been very successful with our fundraising, which is fantastic news, but if we are to meet our objectives for 2019 – 2020 and onwards, it will mean that we will require more funding due to our success, rather than less. The growth of our team means that we also need to increase our internal core costs with more administrative hours and on-costs, and this will need careful consideration in the following months.







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## FUTURE PLANS

We have reflected on the priority work for the enhanced delivery of our charity objectives. For 2019 – 2020 we will be changing the focus of our work to incorporate working with children in Education. The name for this work will be 0 – 18 Language and Literacy for Life. This is in line with the plans that we made last year.

We have increased our portfolio of Patrons and we hope that Gavin Morrison, Consultant Paediatric Otolaryngologist, will agree to support us with setting up a rehabilitation research cohort for children with cochlear implants or auditory brain implants.

We plan to extend our family support offer across the North West and the North East and will enhance the delivery with two new roles, the Cultural Champion and the Family Support Lead.

We will continue to develop our on-line training offer and review its use over the next twelve months.

We plan to make more recorded and Cued stories and songs.

We will engage with more young deaf people who have accessed language and literacy from Cued Speech and consult with them to inform our delivery in the future.

We will put new policies into place around Health and Safety.

We will continue to provide good returns on investment by working efficiently and continue to consult with the families we work with in order to inform our practice.

## CUED SPEECH UK

Cued Speech UK was founded in 1975, 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), which in 2017 was revised to Cued Speech UK. The charity's activities are governed by the Memorandum and Article of Association (reviewed in October 2001). Members of the Association elect Trustees (who are also Directors) who hold quarterly meetings to decide policies, and to appoint and oversee staff.

## PUBLIC BENEFIT

Cued Speech 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 and 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.

## 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. We have added a new section to the policy under 'On-line Safety' which includes our policy and procedure on GDPR, (General Data Protection Regulation).

All new Trustees and employees have done and completed the on-line NSPCC Safeguarding training course. We include discussion on Safeguarding principles and practice in our team meetings. We will include additional training in recognising vulnerable adults and domestic violence.

## 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 and Trade Union Administration Act 2014 and are confident that our activities are not within its scope.

## STATEMENT BY THE TRUSTEES OF CUED SPEECH UK LIMITED

The summarised financial statements for the year ended 31 March 2019 presented in the following pages are a summary of the information extracted from the annual accounts and certain information relating to the Statement of Financial Activities and the Statement of Financial Position.

These summarised accounts may not contain sufficient information to allow for a full understanding of financial affairs of the Charitable Company. For further information the full annual accounts which are subject to an Independent

Examination and include a Trustees' report should be consulted. A copy of these may be obtained on request from the charity's office (contact details are on the back cover).

For the year ending 31 March 2019 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small 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.

The 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 18th September 2019, and are signed on behalf of the board by:

Ms Christine Hardy, Chair person

## INDEPENDENT EXAMINER'S STATEMENT

I report to the trustees on my examination of the financial statements of Cued Speech UK Limited ('the charity') for the year ended 31 March 2019

### Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

### Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a

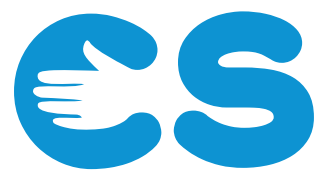
matter considered as part of an independent examination; or

4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Sean R Smith FCA on behalf of THOMAS WESTCOT Chartered Accountants, Independent Examiner, Petitor House, Nicholson Road, Torquay, Devon, TQ2 7TD





## STATEMENT OF FINANCIAL ACTIVITIES

Year ended 31 March 2019	2019 Unrestricted Funds £	2019 Restricted Funds £	2019 Total Funds £	2018 Total Funds £
<b>Income</b>				
Donations	20,909	227,200	<b>248,108</b>	216,453
Charitable activities	650	6,169	<b>6,819</b>	12,455
Other trading activities	–	100	<b>100</b>	44
Investment income	9	1	<b>10</b>	10
Total income	21,568	233,470	<b>255,037</b>	228,962
<b>Expenditure</b>				
Expenditure on charitable activities	2,956	221,889	<b>224,844</b>	199,883
Total expenditure	2,956	221,889	<b>224,844</b>	199,883
<b>Net income and net movement in funds</b>				
	18,612	11,581	<b>30,193</b>	29,079
<b>Transfer between funds</b>				
	(25,000)	25,000	–	–
Net movement in funds	(6,388)	36,581	<b>30,193</b>	29,079
<b>Reconciliation of funds</b>				
Total funds brought forward	60,639	75,103	<b>135,742</b>	106,663
Total funds carried forward	54,251	111,684	<b>165,935</b>	135,742

The statement of financial activities includes all gains and losses recognised in the year.  
All income and expenditure derive from continuing activities.

### INCOME

Total income received in 2018/19 was £255,037, of which £248,108 was donated by charitable trusts, companies and individuals. The remaining £6,929 included tuition fees and charges, membership subscriptions and investment income.

### EXPENDITURE

Total expenditure was £224,844, of which £186,369 was spent directly on charitable activities. The support costs of £38,475 includes our total rent of £11,395.

### RESERVES

Income exceeded expenditure by £30,193 resulting in increase in funds from £135,742 to £165,935, of which £111,684 is restricted to specific work.

The charity'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 2019 met that requirement.

Assets	2019	2018
	£	£
<b>Fixed assets</b>		
Tangible fixed assets	<b>5,525</b>	5,028
<b>Current assets</b>		
Debtors	<b>4,038</b>	120
Cash at bank and in hand	<b>167,204</b>	142,929
	<b>171,242</b>	143,049
<b>Creditors: amounts falling due within one year</b>	<b>10,832</b>	12,335
<b>Net current assets</b>	<b>160,410</b>	130,714
<b>Total assets less current liabilities</b>	<b>165,935</b>	135,742
<b>Net assets</b>	<b>165,935</b>	135,742
<b>Funds of the charity</b>		
Restricted funds	<b>111,684</b>	75,103
Unrestricted funds	<b>54,251</b>	60,638
<b>Total charity funds</b>	<b>165,935</b>	135,742

### 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. During the year donations were received from five anonymous donors and from the following:

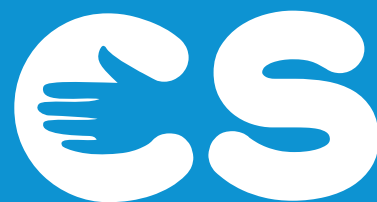
### CHARITABLE TRUSTS

- AIM Foundation
- Anonymous
- BBC Children in Need England
- BBC Children in Need Wales
- Beatrice Laing Trust
- Benham Charitable Settlement
- Claire Milne Charitable Trust
- D M Charitable Trust
- Elizabeth & Prince Zaiger Trust
- Fitton Trust
- Garfield Weston Foundation
- George A Moore Foundation
- Henry Smith Charity
- Marsh Christian Trust
- Masonic Charitable Foundation
- Misses Barrie Charitable Trust
- Mrs Susanna Peake Charitable Trust
- National Lottery Awards for all Wales
- National Lottery Awards for all England
- Norman Family Charitable Trust
- P F Charitable Trust
- Reuben Foundation
- Sir James Roll Charitable Trust
- Sir John and Lady Amory's Charitable Trust
- Sylvia Adams Charitable Trust
- Souter Charitable Trust
- The Dorothy Hay-Bolton Charitable Trust
- The Pennycress Trust
- The Vandervell Foundation
- W. A. Handley Charity Trust
- Weinstock Fund
- Bev Harman
- Cate Calder
- Cathy Groeger
- Chris Millar
- Christine Cottam
- Ken Orpin
- Locals at the tally ho pub Newton Abbot
- Peter Bowman
- Shella Skillings
- Tim Paulden
- Win Burton



# CUED SPEECH

Makes spoken language visible for  
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## CUED SPEECH UK

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