

See what Cued Speech UK is saying...



ANNUAL REPORT
2019 - 2020

CUED SPEECH UK

Makes spoken language visible for
deaf babies, children and adults





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children and adults

MISSION

Our Mission is to ensure that all deaf children and adults are given full access to English or their home language through Cued Speech regardless of hearing loss; with this they can develop their language and literacy skills to reach their full potential socially, emotionally and economically.

OBJECTIVE

- To inform, train and support families free of charge to Cue their spoken languages.
- To inform, train and support professionals using Cued Speech and signpost others to it.
- To gain recognition through social media, publicity, and advocacy with the people services and commissioning bodies with whom Cued Speech is most relevant and where outcomes can be most effective.

Through these actions, we want to ensure deaf children and adults avoid the negative and life-long cognitive impairment, social isolation and academic failure caused by language deprivation.

STATEMENT OF RIGHTS

A deaf child or adult has a fundamental right to:

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

These rights fit with the United Nations Convention on the Rights of the Child and are fundamental to the mission and aims of CSUK.



CUED SPEECH CORE VALUES

- C:-** to Collaborate with agencies and services in order to meet the needs of deaf children and adults.
- U:-** to Understand the specific needs of deaf children and the professionals and family who support the child.
- E:-** to provide Equal opportunities in language access.
- D:-** to continue to Develop the scope of our positive impact on the lives of deaf children and adults and their families.
- S:-** to embed our Safeguarding principles throughout our practice.
- P:-** to recognise the importance of Parents in their child's development.
- E:-** Early Years - to recognise that language begins from birth.
- E:-** to promote the use of Cued Speech in Education so that deaf children can achieve age appropriate literacy
- CH:-** that parents deserve informed Choice

STATEMENT OF AIMS

Over the next 5 years CSUK aims to convert the Cued Speech Mission Statements into deeds and positive outcomes so that deaf children and adults have the greatest opportunity to meet their potential.



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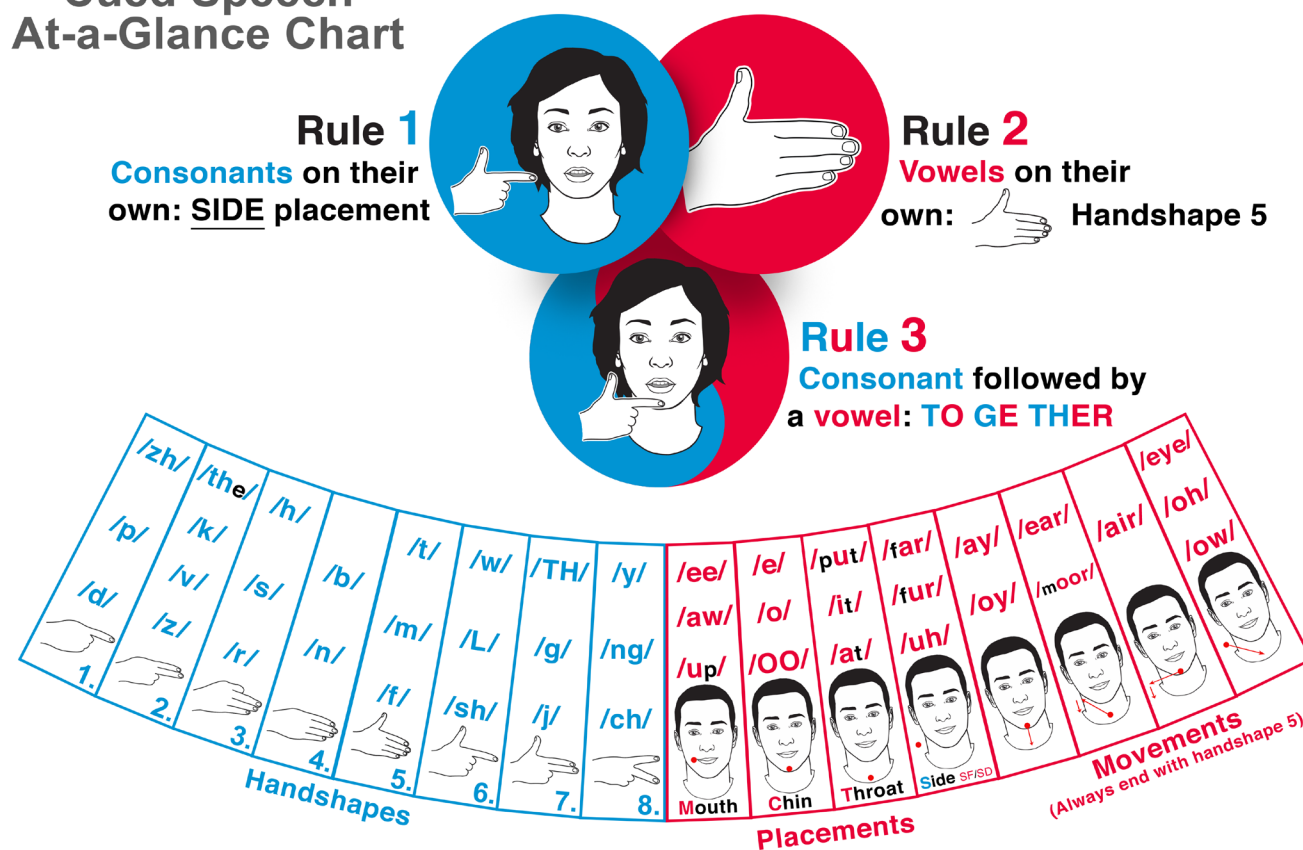
WHAT IS CUED SPEECH?

Cued Speech helps deaf people to see what you're saying.

It is a way of helping deaf people see spoken language. It really helps with lip-reading, which is actually very difficult without support. If you are deaf, you have to rely heavily on lip-reading to understand and acquire English but when so many spoken words look the same, deaf people need some help seeing the sounds! Cueing uses 8 handshapes in 4 positions close to the face to visually show a difference between spoken words – this can allow a deaf person to see everything that you say, just as if you were adding subtitles to your speech.

It's perfect for you if you have a deaf child. If your family learns to Cue, you can ensure your deaf child is able to gain the foundation in language they need, at the right time, to be able to structure their thoughts, feelings and emotions in the same way as you. It puts spoken language into your family's hands, so that your deaf child can see what you're saying.

Cued Speech At-a-Glance Chart



WHY DO WE NEED CUED SPEECH?

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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THE CUED SPEECH UK TEAM

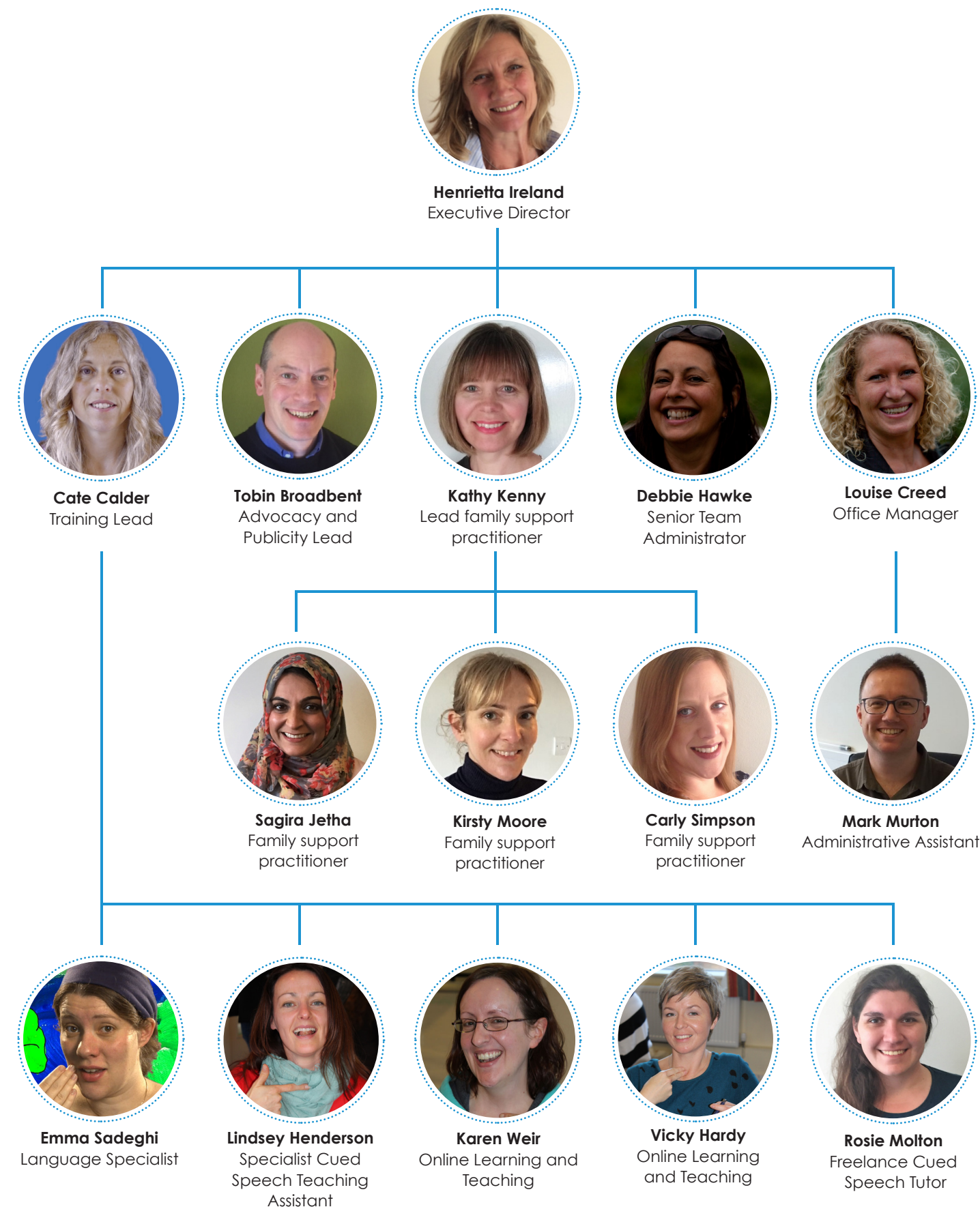
The CSUK staff team consists of ten part-time members of staff (6.5 FTE) and is managed by the Executive Director. Some of the team are based at our registered office in Totnes, Devon and our Cued Speech Regional (family) Advisors are based in Wales, Hertfordshire hosted by the Local Authority and peripatetically in Tyneside.

Employees come with a range of skills and knowledge. All trainers have the City and Guilds certificate in Adult Education and all employees are trained to level 3 in Safeguarding Children and have three-yearly enhanced DBS checks. The team has regular supervision from team leads on a bi-monthly basis and managers have annual appraisals from a Trustee experienced in staff management. Every employee is given a staff handbook which outlines our charity policies and procedures.

CUED SPEECH UK MANAGEMENT AND GOVERNANCE STRUCTURES

We have ten Trustees who oversee the management and delivery of CSUK, bringing personal and professional experience.

We have parents and grandparents who have used Cued Speech with their children; two Trustees bring business management experience; we have a deaf adult with a cochlear implant, and representatives from a hearing impairment service, and a retired NHS consultant. All Trustees apply with a full CV and two references and are interviewed by the Executive Director and another Trustee. They are voted in on their first meeting by the whole Board. All Trustees have Level 1 Safeguarding training and an enhanced DBS check. The charity holds - and the Trustees work in line with - the Articles of Association.





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RESEARCH AND COLLABORATIVE PROGRESS

Most research data and reports into Cued Speech have been from the USA, France and other European countries but this year we have the possibility of two pieces of UK research.

One is entitled "The Rehabilitation time for children using Cued Speech following Cochlear Implant"; and we have an MA ToD student from the University of Manchester researching a Comparative Evidence Review: "Comparing evidence around outcomes for the development of deaf children's language and literacy in early years using different approaches, including Cued Speech, British Sign Language, aural and Auditory Verbal."

AISAC - Académie Internationale sur les Adaptations de «Cued» or the International Academy on the Adaptations of Cued Speech.

Formed in 2020, this new international committee currently has representatives from France, Switzerland, the United States and the United Kingdom. The aims of AISAC are to increase Cueing use worldwide and increase access to the world's languages for individuals who are deaf. The committee will support the development of adaptations to promote adherence to the principles established by Dr. Cornett. Collaboration with other Cueing organisations, including Cued Speech UK, will mean shared resources, knowledge, and materials. Cued Speech UK is currently working on materials for the Welsh language adaptation.

"Cued Speech: Evolving Evidence 1968-2018"
Stephanie J. Gardiner-Walsh,
Karla Giese & Timothy P. Walsh
(2020), Deafness & Education International.

"Over the past 50 years since the inception of Cued Speech, there has been a shift in the focus of the available research. The early research shows the focus of CS was originally on speech and lipreading.

While some of the more recent research does highlight the support that CS lends to speech/lipreading, other recent research looks at using CS to fill in gaps that the CI cannot fully perceive. In the recent two decades, research has shifted to a focus on the benefits of CS and literacy, specifically spelling, comprehension, vocabulary, WID, and phonological awareness (PA). PA has been determined by the U. S. National Reading Panel to be one of several key components of developing strong literacy skills. Given that the process of developing PA of a spoken language is through the air (audition), this emerging initial research lends support to the use of CS as a visual mode to access the phonemes of spoken languages, allowing for a medium to transfer from the spoken word to print.

In short, while the use of CS as a means of access to a spoken language and the resulting research is not prevalent in the U.S., several European countries have shown promising results in using CS to support both expressive and receptive language, as well as literacy development. Research would benefit from exploring the transferability of study results between languages. Lastly, there need to be gains worldwide in the areas of identification, services, and identity to ensure equity for CS users."

Available Online Here:

Use your smartphone's
camera app to focus
on this QR Code and
follow the link when it
appears.



"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 (2018)

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"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:

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the link when it appears.



"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)

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CUE CAMP RESIDENTIAL

Every year we run a residential for deaf children, their families and siblings and this year we held it in Hertfordshire to support our Family Support Practitioner in that region.

These are always very successful events and we have very positive feedback. "The great thing about Cue Residential is that you get to meet other families with deaf children. It means so much to share stories and it means so much to our children to meet other children who have a deaf sibling.....we love coming and we love the activities for the kids so that we can attend class and not worry about the children..."

This year was no exception with two new families attending. They are valuable opportunities for parents to meet and for

siblings to meet other siblings with a deaf brother or sister. The family friendships that are formed at our Residential often stay in place for years.

Additionally, we held a 'family fun day' at our offices in Totnes. To start they all got involved playing a game with headbands, with titles 'what am I?' They all joined in and had lots of fun - interacting freely.

Cued Speech was used throughout the morning and the children clearly understood all the directions, dialogue and the rules of the various games we played. Whilst the children were having fun, we interviewed the parents and this is what one parent said, "You're making a happy child, and that's so important!"



LANGUAGE AND LITERACY FOR LIFE 0-18

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 the 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.





WHAT HAVE WE ACHIEVED IN 2019 - 2020

Introduction from the Executive Director

Reflecting on last year's Annual Report 2018 - 19 and looking at the 'future plans' (page 20) highlighted in that report, I am proud and pleased to let our benefactors know that we achieved our aims at every level through our activities:-

Cued Speech UK

- We extended our family offer across the UK.
- We continued to develop our on-line training.
- We increased our portfolio of patrons.
- We made many more Cued Speech songs and stories.
- We engaged with many more families of deaf children and young people
- And we continued to provide good returns on investment by working efficiently and consulting with all of our beneficiaries.

I am now delighted to bring you our Annual Report for the financial year 2019 - 2020. We have seen the very positive results of our marketing and advocacy strategy from 2018 - 2019: 190 family members receiving Cued Speech free training and 616 professionals trained. I am reminded that developing a robust business takes time, with careful development of partnerships through networking, and we are really noticing the enhanced awareness of Cued Speech across the UK this year.

The end of the financial year 2019 - 2020 has seen an upturn for our speech-to-Cued Speech avatar project. In January it felt like we had hit a dead-end. Professor Wenwu was still interested in developing the concept but a lack of funds for research meant that we weren't able to pursue the idea further. However, the potential was picked up by one of our Trustees George Ross, who has found us a corporate partner in software, prepared to design a speech-to-Cued Speech avatar.



Exciting times lie ahead with this project as it has the potential to revolutionise the scope for CS support for deaf children and adults, as well as bring in some game-changing revenue.

Our relationship with St. Thomas's Hospital has continued to move forward. One of our patrons, Mr. Gavin Morrison MA FRCS who is an otolaryngologist and cochlear implant (CI) specialist, and the audiology team attached to the hospital led by Sandra Driver, have agreed to support us in our research into finding out whether Cued Speech can improve the rehabilitation and language learning potential of patients following CI.

We have continued to improve and develop our online dissemination and engagement. Our online foundation training is now easily accessible and can be paid for using PayPal. We moved to charging for our training in October 2019 following a free introductory period from July. Our training is always free to families, but we have a nominal charge for professionals of £20 and a £50 license for schools. As I write this report we are coming through a period of 'lockdown' due to the Covid19 pandemic and I am pleased to say that we were well prepared. The revenue that the training has provided has been a good indicator of how we can generate income in

the future. In order to manage the additional workload, co-ordinate training and to further develop our Fundraising capacity, we created a new part time admin post and Mark Murton joined the team in March 2019.

As a charity we are proposing two research scenarios. One which is a comparative review, has been taken up by Sam Brock, a special needs teaching assistant from Cornwall and a student at Manchester. Our other proposal is around enhanced language recognition rehabilitation using CS following CI. (This however has been delayed due to Covid 19 restrictions putting a halt on all elective surgery.)

We are building on our foundations at CSUK. Our website is regularly updated with blogs, information and Cued films and stories. We are able to provide families with support and training across the UK with help from our Family Support Practitioners and we have a bank of trained online Freelance Cued Speech Tutors. We are a highly competent team and each team member has more than one skill from teaching, to mentoring, to film editing and singing. This gives us great enhanced capacity and capability to deliver to our stakeholders and provides value for money for our beneficiaries.





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OUR ACTIVITIES

Reaching out to professionals and families through Publicity and Advocacy

Our conviction remains, that the more professionals who know about Cued Speech, the greater the number of families of deaf babies/children who will be informed about the significant impact Cued Speech can make on their language and literacy. The work achieved last year visiting hospitals, universities and children's service workgroups meetings is leading to really positive relationships and higher numbers of referrals.

Our method for dissemination - engaging with families and all professionals has proved a successful strategy. We have:

- Continued to participate and exhibit at conferences such as The Luton and Hertfordshire Health Awareness day, and the BAToD (British Association Teachers of the Deaf) Conference. In total we attended 38 deaf related events including being invited to the British Cochlear Implant Group in Southampton, the Centre for Vision, Speech and Signal Processing at Surrey University and the Med-el Conference in Plymouth Audiology Department, at which we gave presentations.
- Worked with and are members of the Communication Trust. This organisation generates best practice policy for Government in order to improve services and outcomes and promote equal opportunities in speech, language and communication
- Collaborated with the NDCS (National Deaf Children's Society) on projects and delivery of services for deaf children and their families, and we are partners with "Breaking Down Barriers", a Charity which supports autosomal recessive diseases which include deafness.
- Further increased the number of Patrons supporting our Charity by two deaf adults Dr.Helen Willis and Dame Evelyn Glennie. Their support and influence will provide a very positive profile of Cued Speech with other deaf adults.

- Became members of the APPG (All Party Parliamentary Group) on deafness and for Speech and Language difficulties which enables us to keep up-to-date with political development around deaf issues.

In total we have presented to over 430 professionals.



Online and Media Development

We have had phenomenal development on the website with regular blogs, videos and training updates. We have been providing regular content for our Face Book pages and we have nearly 2000 followers. Additionally, we have furthered our reach through Instagram, YouTube and Twitter.

In December we have added 'Google Adds' to the website. This is where Google spots someone searching for information on 'deafness' and provides a pop-up to 'searchers' with details of Cued Speech. This has increased our website traffic by 6% with overall total visitors of just under 7000.

We continue to write a quarterly Newsletter to over 1000 recipients and have updated the Impact Report.

We have developed methods for 'giving' through a Legacy page on our web-site and through links to Amazon, 'Just Giving', Virgin Giving and the SeaMoor Lottery and other community events.

Training for professionals

This has been an extraordinary year for the creation of our Free to families, online Cued Speech Foundation Training. The training consists of 36 very short films to encourage learners to understand the principles and learn the skills of Cued Speech in their own time. Currently 150 people have logged onto the site. We have sold 4 group licenses to professionals. We have further plans to continue to develop the training offer to include a self-assessment level and practice area.

In addition to the online training we deliver training through zoom, which is live-learning delivered by one of our online tutors. We have delivered to groups of up to 6 learners a term and so far this year we have delivered 18 sessions to professionals.

Our training team continue to deliver workshops and face to face training across the country. We have delivered training to first year paediatric nurses at Bristol Children's Hospital and Edinburgh University and more recently we have delivered training to Teachers of the Deaf Students at Manchester and Birmingham Universities.

The use of Cued Speech has increased in schools and our training lead, Cate Calder and the team have worked with 12 schools to teach and implement the use of Cued Speech. Additionally, Cate has continued to lead the team of freelance tutors to deliver our training across all platforms. Cate has also made Cued short stories and games to help support deaf children with literacy through Cued Speech.

In total we have delivered training to 616 professionals, through workshops, online training, schools and hearing-impaired services.

Training for families

This year has seen the development of several new Family Support Practitioner (FSP) posts. Kirsti Moore, in South Wales, hosted by the Local Authority and accommodated by Torfaen Sensory Impairment unit. Kirsti runs 2 regular groups for Mums, deaf babies and toddlers and met with 25 families with a deaf child.

In April we appointed 2 part time FSP's in Hertfordshire, hosted by the local Authority. The hosting arrangement works extremely well as the Authority benefits through having additional capacity and CSUK benefits by having direct referrals from Teachers of the Deaf within the teams.

The post-holder Sagira Jetha has been referred a number of babies and children with both cochlear implants and hearing aids and she is able to work across the barriers of language and culture.

Kathy Kenny continues to work across the South West. On just 14 hours a week, Kathy has around 22 cases on her caseload. Some are visited regularly and some occasionally. She works collaboratively with parents, schools and services, offering support and training in all areas.

Kathy has been a key person along with Cate Calder, in building a very positive relationship with Eggbuckland School in Plymouth: promoting and establishing Cued Speech in their Deaf Unit through staff training, a parent support group, and commissioning out the services of a Cued Speech Freelance training practitioner. This model will be used as evidence for best practice which could be rolled out in other regions across the UK such as Lythe in North Yorkshire.

In total across the UK we delivered 187 home visits ranging between 1.5 to 2 hours long and 49 sessions of online tuition. Additionally, we have been involved in 38 school visits. In total we have trained 190 family members.





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THE DIFFERENCE OUR WORK HAS MADE

During the financial year we have measured the distance travelled of 327 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 according to the age and the varying amount of Cued Speech input each child has received in 3 key areas.

Difference 1 - The Family Support Practitioners (FSPs) have supported parents of deaf children in community and home-based activities including trips to the park and play groups. They have role-modelled 'communicating with a deaf child', as well as delivering basic user-friendly Cued Speech to parents and family members. We have been able to evidence positive increased family participation with 287 deaf children. One parent said, "Cueing has enabled us as a family to begin to form a relationship with our child". We have found that many of these children after Cueing have 'found their voice'

not just literally but as an included family member, participating and expressing their thoughts and feelings.

"It is great that I now feel confident and able to take my deaf child to play group and we are getting out a lot more. I am so grateful to the FSP for teaching me to Cue and communicate, and for giving me and my child a bond that we just didn't have before."

With some families we find that after an initial interest in Cued Speech they choose not to continue to engage with Cued Speech. This year 22 families chose not to continue with Cued Speech, the majority wanting to wait and see what the impact would be of a cochlear implant.

Difference 2 - In the words of a parent we interviewed, "(Cued Speech) just makes learning language so natural and means your deaf child is likely to have age appropriate language when he/she starts school; this means he/she can learn to read and write alongside all his hearing peers. This is why Cued Speech is so amazing and will give your deaf child the brightest future! The final piece of good news is that Cued Speech is quick and relatively easy to learn!"

An increase in the number of professionals accessing our online training means that Cued Speech is being used in many more schools this year, as well as with babies and preschool infants. This year we have been able to evidence positive progress in increased literacy of 298 deaf children.

We have had considerable feedback from schools which have all said that the real benefit of Cued Speech has been to allow some of the deaf children to acquire key vocabulary from the National Curriculum for their age. As one teacher said; "It is the only method that has actually worked".

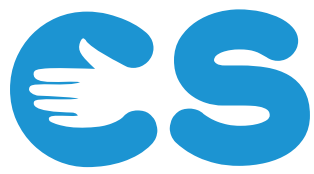
Difference 3 - By furthering our reach and increasing our support, both in the family, school and play groups, we have been able to give deaf children much increased confidence for life and learning. With the gift of the home language given through Cued Speech, deaf children can understand and internalise language, make sense of the world and people around them and in turn, be happier individuals.

This year, 285 deaf children have demonstrated positive progress. It has been evident that the work of the Family Support Practitioners, visiting families at home, has sparked much joy; the children have shown much calmer behaviour just by being able to express their thoughts. With Cued Speech being used in many more schools

(especially in the South West), some lunch Cue Clubs, for all children, have been set up. This has enabled friendships with hearing peers and greater inclusion.

We spoke to parents about their experiences with CS and one told us, "F is now more sociable with his hearing peer group. He can take turns in a game and can understand the rules." We also heard, "G, normally isolates herself in a group situation and becomes withdrawn, but at Cue camp with so many people Cueing she becomes totally involved and animated." Yet another parent spoke about her daughter and said that, "CS has given her so much more confidence now. Today has been a real joy to see her interact and play, particularly with her siblings which isn't always easy."





LEGAL AND FINANCIAL

ARE WE COST EFFECTIVE?

Our delivery becomes increasingly cost effective as we continue to develop our online resources and improve our remote support. This was clearly evidenced at the end of the financial year at the start of 'lockdown' brought about by Covid 19: with online training and support already offered through ZOOM, we were able to quickly adapt to home working and continued to work with our beneficiaries throughout this difficult period.

OUR EXPERIENCES

Challenges

It is evident that while we have increased the number of family referrals to Cued Speech quite considerably in the last three years - 14 in 2016–2017, 94 in 2017–2018 and 132 in 2019–2020 - the number of babies who have been referred has not reached our forecast totals. In looking at and enquiring about those families that don't engage, we have found that some parents are too overwhelmed with information and appointments following the birth of their baby to make choices at this stage and as new parents they don't fully understand the extensive impact that deafness could have on their child's potential. Secondly parents are keen to wait for a cochlear implant which they believe will 'enable their baby/child to hear.' However cochlear implants have a mixed success rate and are not always the entire solution to the problem; in these cases we tend to receive referrals for older children of primary school or secondary school age when the deaf child is not reaching full (or any) academic benchmarks; hence our larger cohort of school aged children referred. We want to continue to work with these children and their families and the 'Team Around the Child' but we still want to increase the numbers of 0 to 3-year-olds referred.

Our Solution

Some Teachers of the Deaf (ToD's) do not offer Cued Speech as a choice for deaf children and the parents of deaf babies. However, deaf education is currently investing in training many new Teachers of the Deaf (as two-thirds of the existing workforce are facing imminent retirement).

We are now offering training units to the universities that deliver the Teacher of the Deaf courses, so that their students have a good understanding of the benefits of Cued Speech before they go into the teaching environment. Our training busts myths and promotes collaboration while offering a practical hands-on intervention.

In order to support parental engagement, we first identified the barriers to engagement:

- parents think that it would be better to wait for a Cochlear Implant (CI) or Auditory Brainstem Implant (ABI) than try a manual/visual approach.
- parents think that using sign language will be easier.
- It is not suggested by audiology departments or supported by ToD's.

St. Thomas's Audiology department has agreed to collaborate in some research with us based on American research, "Language Development in the Paediatric Cochlear Implant Patient" by J.Ruben.

Our conviction is that Cued Speech can enhance the rehabilitation time for children receiving CI or ABI. With the support of our NHS colleagues we are going to suggest to parents that they Cue familiar words and phrases prior to CI or ABI, the hypothesis being that following CI or ABI the children will more easily recognise the sounds heard through their implanted cochlear as language with both a visual and aural stimulus. We will recommend to parents that, supported by the Family Support Practitioner, they Cue for 3–6 months prior to the operation and for 6 months post-op to enhance recovery. We would surmise that this length of time feels more achievable for the parent and also they won't have to learn the whole system fluently to start with, just commonly used words and phrases which they will use pre and post op. In this approach we hope to achieve three positive outcomes; a higher number of 0 – 3 deaf children referred; improved parental engagement; UK Research to support our work. So far discussions have been very positive and we have already piloted a case in Gloucestershire.

Risk Management

The expansion of our activities across the UK in 2018–2019 meant an increase in expenditure into 2019–2020. While we had planned for this, the challenging nature of accessing consistent core income through applications to Trusts and Funds meant that we needed to cut our expenditure in quarters three and four in order to balance our accounts. We achieved this through careful reduction of spending on travel, attendance at conferences and through a reduction in hours for some core staff including the Executive Director. Hours were re-instated for the new financial year 2019–2020. Income and expenditure for projects such as the Family Support Practitioners, online training and the CSUK Residential remained in balance throughout the year.

Reducing travel meant that we needed to find a way to deliver training and information online and this was achieved through the development of our online Foundation Training and improvements to our website with the addition of videos, Cued stories and parent testimonials. We also vastly increased our activity on our Facebook page. Overall, this meant that the dissemination of information and training to families of deaf children and the professional team around the child continued to grow, and the number of people who accessed our services was increased from the previous year. On reflection this also put the Charity in a very stable position as we entered into 'lockdown' due to Covid 19 at the end of the Financial Year. We already had all of our resources accessible online and remotely and were already using ZOOM as a web-based platform.

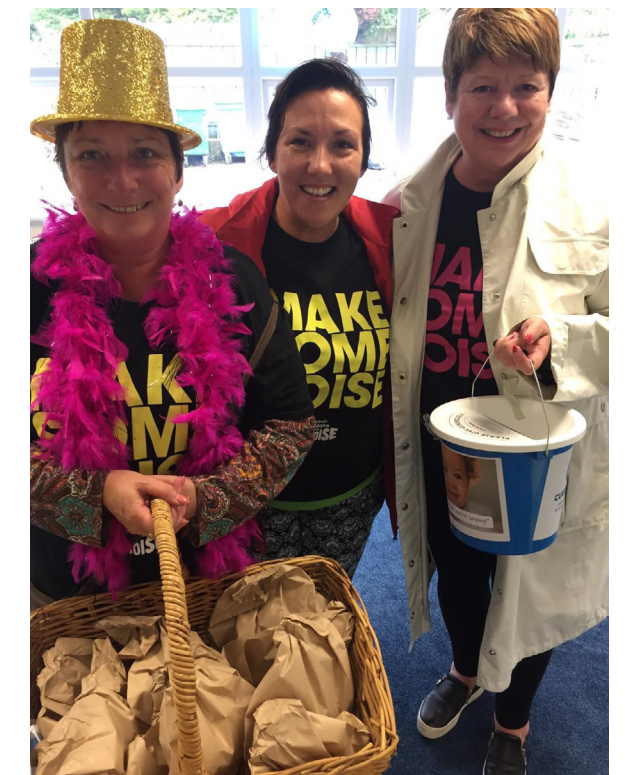
FUTURE PLANS

Looking forward, we are aiming for financial sustainability through continuing to build relationships with Trusts, through a wider range of events, seeking individual donors, through training fees from professionals, and though still in early stages, through licencing a Speech to Cue Avatar currently in

development. CSUK will be more financially robust with a range of income sources.

We will:

- Enhance the opportunity to raise funds through community funding and events such as charity concerts and a fun run.
- We will start our research proposals.
- We will increase our online activities with more Cued songs, games and stories.
- We will improve and enhance the opportunity for all children to access education and a full curriculum via a Speech-To-Cue Avatar.
- We will develop a game which will support the learning and use of Cued Speech in primary schools with deaf children and those who struggle with literacy.
- We will consult with our beneficiaries in order to meet their communication needs.





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children and adults

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 Articles 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 'Online 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. Our Family Practitioners who are hosted by the Local Authority (LA) have been able to access LA training which includes safeguarding adults and Recognising Domestic Violence.

While the UK experiences a public health emergency as a result of the COVID-19 pandemic, we have been following government guidelines to ensure we are doing everything within our power to work safely and support the health and wellbeing of our workers, as well as the families and professionals that we work with. All staff have completed Peninsula's 'Returning to Business [COVID] – Employee' training.

VOLUNTEERS

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

Volunteers:

- teach, examine, and support training activities.
- contribute to information and tuition materials.
- demonstrate Cued Speech at exhibitions.
- provide advice and guidance to staff.
- Take part in fundraising activities and events.

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 2020 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 the 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 2020 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 17th September 2020, 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 2020.

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

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 applicable to 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 WESTCOTT Chartered Accountants, Independent Examiner, Petitor House, Nicholson Road, Torquay, Devon, TQ2 7TD



STATEMENT OF FINANCIAL ACTIVITIES

Year ended 31 March 2020	2020 Unrestricted Funds £	2020 Restricted Funds £	2020 Total Funds £	2019 Total Funds £
Income				
Donations	24,880	212,061	236,941	248,108
Charitable activities	54	11,785	11,839	6,819
Other trading activities	–	405	405	100
Investment income	–	238	238	10
Total income	24,934	224,489	249,423	255,037
Expenditure				
Expenditure on charitable activities	3,517	280,619	284,136	224,844
Total expenditure	3,517	280,619	284,136	224,844
Net income and net movement in funds	21,417	(56,130)	(34,713)	30,193
Transfer between funds	(35,000)	35,000	–	–
Net movement in funds	(13,583)	(21,130)	(34,713)	30,193
Reconciliation of funds				
Total funds brought forward	54,251	111,684	165,935	135,742
Total funds carried forward	40,668	90,554	131,222	165,935

INCOME

Total income received in 2019/20 was £249,423, of which £236,941 was donated by charitable trusts, companies and individuals. The remaining £12,482 included tuition fees and charges, membership subscriptions and investment income.

EXPENDITURE

Total expenditure was £284,136, of which £240,498 was spent directly on charitable activities. The support costs of £43,638 includes our rent of £13,424.

RESERVES

Expenditure exceeded income by £34,713 resulting in a decrease in funds from £165,935 to £131,222, of which £90,554 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 2020 met that requirement.

BALANCE SHEET AS AT 31 MARCH 2020

Assets	2020	2019
Fixed Assets		
Tangible Fixed Assets	5,672	5,525
Current Assets		
Stocks	743	–
Debtors	3,442	4,038
Cash at bank and in hand	127,639	167,204
Total current assets	131,824	171,242
Creditors: amounts falling due within one year	6,273	10,832
Net current assets	125,550	160,410
Total assets less current liabilities	131,222	165,935
Net assets	131,222	165,935
Funds of the charity		
Restricted income funds	90,554	111,684
Unrestricted funds	40,668	54,251
Total Funds	131,222	165,935

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:

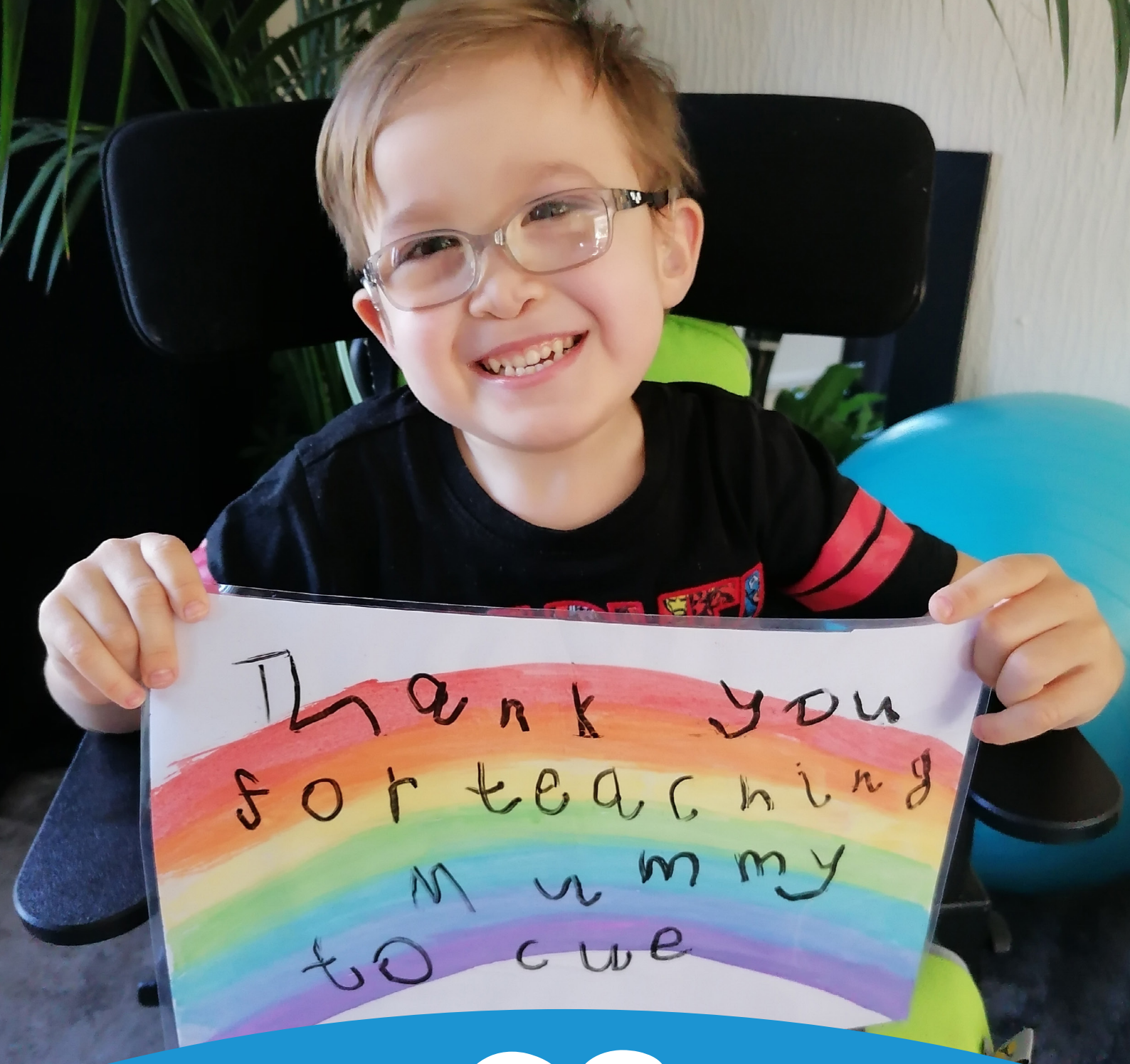
CHARITABLE TRUSTS

- AIM Foundation
- Awards for All Wales
- BBC Children in Need England
- BBC Children in Need Wales
- Beatrice Laing Trust
- Benham Charitable Settlement
- Dorothy Hay-Bolton Charitable Trust
- Earmark Trust
- Elizabeth & Prince Zaiger Trust
- Elizabeth & Kate Harding's Charitable Trust
- Garfield Weston Foundation
- Grace Trust
- Green Settlement
- Henry Smith Charity
- Lord and Lady Lurgan Trust
- Marjorie and Geoffrey Jones Trust
- Marsh Christian Trust
- Masonic Lodge
- Michael Cornish Charitable Trust
- PF Charitable Trust
- Plymouth Drake Fund
- Reuben Foundation

- Shamrock Charitable Trust
- Sir James Roll Charitable Trust
- Sylvia Adams Trust
- Souter Charitable Trust
- The Cornerstone Team
- Vandervell Foundation
- W. A. Handley Charity Trust
- Weinstock Foundation

INDIVIDUAL DONATIONS

- Cathy Groeger
- Ken Orpin
- Mr C Millar
- Mr Mark Evans
- Christine Cottam
- Peter Bowman
- Shelia Skillings
- Win Burton
- Friends of St Peter's Church, Stoke Fleming
- The Cornerstone Team
- Jane Young



CUED SPEECH UK

Makes spoken language visible for
deaf babies, children and adults

The Boatshed, Steamer Quay Totnes, Devon TQ9 5AL

info@cuedspeech.co.uk • www.cuedspeech.org.uk

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

A Company Limited by Guarantee No. 1477997