



Enriching lives

.....
Annual Report and Accounts
For the year ended 31 March 2013
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Review of Activities

The year ended 31 March 2013 marks the end of our current five year strategic plan. In that time we have achieved many things for the people we support and as a charity. On the opposite pages we take a brief look at these achievements; summarise our new framework for 2013-2018 which builds on this success; and show at a glance our performance for 2012-13.

We recognise that the next five years will continue to offer a very challenging operating environment, with continuing pressure on fees and increased competition for fundraising. We believe we are well-placed to continue our growth trajectory as a specialist provider of high quality care and support to individuals with sight loss and multiple disabilities.



2008-2013 Setting ambitious targets

Here are just some of our achievements:

- Increased direct service activity by a third and locations where we operate doubled.
- Delivered over 4,400 hours per week of domiciliary support, up 70%.
- Undertook a major staff training initiative on personalisation.
- Developed a stronger voice for service users involving them in recruitment and training.
- Increased specialist resources and knowledge in speech and language therapy, physiotherapy, cerebral palsy, epilepsy and autism.
- Occupancy in accommodation-based services remained over 96%.
- Successfully redeveloped our Leatherhead residential facilities, to provide modern, purpose-built housing.
- Reached over 50,000 people through our eye 2 eye Campaign.
- Gained national and international recognition as specialists in eyecare and vision for people with learning disabilities.
- Co-sponsored important research showing that people with learning disabilities are 10 times more likely to have a serious sight problem.
- Raised £5.1m in voluntary income.
- Increased fixed assets by 60% to £20 million.



2013-2018 Building on our success

In the next 5 years we aim to:

- Continue to deliver excellent direct support.
- Offer more specialist support and accommodation in existing and new locations.
- Further develop specialist advisory services and continue building our national voice.
- Support children and young people with their eyecare and vision and through their transition from child to adult services.

What will this mean in practice?

- Aim for 100% compliance under the CQC regulatory framework.
- Develop our own 'Excellence Scorecard' to ensure we are maintaining our services at the highest level.
- Ensure we support individuals against our 6 mission areas using the SeeAbility Outcomes Star.
- Increase services activity by 40%.
- Invest up to £10 million to create new housing opportunities.
- Champion the SeeAbility Eyecare and Vision Charter with other providers to raise awareness of sight loss, reaching at least 20,000 people with learning disabilities.
- Train 5,000 external support professionals on eyecare and vision.
- Represent the views and needs of the people we support in key national policy decisions.
- Broaden the advice we offer to people with complex needs to include other aspects of their health and wellbeing.
- Achieve 10,000 sight tests for children in special schools in England and Wales.
- Train 1,000 Learning Assistants in schools in functional vision assessment.
- Develop support services for young people transitioning to adult services.
- Communicate and promote our work to build brand awareness.
- Continue our investment in fundraising to double our net voluntary income.

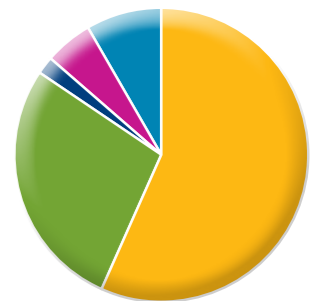
2012-2013 At a glance

Income increased in 2012-13 by 5.8% to £14.6 million up from £13.8 million. Expenditure increased by 5.4% to £13.9 million, up from £13.2 million.

Both increases were attributed to the growth in new services. The operating surplus for the year was £641,000.

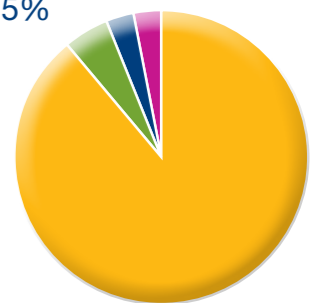
INCOME

- Residential services = 55%
- Supported Living services = 27%
- Day services = 2%
- Rents = 5%
- Fundraising = 8%



EXPENDITURE

- Personal support services = 89%
- Advisory services* = 5%
- Fundraising = 3%
- Other = 3%



*Previously named Specialist services

We maintained strong occupancy levels and generated over £1 million in new business. We enhanced our staff training programme to ensure we offer the highest quality of care.

At the end of the financial year our permanent staff team had grown to 442, with a further 135 temporary 'bank' staff. Together with volunteers who continue to number around 250, we undertook a wide range of activities to further enrich the lives of the people we support.

The report which follows gives further details about our work during this financial year.

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SeeAbility specialises in enriching the lives of people with sight loss and multiple disabilities.

Our extensive experience gives us unique insight into identifying and providing for needs of people arising from the combination of cognitive, physical and sensory impairments.

These include learning disabilities, dual sensory loss, autism, cerebral palsy, epilepsy, mental health conditions and acquired brain injury.

We provide specialist support and accommodation together with a range of specialist therapeutic services - speech and language therapy, rehabilitation and physiotherapy - to improve every individual's wellbeing.

We are committed to raising awareness of and responding to the eye health issues of people with learning disabilities, who are 10 times more likely to have a serious sight condition than the rest of the population, yet often cannot access the eye care services they need.

Trustees' Report

The Council of Trustees of SeeAbility presents its annual report and accounts for the year ended 31 March 2013. These comply with the charity's constitution and the Statement of Recommended Practice (SORP) - Accounting and Reporting by Charities (2005).

Reference and Administrative Details

SeeAbility is a registered charity, number 255913. Our formal title is The Royal School for the Blind. All our activities, including supported living, residential care, nursing, day services and advisory services, operate as SeeAbility. As of 10 June 2013 our central office is Newplan House, 41, East Street, Epsom, Surrey KT17 1BL.

SeeAbility specialises in working with people who have a combination of visual, cognitive and physical disabilities. We support people in their daily lives through registered and nursing care, domiciliary support, daytime activities and influencing practice nationwide through our specialist knowledge of sight loss among people with learning disabilities.

Objectives and Activities

SeeAbility's purpose is to enrich the lives of people with sight loss and multiple disabilities across the UK. We do this by enabling individuals to:

- Look after their eyes and vision
- Stay well
- Develop life skills
- Make choices
- Live in a place which meets their needs
- Be a valued part of their community

We are driven by three core values:-

We see beyond disability

We work with individuals to realise their potential and help fulfil hopes and ambitions.

We are specialists

We are passionate about growing and sharing our knowledge, so that we can give the very best support.

We care

Trust, integrity and respect are at the heart of our work and we do what we say.

This report reflects on the past financial year and also on the culmination of our five-year strategic aims set out in 2008 to:

- Support more people with multiple disabilities more effectively, through broadening and deepening our specialist knowledge of a range of impairments
- Provide more personalised direct services across a wider geographical area, with a target of supporting 350 people by 2013
- Grow our information, advice and consultancy activity to operate nationally
- Increase income to allow us to fulfil our ambitions

Chairman's Comments

This is my first year as Chairman of this wonderful organisation and I am pleased to report that we have achieved a great deal both financially and in terms of social impact in what continues to be a challenging environment. The pressure from local authorities to reduce fees remains and last year was coupled with intense competition for voluntary income funding. In the recent public spending review further local authority spending cuts have been announced from 2015, which inevitably will have an impact on our operations. Thus we will continue to plan carefully for the future in the same manner that has enabled us to steer a steady course through the current year.

My first major task as Chairman was to initiate a review of the charity's aims and priorities for the next five years. With fellow trustees, the Leadership Team, headed by David Scott-Ralphs, and involvement from the wider management team, we completed a comprehensive strategic review to determine SeeAbility's future direction. This involved an assessment of the charity's strengths and weaknesses, external factors affecting our work, engagement with commissioners, individuals supported, families, staff, and market research into potential new geographic areas for the charity.

The culmination of this work was the reinforcement of our commitment to remain a specialist niche provider of high quality care and support for people with sight loss and multiple disabilities across the UK.

Our 2008-13 strategy focused on growth and controlling costs across the organisation. This has been instrumental in maintaining our solid financial position. We are united in our determination to continue this course and equally to invest in fundraising to build higher, sustainable voluntary income. We believe this will ensure we are best placed to manage our own destiny, to develop excellent accommodation-based and outreach services targeted to different local authorities and to families individually.

I have been involved with SeeAbility since 1999, initially as a volunteer, then in various trustee roles, becoming Chairman in September 2012, which is a huge honour for me personally. I would like to note my sincere thanks to our former Chairman Elizabeth Wagstaff, now a Vice President, for all her support and in particular for her outstanding fundraising efforts and contribution to making our first garden at RHS Chelsea a reality. I would also like to thank David Hopkins, who stood down as a Trustee during the year. Both have contributed so much over the last five years.

I would also like to express thanks on behalf of all the Trustees to our Royal Patron, HRH The Duchess of Gloucester; to The Rt Hon Sir John Major KG CH, SeeAbility's Sight Pioneer Patron; and to our Sight Pioneers, donors who give at a significant level to support our work. Sir John stepped down as Patron in June 2013 and has agreed to become a Vice President and to remain involved with our charitable activities.

We are delighted that Lord Coe, a Vice President for many years, has graciously accepted our invitation to become SeeAbility's President. His success and high profile following last year's Olympic and Paralympic Games will be a huge asset to us as we seek to grow public awareness of SeeAbility. I believe the 2012 Paralympics in particular marked a turning point in public attitudes towards people with disabilities, by showing they are capable of breathtaking achievement. The engagement of such high profile figures as Lord Coe and Sir John is a significant endorsement of our work.

Since the year end we have further strengthened the Council with the co-option of Paul Amadi, Director of Fundraising at Diabetes UK and Jon Sparkes, Chief Operating Officer at Unicef UK. Both bring additional skills and experience to aid our new strategic ambitions.

As we embark on the next chapter in this charity's long history, we are fortunate to have experienced and committed Trustees and management to whom I would like express my thanks for all their support in our relentless drive to enrich the lives of more people living with sight loss and multiple disabilities. Finally, I would like to thank all staff and volunteers who have contributed to our work in some way in the past year as well as everyone who has remembered SeeAbility with a gift in their Wills.

James R Deeley
Chairman



James Deeley, Sadick
and David Scott-Ralphs

Achievement Report

Personalised Support Services Specialising in sight loss and additional needs

Providing personalised services is paramount to us. Every aspect of a person's daily life is created with them and for them. We encourage everyone we support to participate actively wherever possible in making choices for themselves. We also support and facilitate groups of people who use our services to get together and discuss ways we can improve service provision and as a whole organisation.

Members of these forums, called Quality Action Groups, held elections last year and Anne Grindrod (South East) and Ian Morrison (South West) were duly elected as Chairs of their respective areas. Discussion topics included the quality of support they want from staff; and raising awareness of the complaints procedure to make it more accessible to people who do not use verbal communication.

A review of our performance last year

OUR AIM

Continue to demonstrate compliance with Care Quality Commissions essential standards.

OUTCOME

→ Our goal is to achieve full compliance in all of our services and at 31 March 2013 we had 100% compliance. Since then we have been working to improve some compliance matters in one service.

OUR AIM

Show an improving trend against Key Performance Indicators (KPI) relating to service standards and health and safety.

OUTCOME

→ Of the KPIs we set ourselves we exceeded expectations in reducing sickness absence, keeping staff turnover below that of the care sector average and conducting a Well Being at Work survey as part of our Health and Safety action plan, which identified some key areas of improvement for us to work on.

OUR AIM

Develop a new workforce planning strategy and reduce permanent staffing vacancies.

OUTCOME

→ We worked with staff and increased our emphasis on reducing vacancies and sickness absence which directly affect costs. Both agency usage and sickness absence trends were down in the year. Recruiting high quality staff remains a key focus for us and we have recently extended our pay bands as we strive to offer competitive salaries within the confines of our income. Our new workforce strategy is being finalised and reflects the changing organisational needs to achieve the growth plans of our new 5-year Business Plan.

OUR AIM

Roll out automated invoicing using the new client database.

OUTCOME

→ This work was started but not completed in the year due to some technical issues combined with other demands placed on our limited resources. It will be fully implemented in 2013-14.

OUR AIM

Achieve a successful renewal of the Investors in People (IIP) accreditation.

OUTCOME


→ Around 10% of our staff team were interviewed by IIP. We received glowing feedback and confirmation that we continue to meet the standard. This accreditation demonstrates our credibility to those who invest in us, whether that is people using or purchasing our services; those who give grants and donations; and people who want to work or volunteer for SeeAbility.

Volunteers

Enriching life's opportunities

A year ago we embarked on a major piece of work to ensure all our volunteers were appropriately trained for their roles following the introduction of the new CQC standards. By November 2012 all volunteers had undertaken or committed to training.

Dedicated volunteers bring an extensive range of skills, experience and friendship to the lives of the people we support.

- 
- Introduce an improved management monitoring 'Balanced Scorecard' system
 - Achieve the nationally recognised Making It Real kitemark status in 8 services
 - Begin developing our own Outcomes Star focusing on our key 'enablers'
 - Improve effectiveness of the Quality Action Groups
 - Revise and improve satisfaction surveys for individuals and families
 - Provide new direct services for at least 20 people
 - Identify an IT led rota management system

Paul's memorable day

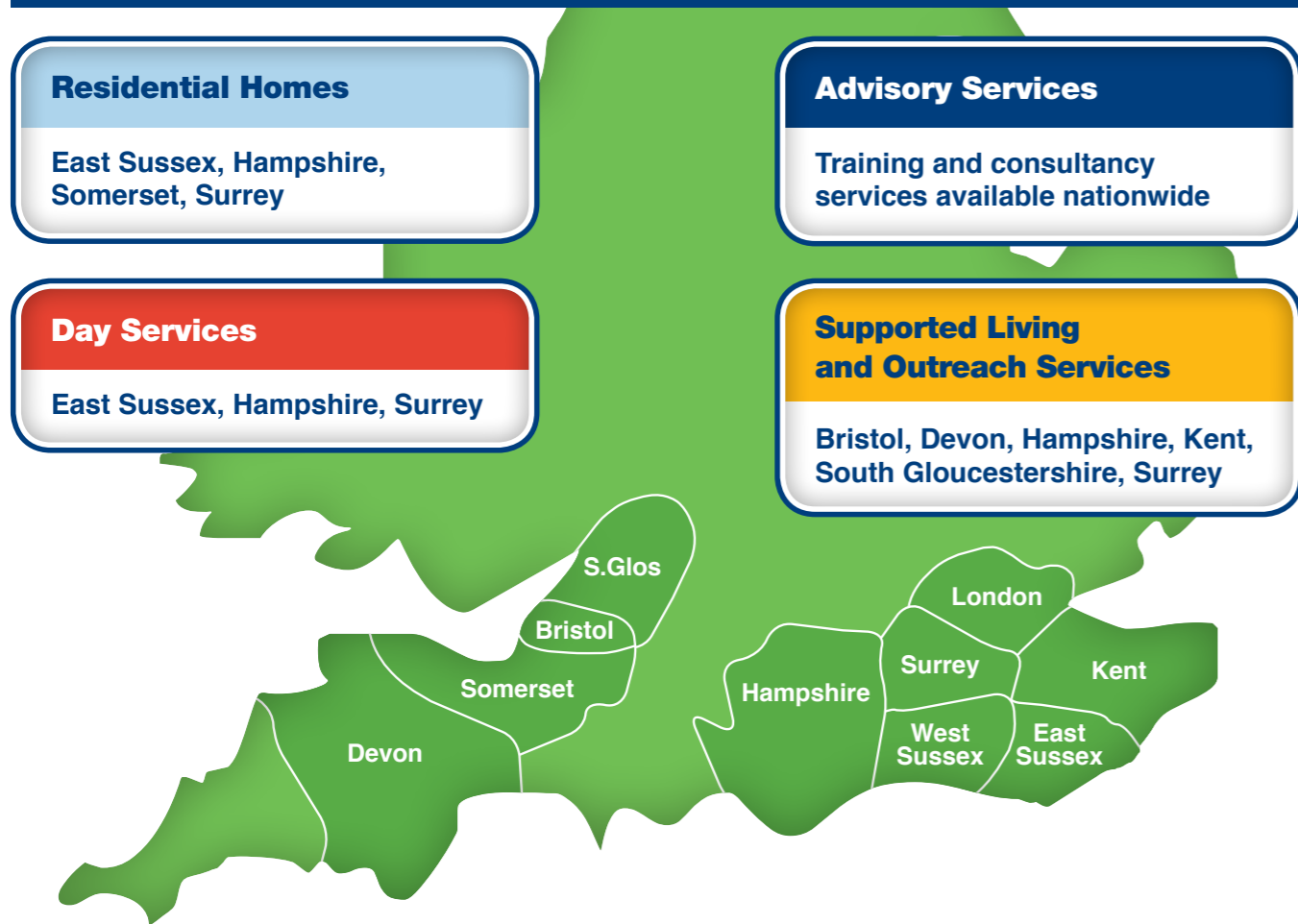
Paul Whittingham, a tenant at our Leatherhead service, had an incredible experience when volunteer Anne Nelson and her husband took him to the 2012 Paralympic Games to watch Goalball and then Wheelchair Rugby. This gave Paul the contrast of silence so the Goalball players could hear the ball and bell; followed by the exuberant atmosphere of the crowd for the rough and tumble of Wheelchair Rugby.

Paul told us, **“It was an experience. I enjoyed the whole day. The Wheelchair Rugby was the most exciting because you have to be silent in Goalball. Anne and Keith – they're a great couple. They are like parents to me. They are smashing.”**



Achievement Report

Housing and Development Creating the right environment



Our aim of providing access to good quality housing continued, offering more opportunities in existing and new geographical areas to people with sight loss and multiple disabilities.

We now offer 25 individual services across the south of England. An increasing number of our customers have their own tenancies in properties that SeeAbility owns or rents. All of the properties are either purpose-built or adapted to meet the needs of people with sight loss and other disabilities.

We try wherever possible to customise our accommodation to the wishes of the individual.

A review of our performance last year

OUR AIM

Support an additional 30 people in SeeAbility housing or through Outreach.

OUTCOME

→ We created 31 additional placement opportunities and converted 22 into personalised support.

OUR AIM

Develop further SeeAbility's housing service.

OUTCOME

→ **Fiennes House, in Somerset** was extended to create five extra residential places for people with high needs.

New resident Josef Tucker said **“I like SeeAbility because the staff value my opinion and respect me. I enjoy spending time out of Fiennes House and also time within my home. We have some great staff and volunteers. I feel valued and SeeAbility focuses on my needs.”**



Parents of Fiennes House resident said, **“When Mark was younger we used to worry about his future. Today, he is happy, has an active life and we know he's well cared for. We no longer worry. Mark has all the support he needs and is enjoying life.”**

→ **Maidstone, Kent**, we opened a new supported living service offering six people with disabilities the opportunity to live independently in this new location for the charity.

→ **Ashtead, Surrey**, we purchased a new building for six young adults opening in 2013.



Ashtead

→ **Honiton, Devon**, we agreed plans to develop our existing Devon supported living service.

→ **Tadley, Hampshire**, we began work to extend our residential service Fir Tree Lodge which offers 24-hour care and support to young adults with complex needs. Its quiet woodland setting makes it a very popular choice with the individuals who live there and their families.



- We will aim to fill our new places in Wellington, Honiton, Ashtead, Maidstone and Tadley
- We have an ambitious building plan to begin one new purpose-built facility for 12-16 individuals every year between 2013-18, targeting new geographical areas for the charity. We will identify a site for the first one during 2013 and aim to have it in development by March 2014

OUR AIM

Undertake a tenant satisfaction survey.

OUTCOME

→ Over several months we sought the views of everyone who uses our services as part of our strategic review to help shape the charity's future. This highlighted areas for improvement and we are taking actions to remedy these. We will conduct a specific tenant satisfaction survey during 2013-14.

Enjoying celebrations

Meadowmead Support Service, in Eastleigh, Hampshire, celebrated its 10th Anniversary in October 2012. Family members, staff, and volunteers came together with tenants to celebrate their achievements over the decade.



Staff at Heather House, the UK's only nursing home for young adults with Juvenile Batten's Disease, celebrated with a summer ball for residents. Over 90 family members and staff joined in the occasion, which was held in the grounds of Heather House - a red carpet and a band helped to create a memorable event.



Achievement Report

Advisory Services Enhancing our support

Our Advisory Service provides training, advice, information resources and therapeutic services. The team work closely with people in our services, delivering specialist rehabilitation and speech and language therapies, and nationally transforming eye care and vision for people with learning disabilities, who are 10 times more likely to have a serious sight problems than others, and least likely to access the eye care services they need.

We remain committed to raising the profile of eye health issues for people with learning disabilities started by our eye 2 eye Campaign. Our new strategic plan extends our pioneering work to children in special schools in England and Wales. A recent Welsh study highlighted that over a third of pupils had never had a sight test and 50% needed glasses, whereas only 30% had previously had them prescribed. We believe early diagnosis, intervention, prevention and treatment are the key to their future.

A review of our performance last year

OUR AIM

Promote eye health messages to key target audiences, to improve access to eyecare.

OUTCOME

→ Since 2005 we have supported 6,500 adults with learning disabilities with their eyecare; reached 35,000 families, supporters, health and social care

staff and eye care professionals with training, information and support; 7,000 people per month access our online information and resources; and we raised over £3 million to support this work. In the past year we have been piloting SeeAbility's Eye Care and Vision Charter with Keyring. Our Charter enables organisations supporting people with learning disabilities to take active steps to ensure people are aware of vision; have a sight test every 2 years; wear the right glasses and get the right support.

OUR AIM

Increase the number of rehabilitation and speech and language therapy interactions for people receiving our services.

OUTCOME

→ These services help individuals achieve their person centred goals and outcomes; and as we grow and reach more people we will need more sustainable voluntary income to facilitate this activity.

OUR AIM

Improve service provision for those with dual sensory loss.

OUTCOME

→ We have begun supporting a number of new customers with dual sensory loss and have enhanced our training to meet these needs.

OUR AIM

Enhance the use of Assistive Technology (AT) for individuals and services.

OUTCOME

→ We extended usage to support individuals in developing their independence. We completed an audit of how technology is currently being used internally and we are developing plans to extend this.

OUR AIM

Ensure we communicate with individuals we support in the way they prefer.

OUTCOME

→ People's communication preferences are detailed in their individual support plans and appropriate training such as Makaton and tactile signing is provided. We have been experimenting with new technologies to help people with no verbal communication to express their choices.

Growing awareness

Face to face...

Health professionals invited us to hold our popular Look Here events for people who have learning disabilities in Derbyshire, Lancashire, Nottingham and Wiltshire.

Berkshire West NHS approached us because of our recognised expertise to assist on a significant one year pilot project in Wokingham to help promote eye tests for adults with learning disabilities.

- 
- Increase internal Advisory Service referrals and input into person-centred programmes
 - Create more opportunities for people in our services to access technology to assist their independence and communication skills
 - Launch the SeeAbility Eyecare and Vision Charter to organisations supporting 3,000 people with learning disabilities
 - Train 600 external people in support roles about eye care and vision
 - Launch 2 new products to our current eye care range
 - Launch a project to transform eye care for children in special schools and facilitate 300 sight tests

Digitally... www.seeability.org

We created two new sections on our website, following consultation with people with learning disabilities, support staff and high street opticians. This material continues to place SeeAbility at the forefront of eye healthcare for people with learning disabilities.



My eye care is dedicated to providing accessible eye healthcare information for people with learning disabilities. For people who cannot read or who feel more reassured by the spoken word, a female avatar, Emma, describes what is on the screen. Easy read factsheets and videos provide information on what happens during a sight test, advice about wearing glasses, eye operations, and the most common eye conditions.

The **Eye care hub** is a one-stop-shop of eye health information for carers, health and optical professionals to improve awareness of and access to sight tests and support with maximising vision.



Achievement Report

Fundraising and Communications Realising our value

Voluntary income remains vital to our vision to enhance the lives of more people with sight loss and multiple disabilities. We use it to provide new buildings, new equipment and to fund our specialist posts. It also provides grants to individuals via the Just 4 You Fund to pursue a new interest. Securing funding remains challenging.

We are optimistic that a new appeal being launched during 2013-14 to fund our planned work with children in special schools will be well supported.

David sets the standard

Chief Executive, David Scott-Ralphs is a committed fundraiser for SeeAbility. In 2012 he achieved a very memorable challenge.



His aim was to take part in a competition or race; or to follow an intensive training programme to achieve a basic level of skill in five Olympic and Paralympic sports and chose badminton, boxing, 10k run, windsurfing and the London Marathon.

He was joined by two other CEOs and together they also took up five further team challenges of; rowing, sailing, and Paralympic sports Boccia, Goal Ball and tandem cycling.

To kick start his campaign, David took part in the gruelling 'Knacker Cracker' challenge event in Surrey on New Year's Day and commented, **“We wanted to mark the Olympic Year in a unique way and demonstrate our commitment to people with sight loss.”** David raised £10,000.

A review of our performance last year

OUR AIM

Meet the year's voluntary income target, with net income of £662,000 and a cost income ratio of 27%.

OUTCOME

→ We achieved £686,000. The cost income ratio was higher at 38% because we opted to invest more in new donor recruitment, the benefit of which will mainly come through in future years.

OUR AIM

Develop ideas for future income streams and pilot these.

OUTCOME

→ We made the decision to continue investing in the recruitment of regular donors as we see this is fundamental to increasing our voluntary income. We trialled private site venues in close proximity to a selection of our accommodation based services and have planned our future programmes based on our findings.

We are grateful to individuals, corporates and trusts that generously and compassionately support our work, including those who give in their Wills. Special thanks go to the following:

The Albert Hunt Trust,
The Alice Ellen Cooper Dean Charitable Foundation,
Baily Thomas Charitable Fund,
The Beatrice Laing Trust,
Benzecry Charitable Trust, The Bulldog Trust,
The Cardy Beaver Foundation,
The Central (Local Optical Committee) Fund,



Central (Local Optical Committee) Fund

The Clare Milne Trust,
Constance Green Foundation,
Coutts & Co Charitable Trust,
EBM Charitable Trust,
Ernest Kleinwort Charitable Trust, Exxon,
Flying Buttress Partners Ltd,
Forbes Charitable Foundation,
Gatwick Airport Community Trust,
The Gerald Micklem Charitable Trust,
GLFB,



The Henry Smith Charity,
Holloway Charitable Trust,
Homelands Charitable Trust,
The Hospital Saturday Fund, Ingram Trust,
Ione Vassiliou Charitable Trust,
Jeannine Vassiliou Charitable Trust,
Sir Jeremiah Colman Gift Trust,
Joseph Strong Frazer Trust,
Leeds Building Society Charitable Foundation,
Nicka Vassiliou Charitable Trust,
Ormsby Charitable Trust, O'Hea Trust,
P F Charitable Trust,
Peter Harrison Foundation,
Philip Hancock Foundation,
Rhys Daniels Trust,
The Rix-Thompson-Rothenberg Foundation,
SC Johnson Charitable Trust,
Shaftesbury Housing Group Charitable Trust,
Sir Edward Lewis Foundation,
The SMB Charitable Trust,
Stavros Niarchos Foundation,
Turbary Allotment Charity, Westfield Health.

- 
- Generate £1.4 million gross income and a 38% cost income ratio
 - Recruit 3,000 new regular donors to fund our growing ambition
 - Launch a Children's Campaign to improve eye health
 - Create a clear brand platform to grow our voice
 - Develop an organisational wide customer focus
 - Develop our communications with families

Ms K Barker CBE, Mr and Mrs Barnes, Mr O Benzecry, Mr D Duncan, Mr J Flatau, Mr and Mrs Halsey, Mr E Herd, Mr and Mrs Jobbins, Mr and Mrs Kirkham, Mr K McGann, Mr D Newlands, Mr P Ridout and Ms V Savage, Mr D Scott-Ralphs, Mr A Waddingham CBE, Mr and Mrs N Wagstaff, Mr and Mrs Wynne-Griffith. *Thank you*

OUR AIM

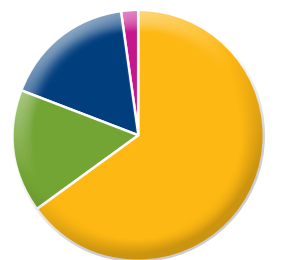
Increase awareness of SeeAbility amongst target groups.

OUTCOME

→ In the year to 31 March 2013 we achieved 1.8 million opportunities-to-see a message about SeeAbility and our work on a wide range of subjects in a cross section of target press.

Media type and coverage achieved

- Regional print = 65%
- Regional web = 16%
- Specialist print = 17%
- Specialist web = 2%



We launched SeeAbility on Facebook and Twitter and achieved 187 likes and 595 followers within 5 months.



Achievement Report

Fundraising and Communications Realising our value

During the year we secured an inaugural garden at the RHS Chelsea Flower Show 2013 in its centenary year, made possible through the generous support of Coutts. The SeeAbility Garden, designed by Darren Hawkes, was created to raise awareness of eye health and the effects of sight loss for everyone.



Four different sight conditions – cataracts, macular degeneration, diabetic retinopathy, and glaucoma – were represented conceptually through hard landscaping. The planting used block colours to make it accessible to people with sight loss. The garden was awarded a Silver Gilt medal.

We took this opportunity to raise awareness of our name and work and achieved over 10 million 'opportunities-to-see', in both printed and broadcast media.

We were honoured that both our Patrons, HRH The Duchess of Gloucester and Sir John Major were able to visit the garden.



Michael Morley, James Deeley and Darren Hawkes



The SeeAbility Garden

Michael Morley, Chief Executive of Coutts said, "We are delighted to be joining with SeeAbility to launch their first ever garden at Chelsea. SeeAbility does a tremendous amount for the visually impaired which will be reflected through the design of the garden. The Chelsea Flower Show is an iconic event that is known around the world and we are proud to be collaborating with SeeAbility to showcase a garden at Chelsea in what will be its 100th year."

Achievement Report

Financial Review Maintaining financial stability

The year saw income overall rise by 5.8% to £14.6 million. This was driven by an increase in service income to £12.8m and also by a 16% uplift in gross fundraising income to £1.1 million.

Our expenditure rose by 5.4% to £13.9 million. This was due to the continued expansion of the charity. Of this growth, almost 75% was in relation to staffing costs for the provision of direct support for new people using our services. We continue to operate a low level of borrowing in relation to our assets.

Net incoming resources grew to £0.6 million from £0.5 million in 2011-12. There was one asset gain contributing to the overall surplus of £0.6 million. The net movement in funds saw an increase of £0.7 million (£0.9 million in 2012) which consisted of the operating results above plus the impact of the FRS 17 pension scheme valuation, which saw an appreciation in value in the year. Restricted funds remained unchanged at the end of the year at £0.4 million.

A review of our performance last year

OUR AIM

Maintain a stable cash position within reserves policy and improve debtor position.

OUTCOME

→ Our cash balance at year end was £3.0 million, consistent with March 2012, and our reserves were at the upper end of our target range. Debtors however were higher, although there were no bad debts.

- 
- Rebase fees and seek fee uplifts for existing and new customers
 - Seek further opportunities to reduce management overheads
 - Set up a new loan facility to finance the development programme
 - Submit a bid to the Homes and Communities Agency for supported living funding
 - Review central vs local procurement

OUR AIM

Reduce central administration costs, with a target of £100,000 savings.

OUTCOME

→ We achieved one-off cost savings of £69,000 and further annual cost savings of £88,000 per annum. We moved our central support office, staying in Epsom but significantly reducing our future overhead costs.

Pension scheme

During the year, the Charity opened a new defined contribution scheme provided by AEGON where members contribute 3% or 5%, matched by SeeAbility. For those staff members who participated in the legacy pension scheme, SeeAbility will continue to make an ongoing 7% contribution.



Structure, Governance and Management

The Charity was founded in 1799 and was granted Royal Patronage in 1911. The Charity was constituted as a corporate entity in perpetuity under an Act of Parliament in 1826. A new constitution in the form of a Statutory Instrument, resulting from a Charity Commission Scheme, came into force on 8 July 1996. Although the legal name of the Charity remains The Royal School for the Blind, the operating name of SeeAbility was adopted in 1994. Under the constitution there must be a minimum of 8 and a maximum of 12 Trustees who form the Council. All Trustees must be members and, although they can be co-opted in between Annual General Meetings (AGM), they are elected formally by members at the AGM. Decisions at members' meetings are made by the majority present.

New Trustees are recruited through external advertisement and search, to ensure that there is a balance of skills and experience available and which reflects the diverse nature of the organisation. The recruitment process also aims to achieve diversity in the Trustee body. Appointed Trustees receive an induction into the Charity, including visual impairment and learning disability training, key documents, information about the duties of a Trustee and past papers of recent Council meetings.

Each Trustee retires from office at the fourth Annual General Meeting after the date on which they came into office, but may be re-elected. There is no constitutional limit to the number of terms a Trustee can serve, but the guideline is two terms to allow for ongoing renewal. The Council meets seven times a year and a majority of Trustees forms a quorum. Council decisions are by simple majority. In addition to Council meetings, all Trustees except the Chairman (who may attend any) sit on either the Services and Quality or the Finance and Audit Committees, each of which meets typically four or five times a year, but which can also meet more often if required. There is also a Governance, Nominations and Remunerations Committee that meets as and when required. The Committees fulfil an advisory and monitoring function, with all key strategic decisions referred to and taken

by the full Council. The Council uses one of its meetings for a strategy review for future planning.

During the year the charity undertook a governance review facilitated by an independent external consultant. A board effectiveness evaluation questionnaire was completed by every Trustee and the Chief Executive and each was then interviewed individually. The results were a strong validation that the Council works well and provides clear strategic direction, while highlighting areas for improvement. Such areas include more contact between Trustees and the wider workforce; an improved interface between the Committees and Council; more diversity in the composition of the Council; more opportunities for Trustees to gel as a team; and an annual assessment of individual Trustees' performance.

Membership of the Charity is open to anyone over the age of 18 who is accepted by the Council for membership and who pays the annual membership fee. Council may, by unanimous vote and with good reason, terminate a person's membership. The Chief Executive, David Scott-Ralphs, is responsible for day to day management of SeeAbility assisted by a Leadership Team. This team reports on progress against the strategy and the Charity's corporate plan, using a set of key performance indicators. In setting objectives and planning activities, the Trustees have given due consideration to the Charity Commission's guidelines on public benefit and more specifically on guidance issued for fee-charging charities. The Trustees confirm that the major risks to which the charity is exposed have been reviewed and systems or procedures have been established to manage those risks. Approved by Council and signed on its behalf,



James R Deeley
Chairman
26 July 2013

Statement of Trustees' Responsibilities

The Council of Trustees is responsible for preparing this report and the financial statements in accordance with applicable law and regulations. To do this they must:

- agree suitable accounting policies and apply them consistently;
- observe the principles and methods of the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that this basis applies.

Trustees are responsible for keeping and maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and provide financial statements which comply with statutory requirements. They are also responsible for safeguarding the Charity's assets and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Trustees:

Mr P Amadi (co-opted May 2013)
Mrs P Anderson BA (Hons)
Mr M Buckingham, Vice Chairman (from October 2012)
Mr J R Deeley, Chairman (from October 2012), BA (Hons), LPC, INSEAD AMP
Mr D A Hopkins, MA, FCA (retired January 2013)
Mr G Ilett BSc, (Hons) MCOptom
Mr G von Malachowski, Cert.Ed, PQRC, DMS, MBA, Chairman of Services and Quality Committee
Mr G Mostyn BA (Hons), ACA, Chairman of Finance and Audit Committee
Mrs C M Rollinson, BA (Hons), MBA
Mr J Sparkes (co-opted July 2013)
Mr Paul Ursell MBBS, MD, FRCOphth
Mrs E Wagstaff, RN, MBA (retired September 2012)
Mr J Wood BSc (Econ)

Reserves Policy

The Trustees' policy on reserves states that "they shall be used for the following purposes: to provide working capital; to provide for future contingencies; and to provide the fixed and development capital required to achieve the Charity's strategic objectives". The Trustees consider that the available reserves (i.e. liquid and readily realisable assets, excluding designated and restricted funds represented in these assets) should be maintained in a range between two and three months of operational expenditure.

They also recognise that there may be periods when reserves cannot be maintained within these limits owing to the need for resources to be used to finance planned expansion.

At 31 March 2013 the free reserves calculated in accordance with the policy amounted to £3.3 million (£3.0 million 2012), which represents a position within the range. The Trustees are content with the current level of free reserves and want to see them remain within the range set.

External Advisers included:

Bankers:
Lloyds TSB Bank plc of 120 High Street, Dorking, Surrey RH4 1BB

Solicitors:
Lewis Silkin LLP of 5 Chancery Lane, Clifford's Inn, London EC4A 1BL

Capsticks LLP of 1 St George's Yard, Wimbledon, London SW19 4DR

Newsome Vaughan LLP of Greyfriars House, Greyfriars Lane, Coventry, CV1 2GW

Independent Auditors' Report

We have audited the financial statements of SeeAbility for the year ended 31 March 2013 which comprise the Consolidated Statement of Financial Activities, the Group and Charity Balance Sheet, the Consolidated Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charity's Trustees, as a body, in accordance with Section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's Trustees those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of Trustees and auditors

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees are responsible for the preparation of financial statements which give a true and fair view.

We have been appointed as auditors under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Trustees; and the overall presentation of the financial statements. In addition, we read all the financial and nonfinancial information in the Trustees' Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the group's and charity's affairs as at 31 March 2013, and of the group's incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

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



haysmacintyre
Chartered Accountants
Registered Auditors
Fairfax House
15 Fulwood Place
London
WC1V 6AY

25th July 2013

Statement of Financial Activities

for the year ended 31 March 2013

	Notes	Unrestricted			Total 2013 £	Total 2012 £
		General Funds £	Designated Funds £	Restricted Funds £		
INCOMING RESOURCES						
Activities for generating funds:						
Rental income		18,723	-	-	18,723	18,774
Investment income and interest	2	35,833	-	-	35,833	18,969
Voluntary income		724,603	-	382,695	1,107,298	965,568
Charitable activities:						
Fees and other operating income from personal support services	3	13,217,295	-	-	13,217,295	12,753,485
Grants and other income		17,299	-	-	17,299	13,090
Other incoming resources:						
Net gain on disposal of assets		185,383	-	-	185,383	785
Total Incoming Resources		14,199,136	-	382,695	14,581,831	13,770,671
RESOURCES EXPENDED						
Cost of generating funds:						
Voluntary income		325,137	-	96,485	421,622	281,385
Charitable activities:						
Personal support services		11,632,410	534,742	166,444	12,333,596	11,856,463
Advisory services		617,296	-	82,532	699,828	623,832
Housing and development		225,360	10,520	-	235,880	251,987
Communications		146,746	-	-	146,746	119,597
Governance		102,852	-	-	102,852	94,599
		12,724,664	545,262	248,976	13,518,902	12,946,478
Total Resources Expended	4	13,049,801	545,262	345,461	13,940,524	13,227,863
Net incoming resources before transfers		1,149,335	(545,262)	37,234	641,307	542,808
Transfers between funds	13	(656,903)	656,903	-	-	-
Net Incoming Resources		492,432	111,641	37,234	641,307	542,808
Net gain on investment assets	8	5,667	-	-	5,667	1,078
Actuarial gain on defined benefit pension scheme	6	96,000	-	-	96,000	321,000
Net Movement in Funds		594,099	111,641	37,234	742,974	864,886
Balances at 1 April 2012		2,245,554	15,721,628	396,188	18,363,370	17,498,484
Balances carried forward at 31 March 2013	13&14	£ 2,839,653	£15,833,269	£433,422	£19,106,344	£18,363,370

The notes on the following pages form part of these accounts.

Balance Sheet

as at 31 March 2013

	Notes	Group		Charity	
		2013 £	2012 £	2013 £	2012 £
FIXED ASSETS					
Tangible fixed assets	7	20,086,481	19,215,718	20,086,481	19,215,718
Investments	8	60,435	54,768	60,436	54,768
		20,146,916	19,270,486	20,146,917	19,270,486
CURRENT ASSETS					
Debtors & prepayments	9	1,595,487	1,350,601	1,579,937	1,350,601
Short term deposits		2,928,829	3,031,825	2,928,829	3,031,825
Bank balances & cash		252,255	135,446	252,254	135,445
		4,776,571	4,517,871	4,761,020	4,517,871
CREDITORS: Amounts falling due within one year					
Bank loans	10	(145,000)	(12,790)	(145,000)	(12,790)
Creditors & accruals	11	(1,169,000)	(1,091,510)	(1,153,450)	(1,091,510)
Accrued capital project costs		(29,649)	(25,315)	(29,649)	(25,315)
NET CURRENT ASSETS		3,432,922	3,388,256	3,432,921	3,388,256
Total assets less current liabilities		23,579,838	22,658,742	23,579,838	22,658,742
CREDITORS: Amounts falling due after more than one year	10&12	(4,164,494)	(3,555,372)	(4,164,494)	(3,555,372)
NET ASSETS (excluding defined benefit scheme liability)		19,415,344	19,103,370	19,415,344	19,103,370
Defined benefit pension scheme liability		(309,000)	(740,000)	(309,000)	(740,000)
NET ASSETS		£19,106,344	£18,363,370	£19,106,344	£18,363,370
REPRESENTED BY FUNDS:					
Unrestricted - General	13	3,148,653	2,985,554	3,148,653	2,985,554
- Pension reserves	6&13	(309,000)	(740,000)	(309,000)	(740,000)
		2,839,653	2,245,554	2,839,653	2,245,554
- Designated	13	15,833,269	15,721,628	15,833,269	15,721,628
Restricted	14	433,422	396,188	433,422	396,188
		£19,106,344	£18,363,370	£19,106,344	£18,363,370

The accounts were approved by the Council on 25 July 2013, and the following people were authorised to sign on its behalf:

Chairman, Mr J R Deeley



Treasurer, Mr G Mostyn



Chief Executive, Mr D Scott-Ralphs



The notes on the following pages form part of these accounts.

Cash Flow Statement

for the year ended 31 March 2013

		2013	2012
	Notes	£	£
Reconciliation of Net Incoming Resources to Net Operating Cash Flows			
Net incoming resources		641,307	542,808
Investment income		(21,246)	44,031
Interest paid		162,071	138,185
Depreciation charge		545,262	559,917
Surplus on disposal of fixed assets		(185,383)	(785)
(Increase)/Decrease in debtors		(244,886)	(157,049)
Increase/(Decrease) in creditors		98,433	210,275
Non-actuarial movement in pension provision		(335,000)	(278,000)
Net cash flow from operating activities		£660,558	£1,059,382
CASH FLOW STATEMENT			
Net cash flow from operating activities		660,558	1,059,382
Return on investments & servicing of finance	19	(140,825)	(182,216)
Capital expenditure & financial investment	19	(1,230,643)	(74,605)
Cash (outflow)/inflow before management of liquid resources and financing		(710,910)	802,561
Financing	19	566,692	(71,443)
(Decrease)/Increase in cash in the period		£ (144,218)	£ 731,118
Reconciliation of Net Cash Flow to Movement in Net Cash Position (Note 20)			
(Decrease)/Increase in cash in the period		(144,218)	731,118
Cash (outflow)/inflow from increase in debt and decrease in lease financing		(566,692)	71,443
Movement in net funds position in the period		(710,910)	802,561
Net cash position at 1 April 2012		(425,334)	(1,227,895)
Net cash/(debt) position at 31 March 2013		£ (1,136,244)	£ (425,334)

Notes to the Accounts

for the year ended 31 March 2013

1. ACCOUNTING POLICIES

The accounts have been drawn up in accordance with the Charity Commissioners' Statement of Recommended Practice: Accounting and reporting by Charities revised in 2005, using the following accounting policies:

a) Basis of Accounting

The accounts are prepared on the historical cost basis, modified by the revaluation of certain fixed assets.

b) Basis of Consolidation

These financial statements consolidate the results, assets and liabilities of the charity's trading subsidiary, See-Ability Limited, on a line by line basis. The Charity's own Statement of Financial Activities has not been presented, as permitted by paragraph 397 of the Charities SORP 2005.

c) Finance and Operating Leases

Cost in respect of operating leases is charged on a straight line basis over the lease term. Leasing agreements which transfer to SeeAbility substantially all the benefits and risks of ownership of an asset are treated as if the asset had been purchased outright. The assets are included in fixed assets and the capital elements of the leasing commitments are shown as obligations under finance leases. The lease rentals are treated as consisting of capital and interest elements. The capital element is applied to reduce the outstanding obligations and the interest element is charged against profit. Assets held under finance leases are depreciated over the lease term.

d) Fixed Assets and Depreciation

Fixed assets are included at either cost or valuation. All fixed assets owned at 1 April 1995 were revalued on that date; subsequent additions have been included at cost. Depreciation is calculated to write off the cost or valuation of assets, net of anticipated disposal proceeds, over their useful economic lives as follows:

Freehold buildings	75 years
Fixtures & fittings	3 or 5 years
Motor vehicles	4 years or lease term

Freehold and leasehold properties are specialised properties used for charitable purposes. The element attributable to completed freehold buildings and improvements is being written off over their expected useful life. The cost of leasehold properties is written off over the term of each lease.

e) Fixed Asset Investments

Fixed asset investments are stated at mid-market value.

f) Fund Accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds are the unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are used in accordance with the specific instructions imposed by the donors or which have been raised by the charity for particular purposes.

g) Investment Income

Investment income is dealt with in the accounts on a receivable basis.

h) Legacies

Income from legacies is recognised when the sum to be received is known and its receipt is reasonably certain.

Notes to the Accounts

for the year ended 31 March 2013 (continued)

i) Expenditure

All expenditure is included in the accounts on an accruals basis and is shown gross of irrecoverable VAT. Direct costs are charged to costs of generating funds, charitable activities or governance as appropriate. Support costs are defined as those costs necessary to carry out activities but which do not constitute the output of the activity. Support costs are allocated to activities consistently on the basis of the number of service users and staff, and directors' time allocations.

Governance costs are defined as the non charitable statutory costs of the charity including the cost of audit and trustee meetings.

j) Grants

Grant income is recognised on a receivable basis.

k) Pensions

Defined benefit scheme

SeeAbility operates a defined benefit pension scheme which has been closed to new members since 1997 and was closed to future accrual in 2009. The surplus or deficit of the scheme is recognised on the balance sheet. Changes in the assets and liabilities of the scheme in the year are disclosed and allocated as follows:

Changes relating to current or past service costs and gains and losses on settlements and curtailments, and pension finance costs arising from changes in the net of the interest costs and expected return on assets, are allocated to the relevant activity heading based on staff costs of employees within the scheme. Pension finance income arising from similar changes is recognised as an incoming resource. Actuarial gains and losses are recognised below net incoming resources.

The assets, liabilities and movements in the surplus or deficit of the scheme are calculated by qualified independent actuaries as an update to the latest full actuarial valuation. Details of the scheme assets and liabilities and major assumptions are shown in Note 6.

Defined contribution scheme

SeeAbility also operates a defined contribution scheme and contributions are charged to the Statement of Financial Activities as they fall due.

2. INVESTMENT INCOME & INTEREST	2013	2012
	£	£
Listed investments	2	2
Cash and short term deposits	35,831	18,967
	£35,833	£18,969

3. FEES and other operating income for:	2013	2012
	£	£
Residential care services	8,130,929	8,005,948
Day services	339,497	338,020
Supported living services	3,978,645	3,721,219
Rents for supported living	768,224	688,298
	£13,217,295	£12,753,485

4a TOTAL RESOURCES EXPENDED	Staff Costs	Other Direct Costs	Support Costs	Total 2013	Total 2012
	£	£	£	£	£
Continuing Activities:					
Voluntary income	153,531	141,631	126,460	421,622	281,385
Personal support services	9,920,410	857,288	1,555,898	12,333,596	11,856,463
Advisory services	479,347	148,924	71,557	699,828	623,832
Housing and Development	168,562	43,235	24,083	235,880	251,987
Communications	83,987	47,701	15,058	146,746	119,597
Governance	-	27,866	74,986	102,852	94,599
	£10,805,837	£1,266,645	£1,868,042	£13,940,524	£13,227,863

4b BREAKDOWN OF SUPPORT COSTS BY ACTIVITY	Management	IT	Finance	Human Resources	Total 2013	Total 2012
	£	£	£	£	£	£
Continuing Activities:						
Voluntary income	78,952	9,748	25,399	12,361	126,460	29,420
Personal support services	971,396	119,935	312,487	152,080	1,555,898	1,513,839
Advisory services	44,671	5,515	14,374	6,997	71,557	63,903
Housing and Development	15,036	1,856	4,837	2,354	24,083	25,800
Communications	15,058	-	-	-	15,058	12,331
Governance	74,986	-	-	-	74,986	74,986
	£1,200,099	£137,054	£357,097	£173,792	£1,868,042	£1,720,279

Support costs are allocated to activities consistently on the basis of the number of service users and staff, and directors' time allocations.

4c TOTAL RESOURCES EXPENDED (continued)	2013	2012
	£	£
Other Direct Costs (above) include:		
Auditors' Remuneration:		
Audit fee	17,000	16,000
Operating lease rentals – land and buildings	123,045	123,045
Operating lease rentals – others	15,414	-
Depreciation	545,262	559,917
Loan interest	158,030	133,011
Finance lease interest	4,041	5,174

Notes to the Accounts

for the year ended 31 March 2013 (continued)

5. STAFF COSTS	2013	2012
	£	£
Wages and Salaries	9,785,745	9,214,310
Social Security	713,236	722,770
Pension	295,890	297,974
Life insurance	10,966	901
	£10,805,837	£10,235,955

Number of employees who earned over £60,000 including benefits in kind:

Range £60,000 to £69,999	1 Employee	(2012: 3 Employees)
Range £70,000 to £79,999	1 Employee	(2012: 0 Employees)
Range £90,000 to £99,999	1 Employee	(2012: 1 Employee)

Employer pension contributions to defined contribution pension schemes in respect of the above amounted to £16,426 (2012: £20,378).

Indemnity insurance covering the Council and senior officers of the charity cost £2,438 (2012: £2,940).

Members of the Council receiving remuneration and expenses amounted to £Nil (2012: £732 for two trustees)

At the year-end the full-time equivalent of the number of employee posts, analysed by function, was:

	2013	2012
Staff Numbers	Number	Number
Residential, Nursing, Day and Advisory Services	306	295
Personal support services and administration	34	33
Strategic Development and research	14	13
Fundraising and Communications	7	7
	361	348

6. PENSION SCHEMES – Group and Charity

During the year, the Charity opened a new defined contribution scheme provided by AEGON where members contribute 3% or 5%, matched by SeeAbility. For those staff members who participated in the legacy pension scheme, SeeAbility will continue to make an ongoing 7% contribution.

The Charity also operates two pension schemes administered by The Pensions Trust.

The first scheme is Growth Plan Series 3, a multi employer scheme, which has been reclassified as a defined benefit scheme due to the nature of the minimum capital guarantee associated with it. This scheme was closed to new members during the year.

The second scheme is a defined benefit scheme which was closed to new members in 1997 and is now closed to future accrual. This scheme was valued by The Pensions Trust's actuary at 31 March 2013 in accordance with the financial reporting standard FRS17. The liabilities were assessed at £12,887,000 (2012: £12,150,000) and the assets were valued at £12,578,000 (2012: £11,410,000) (details below), resulting in a deficit on the scheme of £309,000 (2012: £740,000). The following assumptions were used: price inflation 3.3% (2012: 3.1%); pension increases pre-April 2005 2.4%/post-April 2005 2.0% (2012: 2.2% and 1.8%); earnings increases 3.8% (2012: 3.6%); and discount rate 4.4% (2012: 4.6%). The assets in the scheme and their assumed rate of return were:

	2013		2012	
Asset	Expected rate of return % pa	Value £000	Expected rate of return %pa	Value £000
Equities	7.00	4,132	7.30	3,490
Government Bonds	3.40	7,568	3.40	7,182
Property	6.00	766	6.30	699
Other	0.50	112	0.50	39
	4.72	12,578	4.76	11,410

Reconciliation of Present Value of Scheme Liabilities:

	2013	2012
Change in the present value of the defined benefit obligation	£000	£000
Opening defined benefit obligation	12,150	11,743
Service cost	67	69
Interest cost	548	635
Actuarial (gains)/losses	687	243
Benefits paid	(565)	(540)
Closing defined benefit obligations	12,887	12,150

Reconciliation of Present Value of Scheme Assets and Actual return on Assets:

	2013	2012
Change in the fair value of the scheme assets	£000	£000
Opening fair value of the scheme assets	11,410	10,404
Expected return	540	572
Actuarial gains/(losses)	783	564
Contributions by employer	410	410
Contributions by employees	-	-
Benefits paid	(565)	(540)
Closing fair value of the scheme assets	12,578	11,410
Actual Return on Scheme Assets	1,323	1,136

Notes to the Accounts

for the year ended 31 March 2013 (continued)

6. PENSION SCHEMES (continued)

Components of defined benefit cost for 31 March 2013:

	2013	2012
	£000	£000
Amounts charged to functional cost categories		
Current service cost	67	69
Amounts included within investment cost/(income)		
Interest cost	548	635
Expected return on assets	(540)	(572)
Net finance cost	8	63
Amounts included in actuarial gain/(loss)		
Actual less expected return on assets	783	564
Gain/(loss) on change of assumptions	(687)	(243)
Actuarial gain/(loss)	96	321
Total pension finance gain/(loss)	88	(258)
Analysis of movement in deficit:	2013	2012
	£000	£000
Surplus/(Deficit) at beginning of the year	(740)	(1,339)
Contributions paid by the Charity (see note below)	410	410
Current services cost	(67)	(69)
Net finance cost	(8)	(63)
Actuarial gain/(loss)	96	321
Surplus/(Deficit) at end of the year	(309)	(740)

The pension contribution for the year in respect of the defined benefit scheme was £410,000 (2012: £410,000). This figure includes the sum of £350,000 (2012: £350,000) in respect of the past service deficit.

Amounts for the current and previous four years:

	2013	2012	2011	2010	2009
	£000	£000	£000	£000	£000
Fair value of scheme assets	12,578	11,410	10,404	9,819	8,329
Present value of scheme liabilities	12,887	12,150	11,743	12,487	9,120
Surplus/(deficit) in scheme	(309)	(740)	(1,339)	(2,668)	(791)
Experience adjustment on scheme assets	783	564	78	1,070	(1,319)
Experience adjustment on scheme liabilities	17	183	-	8	(182)

7. TANGIBLE FIXED ASSETS Group and Charity	Freehold Land and Buildings	Leasehold Land and Buildings	Fixtures & Fittings	Motor Vehicles	Total
	£	£	£	£	£
COST OR VALUATION					
At 1 April 2012	£20,068,726	£1,415,372	£1,843,279	£365,116	£23,692,493
Additions at cost	1,304,460	-	184,733	-	1,489,193
Disposals	(79,300)	-	(615,804)	(30,607)	(725,711)
At 31 March 2013	£21,293,886	£1,415,372	£1,412,208	£334,509	£24,455,975
DEPRECIATION					
At 1 April 2012	£2,201,753	£604,575	£1,452,840	£217,607	£4,476,775
Charge for the year	271,230	94,206	124,148	55,678	545,262
Disposals	(16,651)	-	(615,488)	(20,404)	(652,543)
At 31 March 2013	£2,456,332	£698,781	£961,500	£252,881	£4,369,494
NET BOOK VALUE					
At 31 March 2013	£18,837,554	£716,591	£450,708	£81,628	£20,086,481
At 31 March 2012	£17,866,973	£810,797	£390,439	£147,509	£19,215,718

The tangible fixed assets in use at 1 April 1995 were revalued on that date. The freehold land and buildings were valued on an existing use basis by Gerald Eve, Chartered Surveyors, and the other tangible fixed assets by the Council. Subsequent additions have been included at cost.

Under the Trustees' depreciation policy of 75 years on buildings, an annual impairment review was carried out and concluded that there was no impairment.

8. FIXED ASSETS INVESTMENTS	2013		2012	
	£	£	£	£
UK Quoted Investments at Market Value brought forward	54,768		53,689	
Net Unrealised Investment Gains included in the Statement of Financial Activities	5,667		1,078	
Market value carried forward		60,435		54,767
Group total (see note (b) below)		£60,435		£54,767
Investment in subsidiary undertaking		1		1
Charity total		£60,436		£54,768

(a) SeeAbility owns See-Ability Limited a company registered in England. The company commenced trading during the year and trading figures have been included in the consolidated accounts.

(b) The historical cost of investments as at 31 March 2013 was £48,839 (2012: £48,839).

9. DEBTORS	Group		Charity	
	2013	2012	2013	2012
	£	£	£	£
Trade debtors	1,365,129	1,136,519	1,365,129	1,136,519
Pre-payments and accrued income	219,198	188,682	194,996	188,682
Accrued legacy income	11,160	25,400	11,160	25,400
Amounts receivable from SeeAbility Limited	-	-	8,652	-
	£1,595,487	£1,350,601	£1,579,937	£1,350,601

Notes to the Accounts

for the year ended 31 March 2013 (continued)

10. BANK LOAN

There is a single loan facility in place, enabling the charity to borrow up to £5m. As at the year end £4.3m of this facility had been drawn down. The interest on £2.5m of this borrowing has been fixed for 10 years under an interest rate swap agreement.

11. CREDITORS: Amounts falling due within one year	Group		Charity	
	2013	2012	2013	2012
	£	£	£	£
Finance leases	7,833	24,442	7,833	24,442
Trade creditors	271,165	227,427	271,165	227,427
Other creditors	171,266	197,978	171,266	197,978
Taxation and social security costs	187,093	187,647	187,093	187,647
Pension outstanding contributions	108,809	27,825	108,809	27,825
General accruals	325,518	298,907	325,518	298,907
Deferred income	97,316	127,284	81,766	127,284
	£1,169,000	£1,091,510	£1,153,450	£1,091,510

12. CREDITORS: Amounts falling due after one year	2013	2012
	£	£
Finance Leases	48,064	55,897
Bank loans (see Note 10)	4,116,430	3,499,475
	£4,164,494	£3,555,372

13. UNRESTRICTED FUNDS

The funds of the Charity include the following designated funds which have been set aside out of unrestricted funds.

	Balance 1 April 2012	Movements in Resources			Balance 31 March 2013
		Incoming resources/gains	Outgoing resources/losses	Transfers	
		£	£	£	
Designated funds	15,721,628	-	(545,262)	656,903	15,833,269
General funds	2,985,554	14,204,803	(12,974,801)	(1,066,903)	3,148,653
Pension reserve	(740,000)	96,000	(75,000)	410,000	(309,000)
	£17,967,182	£14,300,803	£(13,595,063)	-	£18,672,922

The designated funds are made up of two elements as described below:-

Tangible Fixed Assets: Designated funds of £15,825,051 represent the written-down value of tangible fixed assets used by the Charity to provide its residential, nursing, day care, rehabilitation, and other services, less outstanding loans used to finance those assets.

The Just 4 You Fund of £50,000 was designated to enable individuals receiving support to undertake a new life experience or skill. £8,218 remains at the end of the year.

The transfers between funds consist of £1,066,903 from the General Fund to Designated Funds to reflect the net additions to fixed assets for the year, together with £410,000 from the General Fund to the Pension Reserve for remedial contributions for the year paid towards the deficit on the defined Benefit Pension scheme.

14. RESTRICTED FUNDS	Movements in Resources			
	Balance 1 April 2012	Incoming	Outgoing and transfers	Balance 31 March 2013
	£	£	£	£
Eye 2 eye projects	52,030	33,589	(79,030)	6,589
Rehabilitation work	40,055	82,636	(33,623)	89,068
Volunteer Co-ordinators	53,924	68,065	(54,484)	67,505
IT Tutoring - Leatherhead	24,749	10,000	(24,749)	10,000
South West	30,444	-	(14,964)	15,480
Tadley Physiotherapy Assistant	6,088	11,673	(6,601)	11,160
Speech & Language Therapists	135,551	77,590	(53,587)	159,554
Other Funds	53,347	99,142	(78,423)	74,066
	£396,188	£382,695	£(345,461)	£433,422

All of the funds received from the Greater London Fund for the Blind have been allocated to specific projects. IT tutoring monies enable the provision of IT training to service users.

15. ANALYSIS OF ASSETS BETWEEN FUNDS	Tangible Fixed Assets	Investments	Net Other Assets	Total
	£	£	£	£
Restricted Funds	4,261,430	-	(3,828,008)	433,422
Unrestricted Designated Funds	15,825,051	-	8,218	15,833,269
Unrestricted General Funds	-	60,436	2,779,217	2,839,653
	£20,086,481	£60,436	£(1,040,573)	£19,106,344

16. CAPITAL COMMITMENTS

There are no capital commitments.

17. CONTINGENT LIABILITIES

Under the management agreement with First Wessex Housing Association SeeAbility is liable to pay them rent for 8 flats at Meadowbank regardless of whether they are occupied. If all flats were to remain unoccupied for a full year the cost would be £56,400 (2012: £55,524).

Notes to the Accounts

for the year ended 31 March 2013 (continued)

18. OPERATING LEASES

The Charity has the following operating lease commitments at 31 March 2013:-

	2013	2012
Annual Rent	£	£
Land and Buildings:		
SeeAbility House, Epsom. Lease expires 20 June 2013	28,348	146,120
Newplan House, Epsom. Lease commences 25 April for 10 years	133,291	-
Others:	15,414	-

As consideration for SeeAbility not exercising its right to operate the break clause in the lease of SeeAbility House on 24 June 2008, the landlord granted SeeAbility a rent-free period from 25 June 2008 until 24 June 2009. The rent free period is being amortised over the period up to the expiry of the lease.

19. ANALYSIS OF CASH FLOWS FOR HEADINGS NETTED IN THE CASH FLOW STATEMENT	2013	2012
	£	£
Returns on investments and servicing of finance		
Interest paid on loan	(158,030)	(133,011)
Interest element of finance lease repayments	(4,041)	(5,174)
Interest received	29,244	18,967
Dividends	2	2
Pension – other finance costs	(8,000)	(63,000)
Net cash inflow from returns on investments & servicing of finance	£(140,825)	£(182,216)
Capital expenditures and financial investment		
Purchase of tangible fixed assets	(1,489,193)	(124,030)
Proceeds on sale of tangible fixed assets	258,550	15,184
Reclassification of investment cash	-	34,241
Net cash outflow for capital expenditure and financial investment	£(1,230,643)	£(74,605)
Financing		
Repayment of loans	(179,606)	(3,550,447)
Capital element of finance lease rental payment	(24,442)	(33,261)
New loan taken out	770,740	3,512,265
Net cash flow from financing	£566,692	£(71,443)

20. ANALYSIS OF NET CASH POSITION	At 1 April 2012	Cash Flow	Non-cash	At 31 March 2013
	£	£	£	£
Cash in hand and at bank	135,445	116,809		252,254
Short term deposits on demand	3,031,825	(102,996)		2,928,829
		13,813		
Bank loans	(3,512,265)	(749,165)		(4,261,430)
Finance leases	(80,339)	24,442	-	(55,897)
		(724,723)		
Total	£(425,334)	£(710,910)	£-	£(1,136,244)



See Ability

Seeing **beyond** disability

For more detailed information about any of our services, to arrange a visit, or simply to talk to us, please contact:

SeeAbility, Newplan House,
41 East Street, Epsom, Surrey KT17 1BL

 01372 755 000

 enquiries@seeability.org

 www.seeability.org

Please visit our website for comprehensive information about our services.

Please contact us for Braille, audio and other language variants.

SeeAbility is the operating name of
The Royal School for the Blind founded in 1799.
Registered Charity No.255913



Acquired Brain Injury

Autism

Cerebral Palsy

Down's Syndrome

Epilepsy

Hearing Loss

Juvenile Batters Disease

Laurence Moon Biedl Syndrome

Learning Disabilities

Mental Health

Physical Disabilities

Rehabilitation

Visual Impairment