

Company No. 03482779  
Charity No. 1068077

# The Ear Foundation

(A company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31 DECEMBER 2016

**The Ear Foundation**  
hearing and communicating in a technological era



**THE EAR FOUNDATION**  
(A company limited by guarantee)

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**COMPANY INFORMATION**

**Company number**

03482779

**Charity registration number**

1068077

**Auditor**

Rogers Spencer  
Newstead House  
Pelham Road  
Nottingham  
NG5 1AP

**Accountants and Business Advisors**

Rogers Spencer  
Newstead House  
Pelham Road  
Nottingham  
NG5 1AP

**Bankers**

Svenska Handelsbanken AB (publ)  
Ground Floor  
22a The Ropewalk  
Nottingham  
NG1 5DT

**The Patrons:**

Sir Andrew Buchanan, Bt, former Lord Lieutenant of Nottinghamshire  
The Rt Rev Paul Butler, Bishop of Durham  
Prof Adrian Davis, OBE  
Rosalyn Springer  
Ken Loach  
Marie Males

**Vice Presidents:**

Professor B McCormick, OBE, PhD, BSc  
Professor GM O'Donoghue MCh FRCS

**Trustees:**

John M Atkins BA MBA MCMl (Chair - resigned 17 May 2016)  
Beth Bearder LL.B LPC  
Darren Clark PhD (Hon Treasurer; appointed Vice-Chair 17 May 2016)  
Andrea J Davis BSc MBA (resigned 2 February 2017)  
Fiona M George MA  
Deborah Hall PhD  
Ian P Hall BA BMBCh DM FRCP  
Lynda K Hodgkinson RGN  
Patricia Kemp MBE  
Andrew H Marshall Bsc MBBS FRCS  
Marcelo Rivolta MD PhD  
Valerie E Steward BSc ACA FCCA FRSA (appointed Chair – 17 May 2016)  
Tracey Twomey MSc BScCS

**Chief Executive:**

Mel Gregory BA (Hons) Sp+HTh

**Secretary and registered office:**

Richard Murray  
Marjorie Sherman House, 83 Sherwin Road, Lenton, Nottingham, NG7 2FB



**THE EAR FOUNDATION**  
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**REPORT OF THE TRUSTEES**

**Chair's Report**

It is my pleasure to introduce our Annual Report for 2016, my first as Chair of the Ear Foundation.

My first year was not uneventful as not only did I step in to the shoes of a long-standing chair (John Atkins) but we also had the retirement of Sue Archbold and the appointment of Mel Gregory as the new Chief Executive. These changes coupled with the increasingly challenging times faced by the sector as a whole have contributed to making this both an interesting and rewarding year.

Sound foundations were established under the guidance of John and Sue, culminating in the successful opening of the Sherman Centre in 2015, a project that was completed within budget in a time that has presented many financial challenges to all charities. As you will see from the Trustees' Report 2016 has been a year in which we have both consolidated and built on those sound foundations. Although income for the year was lower this was largely due to the large sum received in 2015 in respect of the new building, which is now providing us with a valuable resource and the ability to develop both existing and new income streams as well as allowing us to provide an increasing number of services. We have continued to maintain our charitable spend in the period and have maintained and enhanced the excellent reputation that we have in the field amongst professionals, families, users and other charities in the sector. The Trustees' Report will give you a feel for the diverse activities we are involved in and most importantly the difference that we make in the field of deafness. We continue to work extensively with professionals and families both nationally and internationally, maintaining a welcoming presence to all who are impacted by and interested in the field of deafness.

We would not be able to do what we do without a wonderful team around us and the invaluable support of numerous organisations and individuals. Much of this support is unwavering and from a staff perspective we are lucky to have so many people who frequently go above and beyond – not only working hard in their day jobs but also organising and attending events outside of work. I know that I speak for Mel as well when I say that the continued support of our trustee board, staff and the many individuals and organisations who raise money and awareness of our services, use our services and most importantly benefit from our services has made this year much easier as well as very rewarding.

2017 and the years ahead will undoubtedly bring more challenges not least as a result of Brexit and the continued pressures on the sector, but with a strong team around us and your continued support we will meet these challenges head on.

Valerie E Steward BSc ACA FCCA FRSA  
**Chair of the Trustees' Board**

3 May 2017

# THE EAR FOUNDATION

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## REPORT OF THE TRUSTEES

The Trustees present their report together with the audited financial statements for the year ended 31 December 2016.

### STRUCTURE, GOVERNANCE AND MANAGEMENT

#### Governing Document

The Ear Foundation Limited is a company limited by guarantee and is registered as a charity with the Charity Commission, registration number 1068077. Its affairs are governed by its Memorandum and Articles of Association.

The liability of the members in the event of the company being wound up is limited to a sum not exceeding £1 each.

The Memorandum and Articles of Association restrict the use of the charity's income and property, such that they must be applied solely toward the objects of the charity and specifically disallows the payment of dividends, bonuses or profits to the members.

#### Tax status

The company is a registered charity and is exempt from corporation tax.

#### Recruitment and Appointment of Trustees

The trustees of The Ear Foundation, who are also directors for the purposes of company law, who served during the year were:

John M Atkins BA MBA MCMl	(Chair - resigned 17 May 2016)
Beth Bearder LLB LPC	
Darren Clark, PhD	(Hon Treasurer; appointed Vice-Chair 17 May 2016)
Andrea J Davis BSc MBA	(resigned 2 February 2017)
Fiona M George MA	
Deborah Hall PhD	
Ian P Hall BA BMBCCh DM FRCP	
Lynda K Hodgkinson RGN	
Patricia Kemp MBE	
Andrew H Marshall BSc MBBS FRCS	
Marcelo Rivolta MD PhD	
Valerie E Steward BSc ACA FCCA FRSA	(appointed Chair – 17 May 2016)
Tracey Twomey MSc	

Trustees are appointed in accordance with the Articles of Association, by recommendation by the trustees or by a qualified voting member of the company. All trustees are required to retire from office at each Annual General Meeting. If the members at the meeting at which the trustees of the Management Committee retire do not fill all the vacancies on the Management Committee, any retiring trustee shall, if willing to act, be deemed to have been re-appointed unless at the meeting it is resolved not to fill the vacancy or unless a resolution for the re-appointment of the trustee is put to the meeting and lost.

#### Trustee Induction and Training

New Trustees meet with the Chair of the Board of Trustees and the Chief Executive, so that they are familiar with the charity and the context in which it operates. An induction programme for new Trustees ensures that they become aware of the issues faced by the charity and its opportunities and challenges. The Trustees' handbook is reviewed annually, together with job roles and descriptions for the Chair and Trustees. Each Trustee is encouraged to take on responsibilities in areas in which they have expertise: examples of this are HR, financial and H&S expertise.

Present trustees are already familiar with the practical work of the charity – the Trust board includes parents of young people with cochlear implants and other hearing devices, those who themselves are users of the latest hearing technologies, and those who have been involved with cochlear implantation or hearing technologies through their work. New trustees learn about our work through attendance at our regular series of lectures, and through participation in our events for users and their families.

#### Pay Policy for Senior Staff

The pay of the staff at The Ear Foundation is reviewed annually and is normally increased in accordance with inflation and average earnings. In view of the nature of the charity, the Board benchmark against pay levels in other charities of a similar size.

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## REPORT OF THE TRUSTEES

### Pay Policy for Senior Staff (continued)

The Trustees of The Ear Foundation and the senior management team comprise the key management personnel of the charity in charge of directing and controlling, running and operating The Ear Foundation on a day to day basis. All Trustees give their time freely and no member of the Board received remuneration in the year. Details of Trustee expenses and related party transactions are disclosed in note 7 to the accounts.

### Risk Management

The principal risks and uncertainties are:

- key staff leaving or experiencing long-term sickness given our unusual specialism
- maintaining and developing income streams, given the challenging situation for charities and increasingly difficult national financial situation
- building up cash reserves after a major successful building project
- dealing with a vulnerable and diverse population
- managing a residential property
- keeping up to date with the latest technologies, ensuring we are up-to-date
- keeping staff training up-to-date in diverse areas
- managing today's expectations of the use of social media safely
- keeping up-to-date with changing charity and HR and H&S law

In order to have effective governance in our organisation we manage these risks carefully, using our professional advisors to do so where necessary. The risks are carefully managed by our CEO and Head of Operations with quarterly meetings with the Board to ensure robust plans are in place. Governance and risk management is an agenda item at each Board meeting, with one meeting per year having Risk as its major focus. Health and Safety, including Risk Management and Safeguarding, is an item at our monthly staff team meetings. Health and Safety management has been outsourced to a company dealing in this specialist area, and is linked to our specialist insurance company and involves regular on-site inspections.

With regard to staffing, we tend to keep our staff and grow them from within, providing training and opportunities for development. Our research along with our industry partners keep us up-to-date with the hearing technology and ensure we remain at the forefront of the field. We buy in specialist HR advice with a specialist advisory service on hand, and with weekly updates on employment law.

We keep up-to-date with charity law with the services of our own solicitors, expert in charity law, by belonging to National Council of Voluntary Societies, and through our collaborative relationships with larger charities. These updates include the management of social media and communications. The Ear Foundation keeps up to date with safeguarding of our young people through regular training given by our risk management providers and attending local NHS and council training and update programmes.

With regard to finance, we deliberately have diverse income streams, and earn our income in addition to seeking voluntary donations in order to be financially secure.

### Organisational Structure

The Ear Foundation currently has a Board of thirteen members who meet quarterly and are responsible for the strategic direction and policy of the charity. They are from a variety of backgrounds relevant to the work of the charity, and provide a range of skills and expertise. The Chair meets regularly with the Chief Executive, appointed August 2016, and a Vice-Chair and Treasurer, Darren Clark, was appointed in May 2016. The Chief Executive and the Head of Operations (who is also Company Secretary) attend the Board Meetings, but have no voting rights.

A scheme of delegation is in place, and day to day responsibility for the provision of services rests with the Chief Executive, who is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met. The organisational structure, including a system of Duty Managers from the senior members of staff, ensures smooth running of The Ear Foundation in the absence of the CEO, or her Deputy, the Head of Operations. A system of quarterly Progress Reports to the Trust Board reports on key performance indicators on activity, and finance, alerts the Board to any risks being incurred or predicted. The Finance Committee consists of the Chair, the Treasurer, and the CEO, and oversees and agrees the management accounts monthly, reporting to the Board, as well as monitoring cash flow on a weekly basis.

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## REPORT OF THE TRUSTEES

### Organisational Structure (continued)

The Ear Foundation has a Strategic Plan developed by the Trustees and strategic aims and objectives are drawn up in the following areas:

- Family Service
- Education
- Clinical Services
- Research
- Awareness and Lobbying
- Fundraising
- Management
- Governance

The Annual Plan then identifies the aims and objectives for a particular year against the five-year plan, and in November each year, the team review achievements against each strategic objective and discuss and plan specific tasks/ objectives against each of these for the next year. The next strategic plan will be drawn up in June 2017. The Annual plan and budget are agreed in December, prior to the start of the new, chronological year. This plan is monitored monthly and reported at quarterly meetings, with a full review by the CEO and Chair half way through the year. The next five year strategy will be agreed in August 2017 by the Board of Trustees.

### OBJECTIVES AND ACTIVITIES

Deafness, whether in childhood or adulthood, can have devastating, unseen consequences for individual and family, making communication and spoken language difficult and limiting educational and employment options. Yet we live in the most exciting times for deaf people – adults and children alike. Modern technology provides greater opportunities for deaf people than ever before: but all too often the promise is not realised in everyday life for those who could benefit. The Ear Foundation is a unique charity which provides a bridge between the clinical services where the technologies are fitted, and home, school and work where they are used in everyday life to the full benefit of deaf individuals.

The Ear Foundation was established in 1989 to bring cochlear implants for children to the UK. Having established implantation as a routine NHS service, The Ear Foundation has developed a world renowned centre for family support, education and family-centred research, initially focussing its work on profoundly deaf children with cochlear implants. Its programme now includes all hearing technologies, and includes adults, to ensure seamless provision of the best of all modern hearing technology for deaf individuals throughout their lifetime.

The charitable objectives and activities of The Ear Foundation are:

- To promote research into all medical and social aspects of hearing, including deafness, and related conditions; and the publication of the useful results thereof;
- To promote education in the field of such conditions and in furtherance thereof to provide and publish scientific papers and other literature;
- To promote the benefit of persons affected by such conditions by:
  - providing communication technologies for deaf children and adults where not routinely available;
  - facilitating the wider and optimal use of cochlear and other implants in appropriate cases;
  - promoting family-friendly care and rehabilitation of deaf children, young people and adults; and
  - any other charitable means as determined by the trustees.

To these ends, The Ear Foundation's Mission Statement states:

The Ear Foundation is an independent charity that helps deaf people and their families make the best use of technology to improve hearing, communication and spoken language. We do this through:

- education
- family and clinical services
- carrying out research
- advocating for access to the latest hearing technologies.

Our vision is that:

- *All deaf people have the opportunity to hear, communicate and develop spoken language using the latest technological interventions.*

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## REPORT OF THE TRUSTEES

### OBJECTIVES AND ACTIVITIES (continued)

With our internal vision being:

*The Ear Foundation is financially self-sustaining, has a high profile and influence nationally and internationally.*

#### **The Ear Foundation's Public Benefit Statement:**

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning future activities.

#### **In accordance with the Charities Act our charitable purposes include:**

The relief of those in need, by reason of youth, age, ill-health, disability, financial hardship or other disadvantage;  
The advancement of education.

The primary objectives of The Ear Foundation in accordance with the Charities Act are to provide support to deaf children and adults and their families to optimize the benefit gained from hearing technologies both at home, school and in the work place. We provide a hub of support where families can come to receive information and advice and meet other users of the technology. We also provide a far reaching education programme, supported by user-driven research. We apply for grants and raise money to ensure the ongoing provision of an active family and education programme and have established links with other charities providing similar public benefit.

Our services are free, or at a modest cost, for families of deaf children, for deaf young people and for adults. Where there is any financial difficulty, The Ear Foundation is sympathetic. Specifically:

- We provide services/training courses/access to information to families and healthcare and educational professionals at discounted or very reasonable prices and make them available free of charge to those who cannot contribute.
- We provide overnight accommodation to families, to facilitate equity of access for all deaf children and people, with a requested modest contribution. This is waived if any family cannot afford to contribute.
- We lead user and family driven research which will benefit patients and their care in the future.

### ACHIEVEMENTS AND PERFORMANCE

Our aim is to ensure that deaf children, young people and adults of today have the best possible opportunities to maximise the benefits of the rapidly developing new hearing technologies, wherever they live and work. The Ear Foundation services include:

- Our Family programme, including groups for deaf children, young people and adults, resources and information
- Educational courses and conferences, including a community education programme
- Our research and public engagement programme, exploring family and user led issues, specialising in qualitative research with the goal of influencing policy and practice
- Our Sound Advice service, enabling children and adults with hearing technologies to maximise their use in everyday life by providing multi-professional habilitation and assessment services for individuals and groups, and advice and access to assistive devices and hearing aids
- Advocating and lobbying for access to the latest hearing technologies.

The Ear Foundation's purpose built Sherman Centre, opened in 2015, includes a conference room, sound treated adult and children's therapy rooms, a quiet family room and a technical information room, called SoundSpace. Developing the potential of these facilities has been a focus area in 2016, with 3,500 family members and professionals using our facility this year. The SoundSpace technical suite displays the latest technology available for people with hearing loss. This unique facility has become an important learning space for professionals and families, children and adults and is growing in popularity. It is an important element of our education and family programmes, with all our course participants spending time in the technical suite with a TEF professional as part of their course and being updated on the latest technology available.

Almost every manufacturer of hearing aids and cochlear implants is now represented within our SoundSpace suite, making this space a unique resource for all wishing to learn more about the wide range of technology and resources available.

These facilities have made a significant difference to the services offered at The Ear Foundation. We offered 100 courses for professionals, 66 courses for families and a number of drop-in clinics, led by different hearing

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### ACHIEVEMENTS AND PERFORMANCE (continued)

technology manufacturers during 2016. In 2017 a new seminar space will be included, sponsored by Cochlear, which will further enhance the learning experience in Soundspace.

Drop-in sessions have been arranged with different companies in the Soundspace suite, so that specific advice about particular products can be offered free of charge to users.

Our family and adult sound treated rooms have enabled us to develop our Sound Advice advisory service to families, providing much needed multi-disciplinary advice to families of deaf children. The sound treated rooms have also enabled us to develop an advisory and clinical service for adults with hearing loss.

In October 2016, Sue Archbold, previous CEO to The Ear Foundation retired and Mel Gregory was appointed in the role of CEO. The transition was planned and the handover period between August and October 2016 enabled ongoing work and relationships with local, national and international stakeholders to be maintained and ensured a smooth transition for all. Sue Archbold continues as an advisor to The Ear Foundation. We are proud of the firm foundations and national and international standing of The Ear Foundation, which Sue Archbold cultivated over the years as CEO together with the rest of the team at The Ear Foundation.

During 2016 the developing interest by local business and organisations in The Ear Foundation's activities continued; we have been supported by the Chamber of Commerce, D2N2 (our Local Enterprise Partnership), Medilink East Midlands, The University of Nottingham and a range of local businesses, a number of whom made us their charity of the year. Continued support from our local MP, Lilian Greenwood, also enabled us to increase our influence both locally and nationally, particularly with work on promoting awareness of the impact of hearing loss. Global Radio nominated us as one of their charities of the year, enabling us to participate in their "Make some Noise" campaign for charities, which has raised awareness of our work and provided support for our family programme. Details of these achievements are now described for each area of activity.

#### Family Programme:

##### *Strategic Objectives*

1. *To provide the Family Programme to all service users in Nottingham, in venues across the UK and abroad, in partnership with other voluntary, statutory and private agencies*
2. *To produce high quality, family friendly resources in a variety of formats to increase service users' knowledge about hearing technologies and communication*
3. *To work closely with service users to ensure our family programme remains relevant, timely and accessible*
4. *To provide family-friendly accommodation for those attending for Cochlear Implantation and other services.*

Our unique family centred programme is subdivided into six different sections, ensuring a seamless programme for all ages of deaf young people using technology and their families. This programme is well-attended locally, and the demand to learn this programme is in demand nationally and internationally

- Stay and Play for 0-2 year olds
- Ready, Steady, Go (RSG) for 2-4 year olds
- Leaping on with Language for 5-11 year olds
- Teens Programme for 11-18 year olds
- Young Leaders for 18- 25 year olds
- Adult users



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**REPORT OF THE TRUSTEES**

**ACHIEVEMENTS AND PERFORMANCE (continued)**

**All Family Programme Courses: figures for 2016**

<b>Family Programme Courses 2016</b>	<b>2016</b>	<b>2015</b>
Stay and Play	8	6
Ready Steady Go (2-5 yrs old)	9	9
Leaping (5-11 yrs old)	7	5
Teenz (11-17 yrs old)	5	6
Residential (Teens Course)	2	2
External Training Sessions	35	11
<b>TOTAL COURSES</b>	<b>66</b>	<b>39</b>
<b>Family Programme Course Attendees</b>		
Children with cochlear implants	288	310
Children with hearing aids	160	130
Children with bone conducting hearing implants	25	18
Parents/Carers	453	300
Siblings	58	55
Professionals	335	233
Volunteers	134	123
<b>TOTAL ATTENDEES</b>	<b>1453</b>	<b>1169</b>

From the table, it is clear that 2016 was a year of development and growth for the family programme.

**Stay and Play**

We introduced our new Stay and Play for babies 0-2yrs, which is a play group for deaf babies. It provides an opportunity for new parents to meet, share experiences and questions and obtain information about hearing technology and speech and language acquisition during the important early years. The sessions were well attended and a number of young families have joined The Ear Foundation Family Programme as a result.

**Ready Steady Go**

Our programme for preschool children and their families provides an opportunity for parents to meet, and for preschool children to develop confidence in their communication skills, through support and guidance from the family team. Ready Steady Go facilitates friendships with others with hearing loss and their siblings from an early age.

There was regular attendance of between 10-12 families to Ready Steady Go during 2016. Examples of some topics explored include "My special Ear", "Super Stars" and "Super Hero's day". These topics enabled young people to explore their own unique abilities and qualities and develop a positive sense of self.

**Leaping**

We introduced additional sessions for our primary Leaping Programme for primary aged children and their families due to their popularity. Numbers of children accessing our programme have increased significantly and in turn the number of parents and carers benefitting from our family courses and programme have as well. A significant number of additional professionals have attended the Leaping Family Programme Training Events. A new cohort of regular volunteers joined the programme, providing the much needed and appreciated support for running family events and ensuring good adult to child ratios. Our volunteers brought their interest and enthusiasm to the programme and under Clare Allen's leadership implemented the core philosophy of the programme. We were increasingly asked to deliver courses in new locations throughout the UK and internationally, for example China, Japan, Ireland and Belgium. We worked closely with Nottingham University to run the first Rehabilitation Conference in Ningbo, China in 2016.

The Leaping On with Language Programme includes two annual residential courses, three "inset" days during term time, and five Saturday sessions during the year.

Our 6th European Friendship Week, in collaboration with Euro CI-Users Association at St John's School for the Deaf in Boston Spa, North Yorkshire, brought together 39 young deaf people with cochlear implants, from six different countries. Our active residential week at Duke's Barn, part funded by a grant from the Ovingdean Foundation, made it possible to run the UK residential course and to offer a number of hardship places ensuring

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## REPORT OF THE TRUSTEES

### ACHIEVEMENTS AND PERFORMANCE (continued)

that our most vulnerable young deaf people could attend. We were delighted that our residential work was awarded Outstanding by OFSTED.

We worked with the local Teachers of the Deaf again in 2016 and delivered 3 inset days for Nottinghamshire and Nottingham City deaf secondary aged children to come together once a term, learn about their deafness and develop a peer group, with over 30 young people each time our new premises are well used.

We held a successful Family Open Day in April 2016, where families visited our Sound Space suite, met with other families, and attend family-centred workshops, while enjoying The Ear Foundation facilities.

Leaping on with Language has become an established and internationally recognized language course for primary aged deaf children. This year the resource was translated into Japanese and Dutch and a number of sessions were held throughout the world. Leaping on with Language has become a recognized as flagship resource for primary aged children and professionals and families for this age group.

In the last quarter of 2016 we were awarded Global Make Some Noise Charity of the Year, which has enabled us to begin planning and development of our teens and young leaders programme (17-25's). Our young people visited the Global headquarters in London and Capitol Radio Station in Nottingham, enabling them to explore this exciting multimedia environment, meet some of their favourite radio personalities and "make some noise" about their experience of hearing loss, thus making a significant contribution to raising awareness about hearing loss.

Our work with adults continued to develop in 2016, with our Saturday group days, and linked with our growing Sound Advice service for adults, using today's technology.

### Family Resources

The following resources were developed for families by our family programme leads during 2016:

- Sound Start Booklets: A series of three booklets comprising, An introduction to hearing technologies, A Parents' Guide to Cochlear Implants and Developing Communication Skills in Babies and Toddlers
- Deaf Teenagers: A package of resources describing the issues facing teenagers with hearing loss, aspects of education, friendships and building self-confidence and resilience. It is designed as a resource for professionals, particularly educators.
- Complex NEAP: An assessment package for professionals to assess communication and language, listening and speech of deaf young people with complex needs.

### Marjorie Sherman House

Our family-friendly accommodation at Marjorie Sherman House remains available to families attending Nottingham University Hospitals or The Ear Foundation, providing 230 family nights at little or no cost. There is growing demand for this accommodation for families.

Significant upgrades and renovation to Marjorie Sherman House have made family stays more comfortable, with 2 bathrooms being renovated, thanks to the Archie Sherman Trust, a new fitted kitchen, funded and fitted by KIER Construction. A new wheel-chair accessible family bedroom was created, improving the usefulness of the house to others. Guest's donations have made a considerable difference to the upkeep and general maintenance of Marjorie Sherman House, enabling others to enjoy the facilities.

### Education Programme – Courses and conferences

#### *Strategic Objectives*

1. *To produce a varied programme of up to date, high quality and challenging Continuing Professional Development (CPD) courses delivered in Nottingham, venues around the UK and abroad*
2. *To work in collaboration with a range of professionals, partners and users to provide relevant and up to date course programmes that includes current research perspectives and the experiences of other course delegates*
3. *To ensure the programme includes a wide range of support approaches that recognises the unique nature of each child's family and needs*
4. *To develop and market educational and support resources, such as booklets, training videos, etc*
5. *To develop web-based support, educational and information services.*

We deliver our educational programme at our base in Nottingham, around the UK and internationally, and increasingly via the Web. There has been significant increase in the use of online courses. The delivery of such a

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**ACHIEVEMENTS AND PERFORMANCE (continued)**

comprehensive, multi-professional programme would not be possible without the support of our very many contributors who give their time and expertise or of our industry supporters who provide support in both sponsorship and expertise.

Education Programme	2016	2015	2014
In House (UK Delegates)	929	806	966
In House (Other Delegates)	62	75	45
External UK (Other)	561	882	587
External International (Other)	1283	821	702
Virtual Conference	86(group packages)	338(individuals)	134
Deaf Awareness	41	140	330
NDCS Workshops	1003(attendees)	323	335
<b>TOTAL NUMBER OF DELEGATES</b>	<b>3965</b>	<b>3385</b>	<b>3099</b>

Sound Space online, our new website, was launched in June 2016. It brings together a wide range of information and practical resources on-line on hearing loss, for families and professionals. The site is still being developed, but to date has launched section one (introduction) at our Deaf Education Conference. The easy to use information promises to provide easy and efficient access to people with hearing loss, their families' professionals

working with them and anyone else interested in hearing loss. It provides good quality readable and useable information that is developed by national and international collaborators.

In spite of challenging financial times in which funds for training have been severely cut, and the challenges in addressing the changing needs of professionals and young deaf people, our education programme continues to be recognized throughout the UK and internationally. We were able to deliver more courses, despite one member of staff being away on maternity leave. Our education team responded by developing courses throughout the UK, particularly in London, delivered to local services, developed our virtual conferences, designed new educational courses to meet changing needs, and increased our international work.

Our two Early Intervention Intensive weeks were fully subscribed with professionals both from the UK and internationally attending. As a result of this work, one of the attendees from India has started her own early intervention programme in Mumbai and now serves 87 families in this region of India.

The Teaching Assistant's Certificate was developed and launched in 2016 and has been well attended and at full capacity. This course provided teaching assistants who support pre-school children with hearing loss with the knowledge and skills to support children effectively within educational settings. It focuses on technology use, facilitating communication and the impact of deafness on a child's development. It included two face to face learning sessions as well as a distance learning component.

We continue to collaborate with international leaders in order to develop our education programme and address the changing needs of professionals and families managing hearing loss. In 2016 some highlights included,

- Smile Therapy offered by Karin Schamroth, a tool to facilitate development of social spoken communication skills
- Professor Christine Yoshinaga-Itano from Colorado, Bolder, USA offered a twilight lecture on building resilience for families
- Dr Connie Mayer from Canada delivered courses on listening for language and literacy in deaf children
- Dr Leo De Raeve hosted a counselling and coaching course and complex needs course
- Professor Kris English delivered a course on counselling and listening with the third ear for audiologists.
- We reinstated our "Twilight" courses which were delivered by Carol Westby and Elizabeth Tyszkiewicz, focusing on play and early language acquisition.

We worked closely with the National Deaf Children's Society (NDCS), providing educational advice for their Family Officers, reviewing their resources, and running joint courses for parents and professionals throughout the UK. We also developed several resources with NDCS including on-line assessment resources, a report on children who are thought to be underachieving, revising Supporting Achievement documentation and working with them on Early Years advice, and in collaboration with the National Sensory Impairment Partnership (NatSIP).

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### ACHIEVEMENTS AND PERFORMANCE (continued)

In the UK, we regularly give input to Teacher of the Deaf training courses, and we now deliver courses throughout the UK, with partners in North West England, North East England, South West England, Wales, Scotland, Northern Ireland and London. The Ear Foundation gave major presentations/workshops at the British Cochlear Implant Group Academic meeting; the British Association of Teachers of the Deaf annual meeting; British Academy of Audiology annual meeting; the BAHA Professionals academic meeting and the British Tinnitus Association conference.

Internationally The Ear Foundation courses are run regularly with partners in Europe and in 2016 we developed courses to China, Belgium, Sweden and the Republic of Ireland. We were invited to deliver presentations at international conferences in Italy, Holland, Denmark, Belgium and Australia. Keynote presentations were given at the annual Euro –CIU conference.

Five major conferences were hosted by The Ear Foundation:

- Our Ninth State of the Art Conference in auditory implantation 2016
- Adult Deafness: Adult Hearing Screening – launch of the report in Westminster(March)
- Adult Deafness Europe: Spend to Save – launch of the report in Brussels (September)
- Adult Deafness: Can we Afford to Wait any longer – launch of the report in Westminster (October)
- Deaf Education: Engaging Families– National College for Teaching and Leadership

*'The best course I've been on in years. Learning evidence-based skills and practice from experienced practitioners has helped me encourage my colleagues to be as passionate about early intervention as I am!'* (Early Intervention Intensive Week, May 2016)

*'Excellent conference as always'* (Deaf Education, June 2016)

*'All the talks were very good, an extremely informative and interactive conference'* (State of the Art, November 2016)

#### Information and resources

In 2016 we developed the following educational resources to add to our resource library:

- Cochlear implant information sheet (supported by Cochlear)
- Bone conducting hearing implant information sheet (supported by Cochlear)
- Teens resource DVD (supported by the Birkdale Trust)
- Assessment Package for Children with Complex Needs DVD (supported by Cochlear)
- Translation of our teens booklet into Spanish (supported by AICE)

#### Web-based learning:

Our website is regularly used for booking courses and buying resources; purchases can now be made in Euros and dollars, in addition to GBP. The visitors per day count during 2016 reflects the increased use, with once more over 4.5 million page hits, nearly 350,000 visitors and an average of over 950 visitors per day. The countries visiting our site the most frequently were Russia, Germany, China, Brazil, India, The Netherlands and The Czech Republic.

#### Web-Based Development and Achievement

Our web-based developments include:

- Online teens based resource, peer awareness learning organised under a number of key themes; within each, learners can find information for free and in a variety of formats including interactive modules, videos and downloadable documents. Learners are also directed to other sites for further information and to products and courses provided by The Ear Foundation. Building on our hugely increased website use, we now have a large number of presentations and resources available as downloads: these have proved popular during 2016.
- Virtual conferences on a topical theme, with key international speakers have been a major development in 2016. Two Virtual conferences, telehealth and theory of mind ensure that our work reaches a wider audience and provides those such as educational services who lack the opportunity to attend large conferences to access the latest information and research. Many educational services now use these conferences for their staff training.



# THE EAR FOUNDATION

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## REPORT OF THE TRUSTEES

### ACHIEVEMENTS AND PERFORMANCE (continued)

- A web-based information service, Sounding Board, supported by Advanced Bionics, continues to be well used and provides a monthly newsletter and information service. This service enables non-specialists in the community to access the information they need to utilise implants fully at school and work. Visitors to Sounding Board come from throughout the world: Germany, Canada, Belgium, Russia, China, Netherlands, Australia, Argentina, Brazil, New Zealand; with the most common visitors outside the UK being from Russia and China

The increased website use has led to our “SoundSpace Online” development, with funding from the University of Nottingham, Nottingham BioMedical Research Unit in Hearing, European Regional Development Fund, Oticon Medical and Cochlear. With the support of Professor Connie Mayer of York University, Toronto, Prof Heather Wharrad, Professor of e-learning at Nottingham University, and Dr Noel Cudden of Health Education England, we are developing SoundSpace Online as the “go to” place for information on the impact of hearing loss and its management in this technological era. The launch was well-received and to date we have received 1700+ sessions, 1250+ users and close to 9,000 page views since June 2016, which is 180+ sessions, about 140 users and 1000 page views a month.

Social media has become increasingly important to us- both Facebook and Twitter are well used, and we have over 3,000 followers for our active Twitter feed.

### Advocacy/lobbying

Our national and international influence continues to grow with the increasing value being placed on Patient and Public Involvement (PPI). Our skills and expertise in qualitative and user led research are increasingly highly valued by the NHS and other statutory bodies. Key achievements include:

- As part of the Hearing Loss and Deafness Alliance developing the Action Plan on Hearing Loss by participating in two task and finish groups, namely the Living Well Task and Finish Group and The Research and Innovation Task and Finish Group. In December 2016 The Ear Foundation produced the Hearing for Healthy Ageing Guidance booklet in collaboration with NHS England. This booklet was launched on World Hearing Day in March 2017.
- Development of our public engagement work in 2016, hosting two multi-stakeholder conferences at Westminster and one in Brussels. The first was held in April 2016, in Westminster, where we launched the report; “Adult Hearing Screening: Can we afford to wait any longer?” In October we launched the report; “Improving Access to Cochlear Implantation: Change lives and Save money”. The events were supported by Lilian Greenwood, MP for Nottingham South and Jim Fitzpatrick, leader for the All Party Parliamentary Group on Deafness. These reports and events described the key evidence and economic argument for early detection of hearing loss in adults, the need to review NICE guidelines for cochlear implantation and the social, economic and personal cost of unaddressed hearing loss. The reports, written by Sue Archbold and Brian Lamb have provided much needed evidence for recognizing hearing as a public health issue and raised awareness of hearing loss and its implications internationally.
- Hosting a European conference in Brussels in September 2016, together with our European report “Spend to Save: Investing in hearing technology improves lives and saves society money”. Many of the key themes and evidence in our reports were used by The World Health Organization on World Hearing Day in March, 2017.
- Our three reports on adult deafness have been disseminated worldwide.
- Our action group for adult cochlear implantation to campaign for greater access to implants for adults and a change in the NICE guidance continues to develop its influence. In August 2016, preventing unsustainable cuts to funding of cochlear implants and consulting with NICE planned for 2017 in order to address the candidacy for Cochlear implants, which are amongst the strictest in Western Europe.
- Our media impact this year increased with articles in many professional and user magazines and journals, and radio coverage of our adult strategy on hearing loss.

### Clinical Services: Sound Advice

#### Strategic Objectives

1. To provide adult Sound Advice days for groups and individuals
2. To provide multi disciplinary assessments of children with cochlear implants, hearing aids & bone anchored hearing aids (BAHAs)
3. To provide habilitation services to individuals to promote the best use of the latest hearing technologies in everyday life
4. To provide hearing aid, balance and tinnitus services via third party organisation.

**THE EAR FOUNDATION**  
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**REPORT OF THE TRUSTEES**

**ACHIEVEMENTS AND PERFORMANCE (continued)**

During 2016, The Ear Foundation's service Sound Advice for deaf people, aimed at helping them to make the most of their hearing technology, developed further. The service is aimed at both adults and children and provides technical advice and information, habilitation and assessment. The children's service provides multi-professional assessments which are designed to provide parents and local services, particularly education services, with information about appropriate support for individual children with implants. Our audiologist ensures that the technology used is up-to-date, and our service would not be possible without the support of our industry partners: Advanced Bionics, Cochlear Europe, MEDEL, Oticon Medical, PHONAK, PC Werth and GN Resound.

<b>Sound Advice Children</b>	<b>2016</b>	<b>2015</b>
Teacher of the Deaf Assessments	24	19
Speech and Language Therapy Assessments	23	20
Educational Psychology Assessments	25	21
Rehabilitation Sessions	26	8
Technical Advice Sessions	0	1
<b>TOTAL</b>	<b>98</b>	<b>69</b>

A key development in 2016 has been a further significant increase in services for adults. The greatest development is in the services we provide into the community, in particular, the drop in clinics in the community where adults can receive support in the use of their hearing aids. When visiting care homes and sheltered

housing, staff are given training on the management of hearing aids and their awareness of the importance of hearing is raised.

Adults travel from throughout the UK for the services providing the opportunity for social and peer group support, and for group and individual sessions on technology, music and communication issues. The increase in numbers can be seen as follows:

<b>Sound Advice Adult Programme</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>
Technical Advice Sessions	192	142	113
Radio Hearing Systems	26	17	12
Hearing Tests	19	5	0
Adult Days (number of days)	5	5	4
Drop In Clinics	187	180	59
Home Visits	24	19	24
Sheltered Housing Visits	16	24	14
Care Home Visits	8	6	11
<b>TOTAL</b>	<b>477</b>	<b>398</b>	<b>237</b>
<b>Sound Advice Adult Programme Attendance</b>			
Adult with Cochlear Implants	33	42	45
Adults with Hearing Aids	173	183	164
Adults with Bone Conducting Hearing Implants	7	8	8
Adults with No Device	17	2	0
Family Members	2	16	16
Hear 2 Help Interventions	1829	1722	635
Volunteers	56	41	31
<b>TOTAL</b>	<b>2117</b>	<b>2014</b>	<b>899</b>

Another key development in 2016 was the increased sales of hearing accessories both via the website, and in person, using our new facilities. Our audiologist has increased these services and the number of industry partners we work with, making the latest hearing technologies more easily available to those who need it.

# THE EAR FOUNDATION

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## REPORT OF THE TRUSTEES

### ACHIEVEMENTS AND PERFORMANCE (continued)

#### Family and Child-centred Research

##### Strategic Objectives:

1. To pursue an academically robust and respected research programme that advances the mission statement of the Ear Foundation
2. To develop a research programme which arises from the issues and concerns expressed by users, families and professionals
3. To develop a research programme that largely utilises qualitative research methodologies, is multi-disciplinary and involves users
4. To ensure that research results are accessible and disseminated via peer-reviewed papers, booklets, professional magazines, conferences and workshops.

Our research programme continued to develop during the year with the appointment of a lead researcher and the research programme has developed its international reputation for qualitative research, supported by our growing links with the University of Nottingham and the School of Health Sciences.

##### Research Projects carried out in 2016:

- Use and Experience of bimodal hearing for adults (Funded by Advanced Bionics)
- Increasing Access to Bimodal Amplification(Funded by Advanced Bionics)
- Pre-school children and their use of FM/RM systems(Funded by NDCS)
- Educational Services for deaf children in Europe: Views and experiences of parents(Funded by Oticon)
- Making the case for adult hearing screening(Sponsored by Cochlear)
- Adult Hearing Screening: Can we afford to wait any longer (supported by Advanced Bionics)
- Improving Access to Cochlear Implantation: Change lives and Save money(supported by Cochlear)
- Spend to Save: Investing in hearing technology improves lives and saves society money(supported by Cochlear)
- The experiences of adults who did not proceed with bone conducting hearing implants(Funded by Oticon Foundation)
- Technology Support and Communication Support: Views and Experiences of young adults with hearing loss (Funded by Phonak)
- Views of Teenagers and Young adults on hearing technology and wireless communication (Funded by GN Resound)
- Teenagers' views of wireless assistive listening devices and bone conducting hearing implants (Funded by Oticon Medical)
- What works: hearing loss and healthy ageing document - Hill, S., Gregory, M., & Regan, C.

##### Peer Reviewed Papers published in 2016 included:

- Mayer, C., Watson, L., Archbold, S., Ng, Z. Y., & Mulla, I. (2016). Reading and Writing Skills of Deaf Pupils with Cochlear Implants. *Deafness & Education International*, 18(2), 71-86.
- Ng, Z.Y., Archbold, S., Lamb, B., Harrigan, S., Athalye, S. & Allen, S. (2016). Perspectives of adults with cochlear implants on CI services and daily life. *Cochlear Implants International*, 17:sup1, 89-93.<http://dx.doi.org/10.1080/14670100.2016.1157314>
- O'Neill, C., Lamb, B., & Archbold, S. (2016). Cost implications for changing candidacy or access to service within a publicly funded healthcare system. *Cochlear Implants International*, 17 Suppl 1:31-5. <http://www.tandfonline.com/doi/full/10.1080/14670100.2016.1161123>

##### Reports

- Athalye, S., Allen, S., Ng, Z.Y., & Archbold, S. (2016). Wearing a hearing aid and a cochlear implant: the views and experiences of adults. The Ear Foundation report.
- Allen, S., Ng, Z.Y. & Archbold, S. (2016). Educational services for deaf children in Europe: views and experiences of parents. Report for Oticon.
- Allen, S., Ng, Z.Y., Archbold, S. (2016). LUP evaluation. The Ear Foundation report.
- Hill, S., Gregory, M. & Regan, C. (2017, in review). What Works: Hearing and Healthy Ageing. NHS England report.
- Lamb, B. & Archbold, S. (2016). Adult hearing screening: can we afford to wait any longer? The Ear Foundation report.



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## REPORT OF THE TRUSTEES

### ACHIEVEMENTS AND PERFORMANCE (continued)

- Lamb, B., Archbold, S., & O'Neill, C. (2016). Spend to Save: investing in hearing technology improves lives and saves society money – a Europe wide strategy. The Ear Foundation report.
- Lamb, B., Archbold, S., & O'Neill, C. (2016). Improving access to Cochlear implantation: change lives and saves society money. The Ear Foundation report.
- Ng, Z.Y., & Archbold, S. (2016). Technology and communication support: views and experiences of young adults with hearing loss. The Ear Foundation report.

#### Published articles

- Ng, Z.Y. & Banga, R. (2016). The National Bone Conducting Hearing Implant Registry. ENT & Audiology News, November/December issue.

#### Presentations were delivered at various conferences in 2016:

- Assessors' Day - Communication and Technology Support for Deaf Students and Young People: Improving Access
- Bett Conference: Conspiring together: tinnitus & hearing loss, Teenagers with BCHIs: use of wireless technologies
- Tinnitus Research Initiative: Conspiring together: Tinnitus & Hearing loss
- British Society of Audiology: Conspiring together: Tinnitus & Hearing loss, Adults' use of FM systems
- British Cochlear Implant Group annual conference:
  - Personal and economic value of CI – Adults
  - CI centres on children with complex needs
- World Congress of Audiology: Wireless technology – baby to boomers
- Adult Hearing Screening Conference: Adults' views on adult hearing screening
- Advanced Amplification Masterclass (UCL) – Assistive listening devices
- British Society of Audiology Adult Rehabilitation Interest Group March 2016 – assistive listening devices
- HEAL Biannual conference, Italy:
  - Children with complex needs: CI centres' views
  - Adult hearing reports, Teens' use of wireless technology
  - Adult use of FM systems, Tinnitus and Hearing Loss
  - 18-25 Technology & Communication support
  - Use of LENA with young deaf children
- Deaf Education: SoundSpace Online, Teens: use of the internet
- Brussels: European report
- Adult Deafness: Westminster Fourth Adult report
- British Academy of Audiology: Use of LENA with young deaf children
- SoundSpace Online, Teens' use of wireless technology
- Euro CIU, Milan

We published booklets about our research, which we made available free of charge, to increase dissemination and impact. In addition, we also disseminated our research through newsletters and magazines. We ensure that as far as possible reports on our research outcomes are downloadable from our website.

### Operations

#### Strategic Objectives:

1. To comply with the recognised standards for ensuring good governance, i.e. systems and processes concerned with ensuring the overall direction, effectiveness, supervision and accountability of the Ear Foundation
2. To ensure the operations department of the Ear Foundation supports effectively the good practice of governance at the Ear Foundation.

It is essential that our organisation is well managed and that risk is minimised, and that our services are run safely and efficiently. Our Operations team is led by a Head of Operations supported by a strong administration team who each have their own areas of responsibility. Our HR, Risk management and Health and Safety

# THE EAR FOUNDATION

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## REPORT OF THE TRUSTEES

### ACHIEVEMENTS AND PERFORMANCE (continued)

services are outsourced to ensure up-to-date advice and guidance on implementation is given. Our insurers are linked to our Risk Management & Health and Safety and are experienced in our field of operations.

IT management is a key feature of operations today and our IT providers have reviewed our needs, implementing a continuous programme of updating our technology and its use ensuring our systems & data are protected and the hardware & software are fit for purpose. During the year an annual audit has been carried out of our systems and ensured the above are adhered to. Future plans for our IT systems include a new database which we plan to introduce in 2017 to give us more functionality with how we market our services and reach a larger net of people.

### Financial Management and Fundraising

#### *Strategic Objectives*

1. *To implement financial plans that ensure financial stability and that complement the aims and objectives of the Ear Foundation*
2. *To develop community-based fundraising activities/events to encourage support and raise awareness*
3. *To submit grant proposals for a variety of projects to support the charitable objectives*
4. *To obtain funding to allow equity of access to all appropriate services and activities*
5. *To ensure that clear, timely, accurate, pertinent and understandable financial reports are available to managers and the Board.*

Rogers Spencer, our accountants, produces our monthly management accounts for our Trustees' financial committee, (Chair of the Board, Treasurer, CEO and Head of Operations) before presentation to our Board.

Rogers Spencer also provides weekly financial support to our Head of Operations including monitoring of our Income and expenditure, the Debtors list, and the weekly cash flow. These in turn are monitored and reviewed by the CEO, Head of Operations and Trustees' financial committee on a weekly basis. The audit of The Ear Foundation is carried out by a separate department within Rogers Spencer.

Our bankers, Handelsbanken, continue to provide valued support on our financial processes and review our management accounts on a quarterly basis.

### Principal Funding Sources

We have a policy of maintaining diverse income streams: donations, fundraising, corporate and institution grants, education and resources sales, earned income from services and consultancy work, and individual contributions. This diversity remains important in the continuing uncertain economic climate. Our educational activities continue to be a major source of income, and we are very grateful to all those who have supported this work through grants and sponsorship, particularly our industry partners; more partners joined us in 2016. These grants enable us to make our activities widely available to all who need them.

In challenging times, it is important to ensure all income streams are developed as effectively as possible. Our fundraising committee, including parents, users of cochlear implants and supporters, actively developed community-based activities, coordinated by our fundraiser, during 2016. Events were designed to raise both money and awareness of our work – while also highlighting the impact cochlear implants and other hearing technologies can have on the lives of deaf children, young people and adults.

We are most appreciative of all those donors that have supported us, particularly the family of the late Mrs Marjorie Sherman and the Archie Sherman Charitable Trust. In Nottingham, the interest of the Lord Mayor, the Chair of the County Council, and our local MP have all raised our profile, and we have benefited from increased media coverage. Those raising funds from us can see with confidence the range of work that is undertaken as a result, and the difference to the lives of those who are deaf that they make. In particular, Global Radio, have done much to raise awareness about The Ear Foundation, our work and awareness of hearing loss, through their Make some Noise Campaign. This campaign has raised heightened public awareness in new audiences.

In addition, our increased use of social media has impacted greatly on our ability to reach and interest fundraisers with the use of Virgin Money, Just Giving, and The Giving Machine.

### Restricted Funds

The trustees confirm that, on a fund by fund basis, the assets are available and are adequate to fulfil the obligations of the charity.

# THE EAR FOUNDATION

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## REPORT OF THE TRUSTEES

### Reserves Policy

Since The Ear Foundation was formed in 1989, it has been the policy of the trustees to generate income on an annual basis, and they consider that unrestricted funds are needed to:

- Provide funds which can be allocated to specific projects
- Cover management and administration of the charity, together with the costs of activities in furtherance of the charity's objectives and the cost of generating funds.

Initially, the charity was greatly dependent upon income from donations. Since then, the trustees have improved the balance of income, by taking on other activities which generate income – for example, the provision of courses, conferences, workshops and educational events and the sales of hearing equipment.

As shown by note 14 to the financial statements free reserves (unrestricted reserves less fixed assets) are negative £106,050 (2015: £42,425). As a result of this an overdraft facility is in place of £200,000 to ensure sufficient resources to cover this objective. The maximum overdraft during the year was less than £100K. As the building work has been completed the overdraft has stabilised and it is anticipated that the free reserves will increase in the future, with an aim to be overdraft free within the next 24 months. We have no significant capital plans in the immediate future and our short term goal is to ensure that there is no long-term need for overdraft facilities.

### PLANS FOR FUTURE PERIODS

The impact of hearing loss remains under-recognised, whether in childhood or adulthood, and our work in supporting access to, and the effective use of, the latest technologies is increasingly necessary. With government cuts in services and increasing demands the pressures on our services are likely to grow even further. Our major goal is to ensure our services are secure for future demands and open to all who need them. The Ear Foundation's achievements during 2016 ensure that future plans for the use of our new facilities are based on an effective and efficient organisation, and the attainment of the new build appears to have built confidence in those who invest in us.

Our business plan covers our strategic aims and objectives in the areas of:

- Family Services
- Education
- Sound Advice/Clinical Services
- Research and Public Engagement
- Finance and Fundraising
- Governance

These aims and the strategic objectives for 2016 to fulfil these aims are thus made explicit in our business plan, a copy of which is available on our website.

In the present challenging financial climate for charities, The Ear Foundation's range of activities and hence income sources spread its financial risk, and combines to fulfil its goal of maximising the benefit from current and developing hearing technologies for deaf children, young people and adults. However, with the Third Sector taking an increasing role in local and national priorities, there are many opportunities to provide services for which we are now well placed.

The new building provides:

- Two *sound treated rehabilitation rooms for adults' and children's therapy* to accommodate our growing clinical services, with state of the art equipment and resources to dedicate valuable time to ensure deaf children, their parents and adults are better able to manage their complicated technology and develop their listening and communication skills
- A *hearing technology information suite* with all the latest listening devices for people to try, in appropriate accommodation, to enable adults and children to make the most of their hearing by using the most up to date technology. It also provides a facility in which those working with children and adults with hearing loss can be trained in the latest technology and its management.
- A *family group therapy room* custom built for deaf children, families and adult groups, so that they can build their communication skills in a family friendly environment
- A custom built *learning centre* for professionals and families where they can learn how to manage the latest hearing technologies
- A *quiet meeting room* to enable us and our partners to work together for better outcomes for all deaf people
- A *research room* for our growing family-led research programme.

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**REPORT OF THE TRUSTEES**

**PLANS FOR FUTURE PERIODS (continued)**

The interest engendered by this new build with its unique vision of bringing together our four areas of service for those of all ages with hearing loss, make us confident of the meeting the challenge of increasing our services, our reach and our income.

**Responsibilities of the Board of Trustees**

The trustees (who are also directors of The Ear Foundation for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires our Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK 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 the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

**Members of the Board of Trustees**

Members of the Board of Trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report, are set out on page 1.

**Auditors**

A resolution will be proposed at the Annual General Meeting that Rogers Spencer be appointed as auditors to the charity for the ensuing year.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (issued in March 2005) and in accordance with the special provisions of 487(2) of the Companies Act 2006 relating to small entities.

Approved by the Trustees on 3 May 2017 and signed on their behalf by:

Valerie E Steward BSc ACA FCCA FRSA  
Chair of Board of Trustees

**THE EAR FOUNDATION**  
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**INDEPENDENT AUDITOR'S REPORT**

**Independent auditor's report to the members of The Ear Foundation**

We have audited the financial statements of The Ear Foundation for the year ended 31 December 2016 which comprise of the primary statements such as the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows 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) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland.

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

**Respective responsibilities of trustees and auditor**

As explained more fully in the Statement of Trustees' responsibilities set out on page 17, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

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 (APB'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 charitable company'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 non-financial information in the Trustees' Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. 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 charitable company's affairs as at 31 December 2016, and of its incoming resources, including its income and expenditure, 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 Companies Act 2006.

**Opinion on other matter prescribed by the Companies Act 2006**

In our opinion the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

**THE EAR FOUNDATION**  
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**INDEPENDENT AUDITOR'S REPORT**

**Independent auditor's report to the trustees of The Ear Foundation (continued)**

**Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters where the Companies Act 2006 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
- the charitable company has not kept adequate accounting records; 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.

**Melvin Bailey FCCA DChA (Senior Statutory Auditor)**  
For and on behalf of Roger Spencer  
Chartered Certified Accountants  
Statutory Auditor

**Newstead House**  
Pelham Road  
Nottingham  
NG5 1AP

3 May 2017



**THE EAR FOUNDATION**  
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**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE PERIOD ENDED 31 DECEMBER 2016**

	Note	Unrestricted Funds £	Restricted Funds £	Total 2016 £	Total 2015 £
<b>Income:</b>					
Donations	2(a)	96,282	-	96,282	244,557
<i>Income from charitable activities:</i>					
Operation of The Ear Foundation	2(b)	292,168	464,376	756,544	724,674
Income from other trading activities	2(c)	55,336	-	55,336	63,293
<b>Total income</b>		443,786	464,376	908,162	1,032,524
<b>Expenditure:</b>					
Costs of raising funds	3	82,645	-	82,645	75,450
<i>Expenditure on charitable activities:</i>					
Operation of The Ear Foundation	5	450,485	484,686	935,171	857,599
<b>Total expenditure</b>		533,130	484,686	1,017,816	933,049
<b>Net income/(expenditure)</b>		(89,344)	(20,310)	(109,654)	99,475
<b>Transfers between funds</b>		19,118	(19,118)	-	-
<b>Net movement in funds</b>		(70,226)	(39,428)	(109,654)	99,475
<b>Reconciliation of funds:</b>					
Total funds brought forward		751,088	717,249	1,468,337	1,368,862
<b>Total funds carried forward</b>	13	680,862	677,821	1,358,683	1,468,337

All amounts relate to continuing activities.

There are no other recognised gains or losses in the year.

The notes on pages 24 to 31 form part of these financial statements.

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**BALANCE SHEET AS AT 31 DECEMBER 2016**

	Note	£	2016 £	£	2015 £
<b>Fixed assets</b>					
Tangible assets	8		1,464,731		1,491,644
<b>Current assets</b>					
Stocks	9	15,521		43,000	
Debtors	10	95,895		70,830	
Cash at bank and in hand		4,570		2,374	
		115,986		116,204	
<b>Creditors:</b>					
Amounts falling due within one year	11	(222,034)		(139,511)	
<b>Net current assets/(liabilities)</b>			(106,048)		(23,307)
<b>Net assets</b>			1,358,683		1,468,337
<b>Charity funds</b>					
- Restricted	13		677,821		717,249
- Unrestricted	13		680,862		751,088
General					
			1,358,683		1,468,337

The financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

These financial statements were approved by the Trustees on .....

Signed on behalf of the Trustees by

.....  
V Steward  
**Chair**

.....  
D Clark  
**Treasurer**

Company No. 03482779

The notes on pages 24 to 31 form part of these financial statements.

**THE EAR FOUNDATION**  
(A company limited by guarantee)

**STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2016**

	2016 £	2015 £
<b>Cash flows from operating activities</b>	<u>(36,021)</u>	<u>159,270</u>
<b>Cash flows from investing activities</b>		
Interest paid	(1,836)	(1,843)
Payments to acquire tangible assets	<u>(10,800)</u>	<u>(412,698)</u>
<b>Net cash provided by/(used in) investing activities</b>	<u>(12,636)</u>	<u>(414,541)</u>
<b>Change in cash and cash equivalents in the reporting period</b>	(48,657)	(255,271)
<b>Cash and cash equivalents at the beginning of the reporting period</b>	<u>(22,596)</u>	<u>232,675</u>
<b>Cash and cash equivalents at the end of the reporting period</b>	<u>(71,253)</u>	<u>(22,596)</u>

	2016 £	2015 £
<b>Reconciliation of net movement in funds for the reporting period</b>		
<b>Net movement in funds</b>	(109,654)	99,475
<b>Adjustments for:</b>		
Interest paid	1,836	1,843
Depreciation of tangible assets	37,713	29,904
Decrease in stocks	27,479	4,371
Increase in debtors	(25,065)	(1,600)
Increase in creditors	<u>31,670</u>	<u>25,277</u>
<b>Net cash provided by/(used in) operating activities</b>	<u>(36,021)</u>	<u>159,270</u>

	2016	2015
<b>Analysis of cash and cash equivalents</b>		
Cash at bank and in hand	4,570	2,374
Bank overdraft	<u>(75,823)</u>	<u>(24,970)</u>
<b>Total cash and cash equivalents</b>	<u>(71,253)</u>	<u>(22,596)</u>

The notes on pages 24 to 31 form part of these financial statements.

**THE EAR FOUNDATION**  
(A company limited by guarantee)

**NOTES TO THE ACCOUNTS**  
**PERIOD ENDED 31 DECEMBER 2016**

**1 Accounting policies**

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

*Income and expenditure account*

The Statement of Financial Activities on page 21 discloses the identical information as that of the Income and Expenditure Account and as such no separate Income and Expenditure Account has been prepared.

*Funds*

Funds received by the charity that are earmarked either by the donor or by the terms of the appeal for particular projects are accounted for as restricted funds. All other funds are unrestricted. Designated funds form part of the charity's unrestricted funds.

*Income*

Income from charitable activities including income received under contract or where entitlement to grant funding is subject to specific performance conditions is recognised as earned as the related services are provided. Grant income included in this category provides funding to support performance activities and is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Income is deferred when performance related grants are received in advance of the time period or expenditure to which they relate.

Donations and legacies receivable for the general purposes of the charity are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Donations for purposes restricted by the wishes of the donor are taken to restricted funds.

Legacies are credited to income when the Charity becomes entitled to the income and there is certainty of receipt and the amount is quantifiable.

Other trading activities income is recognised on a receivable basis.

*Voluntary help and gifts in kind*

The charity benefits from the many voluntary hours contributed by its supporters. In addition, companies and organisations have provided the use of facilities and equipment without charge. It would be impossible to place a value on all these gifts in kind for which the charity is extremely grateful, and without which, much of the work undertaken could not be achieved.



**THE EAR FOUNDATION**  
(A company limited by guarantee)

**NOTES TO THE ACCOUNTS**  
**PERIOD ENDED 31 DECEMBER 2016**

**1 Accounting policies (Continued)**

*Expenditure*

Expenditure is accounted for when a liability is incurred.

- Charitable activities include expenditure associated with the running of the charity's operations and include both the direct costs and support costs relating to those activities.
- Raising funds are those costs incurred in attracting voluntary income.
- Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.
- Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

*Pensions*

Contributions to the charity's defined contribution pension scheme are charged to the statement of financial activities in the year in which they become payable.

*Value Added Tax*

As the charity is unable to reclaim Value Added Tax, all expenditure in these financial statements is shown inclusive of Value Added Tax paid.

*Depreciation*

Tangible fixed assets are stated at cost and reduced by depreciation calculated to write down the assets to estimated residual value over their expected useful lives at the following rates:

Freehold property	-	1% straight line
Fixtures, fittings and furniture	-	20% straight line
Office equipment	-	25% reducing balance
Computer equipment	-	33% straight line
Audio visual equipment	-	25% straight line

Any assets purchased for specific grant funded projects are capitalised under the appropriate asset classification and written off in accordance with the life of the project.

Depreciation is charged in full in the year of acquisition. No depreciation is charged in the year of disposal.

*Stocks*

Stocks represent goods for resale which are valued at the lower of cost and net realisable value. Cost is calculated as cost of purchase on a first in, first out basis.

Net realisable value is based on estimated selling price, less further costs to disposal.

*Operating leases*

Rentals payable under operating leases are charged as an expense on a straight line basis over the term of the lease.



**THE EAR FOUNDATION**  
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**NOTES TO THE ACCOUNTS**  
**PERIOD ENDED 31 DECEMBER 2016**

2 Income	Unrestricted funds £	Restricted funds £	Total 2016 £	Total 2015 £
<b>a) Donations</b>				
Donations received	96,282	-	96,282	85,526
Exceptional Income – Sound Space	-	-	-	159,031
	96,282	-	96,282	244,557
	Unrestricted funds £	Restricted funds £	Total 2016 £	Total 2015 £
<b>b) Income from charitable activities</b>				
<b>i) Grants and other income receivable:</b>				
Research	-	194,443	194,443	138,522
Family activities	-	77,806	77,806	75,587
Education	-	136,173	136,173	150,117
Clinical services	-	18,960	18,960	6,960
Contributions in form of room hire	29,524	-	29,524	50,226
<b>ii) Conferences, workshops and educational events</b>	184,077	-	184,077	181,443
<b>iii) Family activities – courses, education &amp; excursions</b>	-	36,994	36,994	40,041
<b>iv) Clinical services – Sound Advice &amp; audiology sales</b>	78,567	-	78,567	81,778
	292,168	464,376	756,544	724,674
<b>c) Other trading activities. Fund-raising events:</b>				
Christmas ball	15,293	-	15,293	13,564
BBQ	1,801	-	1,801	2,007
Marathons and walks	9,895	-	9,895	6,206
Other fund-raising event income	13,349	-	13,349	15,922
Trading and other income	14,998	-	14,998	25,594
	55,336	-	55,336	63,293

Other donations include income generated through the Just Giving website from specific marathon runners particularly in London Marathon, special events bike rides, and those who gave donations to the Ear Foundation of presents for special anniversaries and birthdays. Thanks to all these people.

**3 Expenditure - Raising funds**

	Unrestricted funds £	Restricted funds £	Total 2016 £	Total 2015 £
Salaries and wages	35,456	-	35,456	24,609
Printing and stationery	4,588	-	4,588	6,864
Newsletters, advertising and fundraising				
- Fundraising activities	19,164	-	19,164	24,219
- Brochures	10,146	-	10,146	8,105
- Postage	13,291	-	13,291	11,653
	82,645	-	82,645	75,450



**THE EAR FOUNDATION**  
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**NOTES TO THE ACCOUNTS**  
**PERIOD ENDED 31 DECEMBER 2016**

**4 Allocation of support costs**

	Staff costs £	Other overheads £	Audit and prof. fees £	Total 2016 £	Total 2015 £
Family activities	46,326	30,730	-	77,056	65,360
Clinical service	27,627	18,326	-	45,953	21,651
Education	72,767	48,270	-	121,037	126,123
Research	31,738	21,053	-	52,791	53,855
Governance	21,992	-	21,180	43,172	38,080
	<u>200,450</u>	<u>118,379</u>	<u>21,180</u>	<u>340,009</u>	<u>305,069</u>

Support costs have been allocated to activity on a basis consistent with the use of staff time.

**5 Expenditure**

	Direct staff costs £	Other direct costs £	Allocate support costs £	Total 2016 £	Total 2015 £
<b>Raising funds</b>	<u>35,456</u>	<u>47,189</u>	<u>-</u>	<u>82,645</u>	<u>75,450</u>
<b>Charitable activities</b>					
Family activities	100,421	38,801	77,056	216,278	187,607
Clinical service	59,887	56,081	45,953	161,921	115,025
Education	157,737	61,386	121,037	340,160	367,063
Research	68,798	52,051	52,791	173,640	149,824
Governance costs	-	-	43,172	43,172	38,080
	<u>386,843</u>	<u>208,319</u>	<u>340,009</u>	<u>935,171</u>	<u>857,599</u>
<b>Total expenditure</b>	<u>422,299</u>	<u>255,508</u>	<u>340,009</u>	<u>1,017,816</u>	<u>933,049</u>

**6 Net incoming resources**

	Total 2016 £	Total 2015 £
<b>Expenditure includes:</b>		
Auditor's remuneration		
- Audit services	4,800	4,800
- Other services	16,380	15,575
Depreciation of owned assets	37,713	29,904
Operating lease rentals	<u>8,873</u>	<u>6,372</u>



**THE EAR FOUNDATION**  
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**NOTES TO THE ACCOUNTS**  
**PERIOD ENDED 31 DECEMBER 2016**

**7 Employee numbers and costs**

The average monthly number of persons (excluding trustees) calculated on a full time equivalent basis (of 37 hours per week) employed by the company during the year was as follows:-

	<b>2016 Number</b>	<b>2015 Number</b>
Management and administration	10	7
Education, research and clinical	<u>12</u>	<u>10</u>
	<u>22</u>	<u>17</u>
	<b>£</b>	<b>£</b>
Salary costs – direct	443,095	371,181
Social security	35,638	30,966
Pension costs	<u>22,307</u>	<u>24,623</u>
	<u>501,040</u>	<u>426,770</u>

No employee received emoluments above £60,000 for either year.

**Trustees' remuneration**

- (a) No trustees were remunerated for either year.
- (b) During the year £nil (2015: £803) of expenses were reimbursed to trustees.

**8 Tangible assets**

	Freehold Property £	Fixtures, fittings and furniture £	Audio visual and office equipment £	Total £
<b>Cost</b>				
At 1 January 2016	1,593,085	168,198	211,186	1,972,469
Additions	<u>-</u>	<u>-</u>	<u>10,800</u>	<u>10,800</u>
At 31 December 2016	<u>1,593,085</u>	<u>168,198</u>	<u>221,986</u>	<u>1,983,269</u>
<b>Depreciation</b>				
At 1 January 2016	175,558	130,850	174,417	480,825
Charge for the year	<u>12,428</u>	<u>8,939</u>	<u>16,346</u>	<u>37,713</u>
At 31 December 2016	<u>187,986</u>	<u>139,789</u>	<u>190,763</u>	<u>518,538</u>
<b>Net Book Value</b>				
At 31 December 2016	<u>1,405,099</u>	<u>28,409</u>	<u>31,223</u>	<u>1,464,731</u>
At 31 December 2015	<u>1,417,527</u>	<u>37,348</u>	<u>36,769</u>	<u>1,491,644</u>

The Land Value at 31 December 2016 is £350,309. All tangible assets detailed above are solely for the direct use of the charity.

**THE EAR FOUNDATION**  
(A company limited by guarantee)

**NOTES TO THE ACCOUNTS**  
**PERIOD ENDED 31 DECEMBER 2016**

**9 Stocks**

	<b>2016</b>	<b>2015</b>
	£	£
Goods for resale	<u>15,521</u>	<u>43,000</u>

There is no material difference between the replacement cost of stock and the amounts stated above.

**10 Debtors**

	<b>2016</b>	<b>2015</b>
	£	£
Trade debtors	34,828	25,352
Prepayments	25,374	18,967
Other debtors	<u>35,693</u>	<u>26,511</u>
	<u>95,895</u>	<u>70,830</u>

The amounts shown under debtors fall due for payment within one year.

**11 Creditors: amounts falling due within one year**

	<b>2016</b>	<b>2015</b>
	£	£
Bank overdraft	75,823	24,970
Trade creditors	45,085	16,248
Accruals	6,365	14,665
Deferred income	82,595	75,218
Taxation and social security	10,550	7,660
Other creditors	<u>1,616</u>	<u>750</u>
	<u>222,034</u>	<u>139,511</u>

	<b>2016</b>
	£
Deferred income	
Deferred income at 1 January 2016	75,218
Resources deferred in year	82,595
Amounts released from previous years	<u>(75,218)</u>
Deferred income at 31 December 2016	<u>82,595</u>

The bank overdraft is secured by way of legal mortgage over the freehold interest in Marjorie Sherman House, a property owned by The Ear Foundation.

**12 Share capital**

The company is limited by guarantee and as such has no share capital.

The liability of its members in the event of the company being wound up is limited to a sum not exceeding £1 each.



**THE EAR FOUNDATION**  
(A company limited by guarantee)

**NOTES TO THE ACCOUNTS**  
**PERIOD ENDED 31 DECEMBER 2016**

**13 Accumulated funds**

	Balance at 1 January 2016 £	Incoming resources £	Outgoing resources £	Transfers £	Balance at 31 December 2016 £
<b>Restricted funds:</b>					
Research	19,118	194,443	194,443	(19,118)	-
Family activities	-	114,800	114,800	-	-
Education	-	136,173	136,173	-	-
Clinical services	-	18,960	18,960	-	-
OneFamily Foundation	5,000	-	50	-	4,950
Sound Space	<u>693,131</u>	<u>-</u>	<u>20,260</u>	<u>-</u>	<u>672,871</u>
Total restricted funds	<u>717,249</u>	<u>464,376</u>	<u>484,686</u>	<u>(19,118)</u>	<u>677,821</u>
Unrestricted funds:					
General funds	<u>751,088</u>	<u>443,786</u>	<u>533,130</u>	<u>19,118</u>	<u>680,862</u>
	<u>1,468,337</u>	<u>908,162</u>	<u>1,017,816</u>	<u>-</u>	<u>1,358,683</u>

**Research**

The Ear Foundation's research programme specialises in user and family issues, reporting on the impact of hearing loss and use of hearing technologies in everyday life, to influence policy and practice.

This fund relates to a department that has now closed and has therefore been transferred to general funds.

**Family Activities**

The Ear Foundation's family programme caters for those of all ages who have a hearing loss and their families. It provides information, training and support groups.

**Education**

The Ear Foundation's education programme provides training for all professionals who work with those with a hearing loss.

**Clinical Services**

The Ear Foundation's clinical services provide rehabilitation and advisory services, and supports all those using any kind of hearing or communication technology.

**OneFamily Foundation**

A grant was provided in the year for a new bathroom facility at Marjorie Sherman House. This will be depreciated in line with the useful economic life of the asset.

**Sound Space**

The Ear Foundation's sound space project is to fund capital developments to the existing building. Transfers reflect funds donated to purchase fixed assets and to meet the costs of publication materials, whereby the restriction has been satisfied following the purchase of those items.

Project grants are funds received for specific purposes which are generally short term in duration.



**THE EAR FOUNDATION**  
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**NOTES TO THE ACCOUNTS**  
**PERIOD ENDED 31 DECEMBER 2016**

**14 Analysis of net assets between funds**

	Tangible fixed assets £	Net current assets £	Total 2016 £	Total 2015 £
Restricted funds	677,819	2	677,821	717,249
General unrestricted funds	<u>786,912</u>	<u>(106,050)</u>	<u>680,862</u>	<u>751,088</u>
	<u>1,464,731</u>	<u>(106,048)</u>	<u>1,358,683</u>	<u>1,468,337</u>

**15 Pensions**

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund in the year and amounted to £22,307 (2015: £24,623).

**16 Leasing commitments**

At the reporting end date the company had outstanding commitments for future minimum lease payments under non-cancellable operating leases for plant and equipment, which fall due as follows:

	2016 £	2015 £
Within 1 year	-	-
2 to 5 years	21,438	30,312
Over 5 years	<u>-</u>	<u>-</u>

**17 Related party transactions**

Donations from trustees totalled £600 (2015: £590) in the year.

**18 Ultimate controlling party**

The Trustees are considered to be the ultimate controlling party.

