

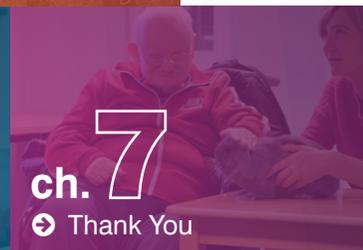
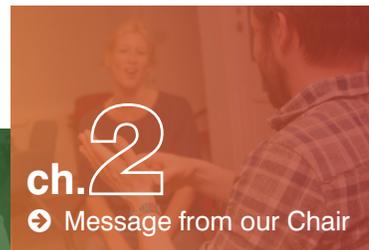
# annual report



WORKING IN PARTNERSHIP FOR AN EQUAL  
AND BETTER FUTURE FOR DEAF PEOPLE

# 2015/16

# contents



“

*Thanks to the staff at Deaf Action for making my BSL Level 1 course so enjoyable. The friendly atmosphere and enthusiasm of everyone involved was really good.*

”

# vision

## mission & values

### Vision

Working together for an equal and better future for all deaf\* people. For over 180 years, this vision has been at the heart of everything we do.

### Our Mission

#### We will:

- Raise awareness of the needs and rights of deaf people
- Challenge discrimination
- Provide services to promote independence and quality of life.

Our mission is designed to help us achieve our overall vision and keep our ambitions focused. It highlights the work we believe is important in making a difference to deaf people's lives.

\*Throughout this report, the term 'deaf' includes those who are Deaf British Sign Language users, and those who are deafened, deafblind and hard of hearing.

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### Our Values

**Equality** – we will treat others fairly and honestly and value the contribution they can make.

**Diversity** – we will ensure that everybody's needs and requirements are understood and responded to within employment practice and service design and delivery.

**Integrity** – we will be fair, honest, transparent and trustworthy in all our dealings with staff, volunteers, service users and partners.

**Quality** – we will always seek to improve by developing our monitoring and evaluation processes and listening to and learning from our staff, volunteers, service users and partners.

**Innovation** – we will create and deliver services that test new ideas and approaches that keep us at the forefront of Scotland's sensory support thinking.

Our values are qualities we expect from everyone we work with; volunteers, staff, board members, but also our partners, donors and supporters.



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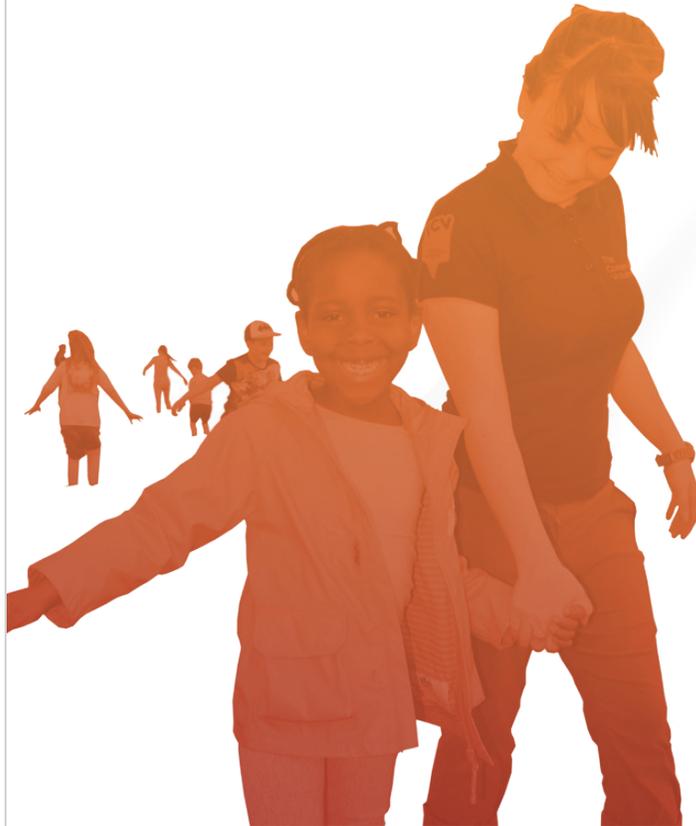
message  
from  
our

# chair



EVEN A QUICK GLANCE AT THE NATIONAL NEWS WILL TELL YOU THAT A LOT CAN HAPPEN IN A VERY SHORT SPACE OF TIME! THIS SEEMS EQUALLY TRUE OF THE PAST YEAR HERE AT DEAF ACTION. FOR EXAMPLE, LAST YEAR'S REPORT WAS WRITTEN BY DR FRASER QUIN, SHORTLY BEFORE HE WAS APPOINTED TO THE POST OF CEO FOR THE ERIC LIDDELL CENTRE AND WITHDREW FROM HIS ROLE AS CHAIR TO THIS ORGANISATION. WE WISH FRASER WELL IN HIS FUTURE WORK.

Sometimes events happen very quickly, and at times we tend to focus on these and lose the bigger picture. One of Deaf Action's many strengths has been the years of experience and skill that staff and trustees have and use to support and empower those who are deaf. Personally, my twenty-three year association with the organisation has given me the opportunity to see at first hand the commitment, loyalty and skill of staff, trustees, and those who make use of the services we provide. I would like here to thank all those who have made me feel so welcome as Chair.



“ Personally, my twenty-three year association with the organisation has given me the opportunity to see at first hand the commitment, loyalty and skill of staff, trustees, and those who make use of the services we provide. I would like here to thank all those who have made me feel so welcome as Chair. ”

We look back to the past, in fact we are able to look way back to 1835 when this organisation was first established. We are able to react to current events, but we are also very aware of the need to plan for the future. The successful Youth Service, launched last year, has shown again that the experience of deafness is vast, and is changing in response to developments in e.g. education, technology, and legislation. This is where we need you! We would love you to get in touch to tell us your experiences of how being deaf affects your life, so that we can continue to work for an equal and better future for deaf people.



**Rev Rosie Addis**  
Chair, Deaf Action

During the year we have continued to implement some of the changes identified and approved by the Board in 2014/15. We have welcomed Rosie Rutherford as Commercial Manager, and Alison McGachy as Fundraising and Marketing Officer. Our past year has seen the emergence of the Deaf Sector Partnership, established as a result of the BSL (Scotland) Act. Although the Chief Executive's message will go into more detail on this, I use it here as an example of the fact that as an established and experienced organisation with a skilled workforce, we are able to react quickly and competently to changes in legislation. We now have a huge role in its implementation over the coming years. The Deaf Sector Partnership is funded by the Scottish Government.

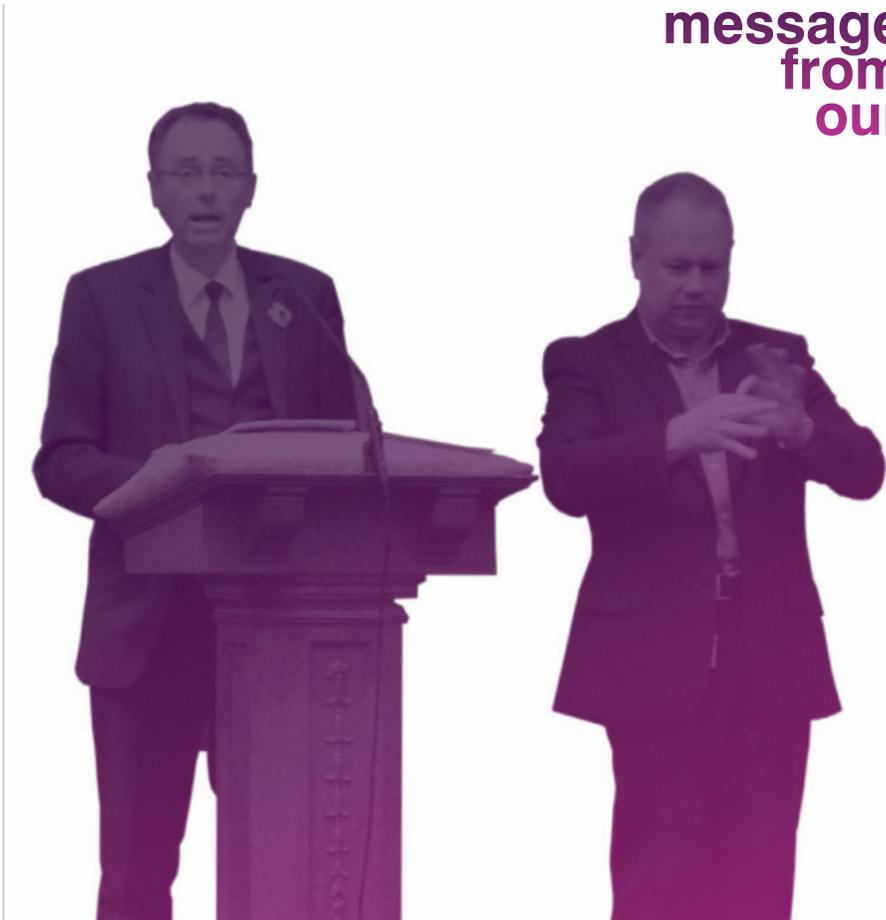
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message  
from  
our

# chief executive



THE THEME RUNNING THROUGHOUT THIS YEAR'S ANNUAL REPORT IS PARTNERSHIP. THIS APPROACH HAS BEEN CENTRAL TO OUR SUCCESS IN 2015/16 WHERE, DESPITE THE CONTINUATION OF UNPRECEDENTED AUSTERITY IN SCOTLAND, TRUE COLLABORATION HAS BROUGHT ABOUT EXPANSION OF OUR SERVICES. WHETHER IT'S WORKING WITH OTHERS TO GENERATE IDEAS OR SHARE SKILLS, INCREASE CAPACITY OR STRENGTHEN RELATIONSHIPS, ONE OF THE KEY ATTRIBUTES OF DEAF ACTION IS THE WILLINGNESS AND CAPABILITY TO WORK EFFECTIVELY IN PARTNERSHIP.

An excellent example of this is our role within the Deaf Sector Partnership (DSP), a grouping of deaf organisations brought together by the Scottish Government's Equality Unit to ensure the effective implementation of the BSL (Scotland) Act. **It was a privilege to share in the emotional celebrations of the packed galleries in Holyrood on that momentous day in September 2015 when the**

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**Act was passed unanimously by the Scottish Parliament.** The BSL community had waited a long time for this recognition and their expectations are high. The DSP was created to make sure these expectations are met and Deaf Action has made a significant contribution to the progress made so far. There is still much to be done but our experience of the DSP and other partnerships is that, although it can be challenging, the benefits of collaboration far outweigh the perceived risks.

A less challenging but equally beneficial collaboration that took place during the year was when we held an Open Evening for delegates attending the Deaf History International Conference in Edinburgh. The theme of the Conference was Deaf Sporting Heritage and this was the first time this event had been held in the UK. We were pleased to work in partnership with Deaf History Scotland, the British Deaf History Society and the Edinburgh Deaf Sports and Social Club to welcome visitors from across the world to celebrate how individuals and organisations have successfully used sport to create a positive portrayal of deaf people.

Deaf Action is, and always will be, an organisation dedicated to raising awareness of the needs and rights of deaf people and challenging discrimination. Our work with the DSP illustrates our capacity to influence and contribute to these objectives at a strategic

level. But we are equally focused on celebrating the success and achievements of deaf people at a local level and will continue to collaborate with a wide range of partners to encourage and promote this wherever we can.

Although we are working in a changing political and financial landscape, our staff remain committed to continuously improving our services to meet the needs of each individual they work with. This report gives a flavour of what they have achieved over the past year. I would like to acknowledge their significant contribution, the support and guidance provided by Deaf Action's Board of Directors and the collaborative work of our partners and funders towards making this happen.



**Aidan McCorry**  
Chief Executive

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# review

of the year

Our training department delivered **British Sign Language** classes for **205** PEOPLE

We provided **Deaf/BSL Awareness training** courses for **412** PEOPLE over **15 different organisations** that included several public bodies, the Scottish Government and the BBC

Our **Communication & Interpreting Agency** provided **6,608** HOURS of **communication support**

Our **Specialist Equipment Service** in Edinburgh, East, West and Midlothian and Aberdeenshire installed and repaired equipment for over **2,000** PEOPLE to **aid independence**

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Our **Information, Advice and Guidance service** in Aberdeenshire ran 32 drop in sessions attended by

**704** PEOPLE

**Lipreading classes** in Tayside and Fife were attended by

**72** PEOPLE

with many seeing an increase in social confidence following the course

**156** STUDENTS attended our **Adult Education Courses**

The **Youth Service** has worked with

**152** DIFFERENT CHILDREN

this year, with **47** attending the Halloween party, and **60** at the Christmas party

There were over **64** DIFFERENT ACTIVITIES

offered by the **Youth Service**, including a visit to Sky Academy Studios to make and present a film, a Lush spa day to learn how to create products and a trip to the climbing wall at Ratho

We hosted an **OPEN EVENING** for the International **Deaf History International Conference**

We secured funding from the Big Lottery Fund to deliver an Employability Service to

**ADULTS AGED 25+**

in Edinburgh City, Dundee City, Fife and Perth & Kinross

# our services

WORKING IN PARTNERSHIP IS A TRIED AND TESTED WAY OF INCREASING REACH AND ADDING VALUE TO THE WORK WE DO. WE WERE PLEASED THAT, WITH THE SUPPORT, GUIDANCE AND FUNDING RECEIVED FROM THE BIG LOTTERY FUND, WE WERE ABLE TO DEVELOP AND IMPLEMENT OUR EMPLOYABILITY SERVICE DURING 2015/16.



Our research and experience suggested that many deaf people did not have a positive experience at school and were left feeling disempowered and underequipped for the job market. This was compounded by a lack of understanding and assistance from employers and managers. Our **Employability Service**, which targets unemployed adults in Edinburgh City, Fife, Dundee City and Perth & Kinross, has been designed to tackle these issues and assist individuals to increase their skills, abilities and confidence and enhance their chances of successfully getting a job. The **Employability Service** also works closely in partnership with employers to encourage them to become more inclusive in their practices and cultures and to recognise the benefits of supporting deaf people in the workplace.

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The Scottish Government and a wide range of public bodies, including a number of local authorities, have benefitted from the BSL Awareness courses developed during the year by our **Training Department**. These courses are delivered by a Deaf tutor and have proved to be very successful. They not only enable the participants to learn basic BSL but also offer them direct experience of what it's like working with BSL/English interpreters to facilitate communication between hearing people and Deaf BSL users. We intend, with the support of the Scottish Government, to continue delivering these courses which have already contributed to a healthy increase in the demand for our 6 week Introduction to BSL short course.

“ Thanks to the staff at Deaf Action for making my BSL Level 1 course so enjoyable. The friendly atmosphere and enthusiasm of everyone involved was really good. ”



**Our SQA approved Introduction to BSL, Level 1 and Level 2 classes were fully booked during the year, often with a waiting list, and we are keen to expand these services and develop the number of Deaf tutors qualified to deliver them. 239 people attended our bespoke Deaf Awareness courses.**

The demand for materials that are accessible to deaf, blind and partially sighted people has meant that our **Multimedia Service** has had a busy year.

**The BSL (Scotland) Act has increased awareness of the need to create websites and additional information that are accessible to BSL users and the list of clients using our services has grown significantly.**

Contributing to this demand was the encouraging news that our partnership with the Scottish Government and Fife Society for the Blind, to support the implementation of the **Self-Directed Support** initiative, had been extended for a further 3 years. There have been significant changes in the way that social care is delivered over recent years with the emphasis on people in receipt of these services having more choice and being able to exercise more control.

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### Our **Self-Directed Support**

project plays a key role in ensuring people who are deaf or have sight loss can access the information they need to make these choices in accessible formats. It is equally important for providers of social care services to understand the adaptations they need to make in order to be accessible to people with sensory needs. We continued to provide awareness training for appropriate staff in a range of social care organisations during the year.



We also gave advice to deaf people about the adaptations they could make to their own homes and the range of equipment such as flashing alarms and listening systems we could provide to improve their quality of life. During the year, our **Specialist Equipment Service** installed and repaired equipment for 1,097 people across the Lothians. In Aberdeenshire we made 385 home visits as well as delivering 32 drop in sessions. The difference a simple piece of technology can make to a deaf person's life is extraordinary. We were pleased to be able to continue our partnership with Aberdeenshire, City of Edinburgh, East, West and Midlothian Councils during 2015/16.

Our **Communication & Interpreting Agency** continued to sit at the heart of Deaf Action and contribute substantially to making a difference every day to many deaf people's lives.

During the course of the year there were over 6,608 hours booked for interpreter appointments. The positive feedback we received from service users, about the straightforward booking system and professionalism of the interpreters, confirmed that our processes and training are of the highest standard.

The **Communication & Interpreting Agency** also provided electronic notetakers and deafblind communicators in a range of settings as well as maintaining our popular drop-in duty service. The partnership that Deaf Action has developed with the School of Medicine at the University of Dundee offers powerful testimony to the importance of the role of interpreters and the understanding of why they are so essential to book, when working with those who use BSL. We designed and delivered a bespoke 10 day course for the students, covering all aspects of deafness and its potential impact on a patient's needs. This has been running successfully for a number of years. The students attending this year's course endorsed the value of their raised self-awareness and commented on how it will positively impact on their clinical practice. This means that, for deaf people who present in the future clinics of these doctors, their opportunities to receive the best possible care have been improved.



“ This teaching should be compulsory to increase deaf awareness among medical professionals and prevent mistreatment of deaf patients. ”

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A Cocktail Masterclass was one of the more fun events to feature in our **Adult Learning** programme this year. They also organised a range of other interesting activities such as a ghost tour and cookery lessons as well as more practical classes in bicycle maintenance and driving theory test.

**These activities, which are taught by deaf people using BSL or other communication strategies for people with acquired hearing loss, proved very popular. They attracted a wide range of people who previously may not have considered that Deaf Action had anything to offer them.**

We will continue to consult with our service users to ensure we are offering classes and activities that they would like to experience in the future.

Another vehicle to attract people to Deaf Action is our **Charity Shop**. Based in South Queensferry and staffed entirely by volunteers, the shop not only enables the organisation to have a practical presence in our local community but also provides much needed income for our **Adult Learning** activities. We are very grateful to the people who give so much of their own time to support this venture.

“ I've been on a couple of the courses run at Deaf Action and found them to be interesting and good fun - especially the Ghost Tour! ”



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**It is estimated that people who are deaf are 40% more likely to experience mental health issues, compared to 25% of the hearing population.**

Assessment and treatment can be difficult to access and so we were pleased to continue our partnership with NHS Lothian's **Deaf Community Mental Health Service**. This service acknowledges the specific linguistic and cultural needs of deaf members of our community who experience mental health issues. Also working in partnership with NHS Lothian and the equalities forum, our **Health Project** continued to encourage and influence mainstream services of the need to consider the special requirements of deaf people when designing programmes and information.

For those who become deaf or hard of hearing, and the number will continue to rise as our population gets older, the effects on their physical and emotional wellbeing can also be significant. **Lipreading** classes play a crucial part in adjusting to hearing loss and increasing self-confidence.

**During the year we were able to continue offering free lipreading classes in Tayside, Perth and Fife enabling 72 people to learn new skills and communication tactics.**

The classes also provided participants with information about other support available for hard of hearing and deafened people.

“ I started to lose my hearing a year ago and have found these lipreading classes to be very helpful to me. They are well organised and supportive. ”

Another service that enabled deaf people to manage feelings of isolation and lack of self-confidence was our Dundee based **Sound Sense** befriending service. Designed to maintain independence and quality of life, and delivered by staff and volunteers who have specialist skills in communicating with deaf people, **Sound Sense** had another successful year thanks to our continued partnership with Dundee City Council. **Sound Sense** worked with 13 people during the year enabling them to continue to feel part of the community.



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Combating isolation and encouraging participation in the wider community is also a feature of our **Youth Service**. We were grateful for the continued support of partners BBC Children in Need and East of Scotland Deaf Children's Society. 2015/16 saw the Youth Service grow substantially with 152 young people attending.

During the course of the year, a Youth Council was established so the young people could decide what activities they would like to get involved in. They also wanted to make sure the Youth Work Co-ordinator and his team of deaf and hearing staff, youth workers and volunteers didn't get in the way and spoil the fun! They enjoyed an exciting number of outings including wall climbing at the Edinburgh Indoor Climbing Arena, ice skating in Princes Street at Christmas, a very chilly trip to Hillend to experience snow tubing and a series of popular Nature Play Workshops delivered in partnership with TCV (The Conservation Volunteers).

We know that the majority of young deaf people attend mainstream schools nowadays and are mixed with hearing peers. As a result, they rarely have opportunities to meet and make friends with others affected by deafness or hearing loss.



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**Our Youth Service provides a focus for young people to come together, to form and create friendships, to gain in confidence and improve their relationships and communication skills.**

We were grateful to receive support from the Santander Foundation Community Plus Fund, Skipton Building Society, CashBack for Communities Fund, Bank of Scotland Foundation and John Watson's Trust to design and deliver new Youth BSL classes this year.

“It's great that we get to decide what to do and can choose fun stuff. I've made some good friends at Deaf Action.”

Our partnership with the Scottish Legal Aid Board allowed us to continue delivering the important **Money Matters** service during 2015/16.

**The dual challenges posed by a fragile economy and the introduction of more welfare reforms meant that there was a greater need than ever to provide advice and guidance to those experiencing financial difficulties.**

The service delivered face to face advice in BSL, posted advice and guidance on-line and developed and disseminated a set of good practice guidelines.

Financial worries can often mask more serious underlying concerns such as housing difficulties or mental health issues. Our **Social Care** service continued to support people through challenging periods or situations in their lives.



**Staffed by qualified and experienced Social Workers, the team provided a sensitive service, highly attuned to the potential additional barriers that may be faced.**

Working across Edinburgh, East, West and Midlothian, the team was also able to refer people to other services we offer in-house that can very quickly make a real difference to their situation.

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Our Social Workers also contributed to the work of our **Support Services** team during the year. Collaborating with our Support Workers they used their knowledge, skills and experience to ensure the residents of our Slateford Green supported housing complex maintained as much independence as possible. The **Support Services** team also continued to provide valuable support to people in their own homes through our outreach service delivered across Edinburgh, the Lothians and Fife.

**We were pleased that the hard work of our Support Services team was acknowledged by the award of a Grade 5 “very good” assessment following an unannounced visit from the Care Inspectorate.**

Our **Support Services** were also reviewed by the City of Edinburgh Council who identified a number of areas of strength including service user involvement, multi-agency working and the identification of communication needs and specialist assessments.



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Despite some poor weather, which caused a few road and rail delays on the night, our **Annual Lecture** attracted over 120 people in November. Delivered by Dr Alasdair Allan MSP, Minister for Learning, Science and Scotland's Languages, it focused on the Scottish Government's approach to the implementation of the recently passed BSL (Scotland) Act.

**The Lecture provided the Minister with the opportunity to detail his plans for the next steps of this landmark legislation which will have significant impact on the lives of the many people who make up Scotland's deaf community.**

The Lecture prompted a number of interesting questions during the event and plenty of debate at the reception afterwards. The Edinburgh Signing Choir performed beautifully and contributed to what was a memorable evening.

The Scottish Government's commitment to ensuring the BSL (Scotland) Act is implemented effectively across Scotland resulted in the formation of the **Deaf Sector Partnership**, the group of deaf organisations mentioned earlier in the *Introduction from our Chief Executive*. Working collaboratively with our colleagues, we created a work plan that identified specific tasks each organisation would take forward. Our work involved delivering BSL Awareness

courses to a range of public bodies as well as engaging with young BSL users to ensure they have a say in the implementation of the Act. This is important work and it is encouraging to learn that the Scottish Government has committed additional funding to allow it to continue.



“ The Scottish Government welcomes the new BSL (Scotland) Act. We want it to make a real, practical difference to the lives of our deaf citizens, enabling them to access information and opportunities and to maximise their contribution to daily and public life in Scotland. I look forward to engaging with BSL users across Scotland, and the organisations who work with them, as we prepare our first BSL National Plan which will set out priorities for action.

Dr Alasdair Allan MSP.



# future impact



**THE PAST YEAR HAS SEEN DEAF ACTION REVIEW ITS SERVICES AND FOCUS ACTIVITY ON THE EXPRESSED NEED OF SERVICE USERS AND STAKEHOLDERS. IN THE LIGHT OF THIS, IN THE COMING YEAR WE ARE LOOKING TO:**

- Further develop our Employability Service for deaf adults across the Edinburgh City, Perth & Kinross, Dundee City and Fife.
- Continue to support the full implementation of the BSL (Scotland) Act as a member of the Deaf Sector Partnership.
- Develop and expand our Multimedia Service offering creative and cost effective solutions to improve accessibility across public sector organisations and their services.
- Expand our commercial interests by developing both our charity shop activity and new services for the assessment, supply and maintenance of specialist equipment.
- Grow the offer of our specialist training for students across all medical and health professions.
- Expand our Youth Service to reach more young people across Scotland.

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# thank you

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**DEAF ACTION WOULD LIKE TO THANK EVERY INDIVIDUAL, BUSINESS AND ORGANISATION THAT MADE DONATIONS DURING 2015/16.**

There are more donors to recognise than space will allow so for every donation received; we thank you. Large or small, every gift you send directly benefits our work to make a difference for deaf people.

“ *BBC Children in Need funds projects across the UK that are helping to transform the lives of disadvantaged children and young people and we are happy to count Deaf Action among them. Since receiving our funding in April 2015, they have provided young people affected by deafness with activities that not only help them learn key skills, but allow them to fully enjoy their childhood. From the fun trips and activities that help young people make lasting friendships to its positive role models that broaden the horizons of young people, Deaf Action is making a difference to young lives right here in Scotland.* ”

Mary Duffy, National Head of Scotland for BBC Children in Need.

# financial

## summary

**THE SUMMARISED FINANCIAL STATEMENTS HAVE BEEN TAKEN FROM THE FULL FINANCIAL STATEMENTS WHICH WERE APPROVED ON 24 AUGUST 2016. THE FULL FINANCIAL STATEMENTS HAVE BEEN AUDITED AND THE AUDITORS' OPINION WAS UNQUALIFIED.**

The summarised financial statements may not contain sufficient information to allow for a full understanding of the financial affairs of the charity. For further information, the full annual financial statements, the auditors' report on these financial statements and the Board of Directors' report should be consulted. Copies of the audited financial statements can be obtained by writing to Deaf Action.

By Order of the Trustees and Board of Directors



**Rev Rosie Addis, Chair**  
24 August 2016

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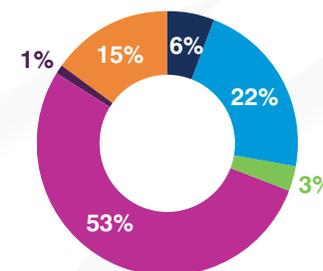
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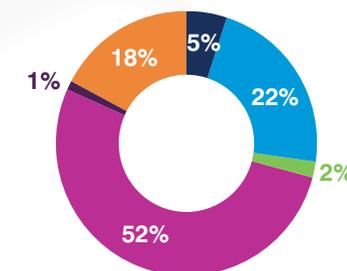
INCOME	2014/15 (%)	2015/16 (%)
Legacies/Donations	£105,634 (6%)	£100,314 (5%)
Commercial Operations	£407,449 (22%)	£415,194 (22%)
Investments	£44,396 (3%)	£45,847 (2%)
Local Authority	£971,885 (53%)	£1,005,536 (52%)
Social Club	£24,710 (1%)	£28,004 (1%)
Other charitable projects	£270,494 (15%)	£334,352 (18%)
<b>TOTAL</b>	<b>£1,824,568</b>	<b>£1,929,247</b>

EXPENDITURE	2014/15 (%)	2015/16 (%)
Fundraising/Publicity	£46,595 (2%)	£56,160 (3%)
Provision of Statutory Services	£721,642 (35%)	£825,268 (37%)
Supported Housing costs	£689,053 (34%)	£879,573 (40%)
Governance costs	£30,997 (2%)	£28,552 (1%)
Social Club	£24,874 (1%)	£25,631 (1%)
Other charitable projects	£527,196 (26%)	£399,709 (18%)
<b>Total</b>	<b>£2,040,357</b>	<b>£2,214,893</b>

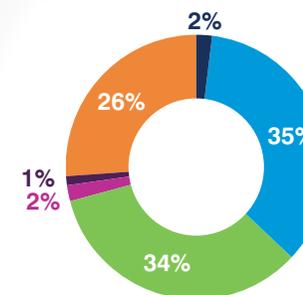
INCOME 2014/15



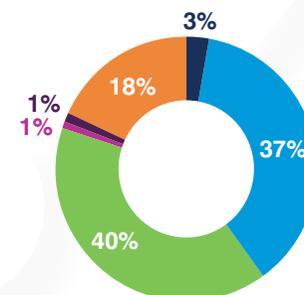
INCOME 2015/16



EXPENDITURE 2014/15



EXPENDITURE 2015/16



# office

## bearers and management for 2015/16

**DEAF ACTION INCORPORATED ON 1 APRIL 2011 AS A REGISTERED CHARITY NUMBER SC 009898, REGISTERED COMPANY NUMBER SC 396876, HAVING PREVIOUSLY BEEN A REGISTERED FRIENDLY SOCIETY.**

As at 31 March 2012 and throughout the year ended on that date, Deaf Action was a company limited by guarantee with each of the members surrendering £1. The Directors of the company were:

- **Rev Rosie Addis** (appointed Chair 25 November 2015)
- **William Nicol** (Vice Chair)
- **Pamela Brunt**
- **Peter Hay** (retired as Director 10 September 2015)
- **Keith Hyland**
- **Denise Lightbody**
- **Ken Macdonald**
- **Anthony Pelosi**
- **Dr Fraser Quin** (retired as Chair 26 August 2015)
- **Tommy Robertson**
- **David Wilson**

**Treasurer**  
**Robert Clark**

**Auditors**  
**Wylie and Bisset LLP**

**Management**  
**Aidan McCorry**, Chief Executive  
**Donald Bethune**, Support Services Manager  
**Shaurna Dickson**, Communication & Training Manager  
**Susan Gibson**, Operations Manager (North East)  
**Frankie McLean**, Operations Manager (Lothian)  
**Paul Mills**, Finance and Administration Manager  
**Rosie Rutherford**, Commercial Manager

**Other organisational advisers in 2015/16 were:**

- **Bank of Scotland**, PO Box 10, St Andrew's Square, Edinburgh, EH2 2YR
- **Barclays Wealth**, 12 Melville Crescent, Edinburgh, EH3 7LU
- **Brewin Dolphin**, 7 Drumsheugh Gardens, Edinburgh, EH3 7QH
- **Morton Fraser LLP**, Quartermile Two, 2 Lister Square, Edinburgh EH3 9GL
- **Wylie and Bisset LLP**, Chartered Accountants and Registered Auditors, 168 Bath Street, Glasgow, G2 4TP

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Registered address, 49 Albany Street,  
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