



ANNUAL REPORT AND ACCOUNTS

April 2021 – March 2022

RESOURCES FOR AUTISM
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Resources for Autism
Legal and Administrative Information

Company Number 3326332

Registered Charity 1061253

Directors and trustees:

Dr V E H Booth (President)

R H Esdaile (Treasurer)

C N Hunter Gordon (Chairman) (Retired in July 2022)

C Montgomery

B A Linden

E Stourton- (Retired in February 2022)

R Rainbow

A Levitt

Ritu Kiran Jackson (appointed January 2022)

VAdm Nick Hine (Chairman) (appointed in July 2022)

Chief Executive:

D Mordochai

Company Secretary:

R H Esdaile

Registered Office: 858

Finchley Road

Temple Fortune

London NW11 6AB

Bankers:

National Westminster Bank plc

89 Mount Pleasant Road

Tunbridge Wells

Kent TN1 1PX

Auditors:

Begbies Chartered Accountants

9 Bonhill Street

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London EC2A 4DJ

Report of the trustees for the year ending 31 March 2022

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ending 31 March 2022, which are also prepared to meet the requirements for a Director's report and accounts for Companies Act purposes. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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) (as amended for accounting periods commencing from 1 January 2019).

Structure, Governance and Management

Company Status:

Resources for Autism (or "RfA") is a charitable company limited by guarantee. It was incorporated on 28 February 1997 and is governed by a memorandum and articles of association. This was reviewed and updated in September 2005.

Governance and internal control:

The board of directors is responsible for selecting and recruiting suitable trustees to hold office at the Annual General Meeting. The number of trustees shall be not less than three but is not subject to any maximum. One third of the trustees shall retire from office at each Annual General Meeting. A retiring trustee is eligible for re-election, and there is no limit on the number of times a trustee may be re-elected.

The minimum age for a trustee is 18 years, but there is no upper age limit imposed on trustees. The Trustees from among their number appoint a chairperson.

New trustees are inducted through a process of briefings by the Chairman and executive management and they are provided with key information relating to the charity's governance and operation.

The board of trustees meets approximately six times. Pay for senior staff is reviewed and agreed by the board of Trustees as and when necessary. The Senior Leadership Team supports the Chief Executive in the day-to-day running of the charity and efforts to sustain and grow the charity's income and deliver the mission of the organisation.

None of the trustees received remuneration or other benefit from their work with the charity this financial year.

Purpose and activities:

The objects of Resources for Autism, as stated in the memorandum and articles, are to:

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- a) Support the needs of people with Autism and related conditions; and
- b) Promote and protect the health of families and carers of people with Autism and related conditions.

Specifically, the charity aims to:



- Improve independence for autistic individuals
- Improve emotional wellbeing for autistic individuals and their families
- Improve the life skills of autistic individuals
- Raise awareness about autism

Resources for Autism seeks to identify the most-needed services that reach the largest number of families and to demonstrate how these can be provided to a measurable standard of excellence. The charity aims to establish a model for the provision of services that can be delivered either as a direct activity of the charity or through the action of other organisations.

Ensuring our work delivers our aims:

We review our aims, objectives and activities at quarterly trustees' meetings. At these meetings we review our achievements and outcomes for the previous quarter.

- The review looks at the success of each key activity and the benefit it has brought to those groups of people we are set up to help;
- The review also helps us ensure our aims, objectives and activities remain focused on our stated purposes;
- We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities;
- In particular, the trustees consider how any planned activities will contribute to the aims and objectives they have set.

In order to achieve its charitable aims, RFA provides:

- a) Weekly specialist play schemes and youth clubs during term time and holidays
- b) Arts therapies
- c) Community support
- d) Volunteer mentoring and befriending service (Reach Out)
- e) Support for Adults
- f) Triage service
- g) Parent support
- h) Intensive family support service
- i) School Integration: Orange House
- j) A short term family support service
- k) Training and Consultancy

Our Ongoing Response to COVID 19

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Despite lockdown being lifted, we continued to be impacted significantly by changing COVID guidelines and need to review our risk assessment regularly. Despite challenges, we continued delivering all of our services and developed some new ways of supporting those most adversely impacted by the pandemic, namely, our autistic adults.

We increased the size of our groups back to pre-Covid times (8-10 members), we created staff rotas which ensured staff did as little mixing as possible, we developed a vaccination policy and we reviewed our service risk assessments on a monthly basis.

The impact of COVID on our community has been significant. We have seen a sharp increase in our referral rate from **462** in 2020-2021 to **875** in same period 2021-2022.

We stopped the Crisis Helpline that was set up as an emergency response in April 2020 but we continued with a virtual calendar of events for our adults and also started an adult phone-buddy service as well as an adult counselling service which has been oversubscribed from the moment it started.

Our Reach during 2021-2022

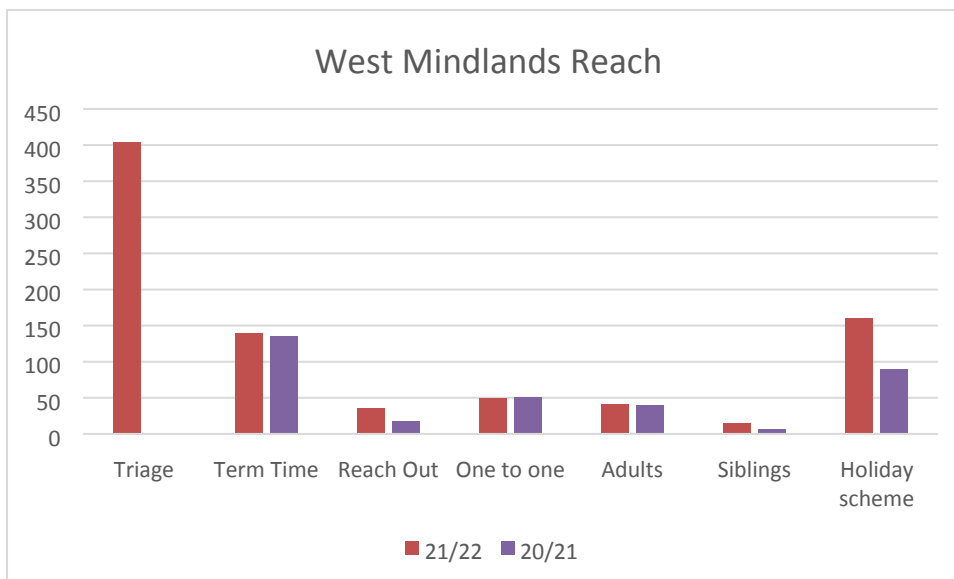
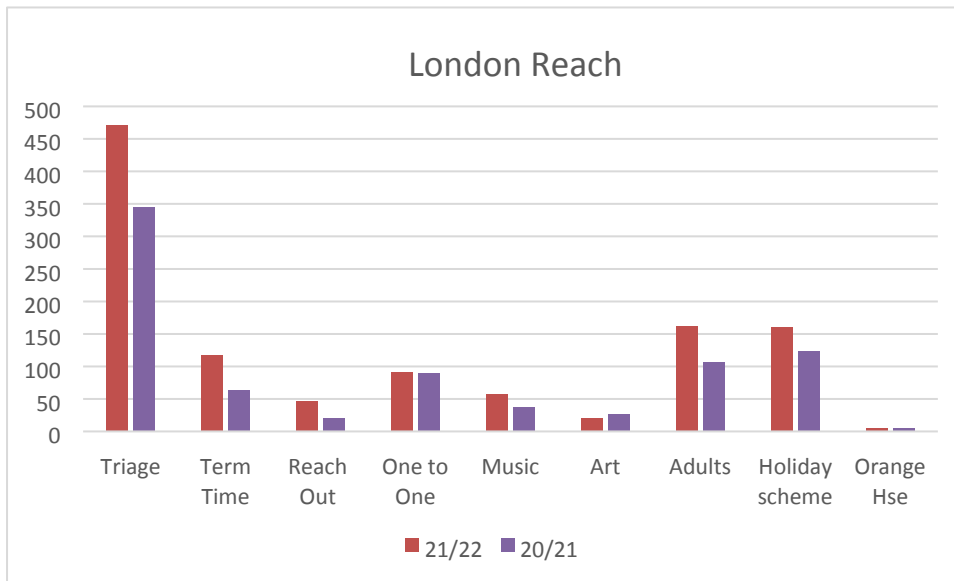
Our Reach in 2021-2022

During the year we directly supported a total of **1962** individuals on the autistic spectrum, which is a 9% increase from last year (1784). This is a significant increase from our numbers last year which has been achieved due to:

- Renewed process of running our First Response Service (Triage) which has meant that every single person referred to us will get a call from an autism specialist to signpost appropriately, refer them to our correct services, provide initial strategies, direct to our drop ins or offer immediate support if in crisis. This service supported 875 individuals this year, a 40% increase from last year.
- We re-opened all of our groups and returned back to pre-COVID numbers
- We started a number of new services including Phone Buddy Volunteer Befriending, Adult Counselling, and Adult Virtual Calendar.
- We increased our Family Support Offer with more parent trainings.
- Our Reach Out Volunteering service which ran at reduced capacity last year, started picking back up this year.

What we are particularly proud of is that this year (excluding Triage) we welcomed **256 new individuals** into our service.

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Our Impact

The outcomes we seek to achieve through our work include:

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- **Increased Confidence and sense of belonging** - Acceptance is fundamental to all our work with children and young people. We provide places and activities where they feel welcomed and valued by people outside their family, often for the first time.
- **Communication and interaction** - Our play and support services allow children and young people to meet and interact with each other, as well as with staff and volunteers. Engaging with other people in a safe and caring environment helps children and young people build their confidence and skills for communication
- **Relationships and social connection** - Our Behaviour informed services, as well as our therapy services and Community, directly help children and young people to develop their communication skills and manage their anxiety. They also benefit from fun, relaxed social interaction at playgroups and as part of our community support and Reach Out programmes.
- **Independence and resilience** - These improvements in confidence, communication and relationships can make a huge difference to the ability of children and young people to manage everyday life.
- **Access to other services and sources of support** - Our Triage services provide advice, advocacy and information and support to autistic adults. Our listening ear and carefully tailored help are especially important for people who have received a diagnosis of autism as adults, and have to adjust to a new identity, often by themselves with little or no support.

Our recent survey which was responded to by 138 members of our community reported that:

84% of people supported felt the service improved their communication skills

72% of people supported said the service improved their concentration

80% of people supported said the service improved their independence

84% of people supported said the service improved how they deal with other people

79% of people supported said the service improved their skills and how they do things

Voice of children and young people

"I have made a friend"

"I had no peer group or people I could talk to about shared interests before - I didn't mix with anyone from school "

"I can be at RFA on my own without my family. Everyone there knows about Autism and understands about Autism. It helps me to develop my social skills. They do not mind about my condition (Epilepsy). I can still go."

"Made friends, tried different things trampoling, go ape etc"

"I have been attending Resources for Autism groups for many years. They have changed as I have got older. They are good for me and my Mum says they have been a constant support for my family too."

"I've now met lots of other autistic children and can see where we're similar and where we're not."

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"I have more confidence. I am happier. I am learning things about how people interact and how to solve difficulties in a more positive way than I used to"

"I am less isolated"

"I get to go out in the evening and not with my foster Mum"

-

"I get to make friends and be with people who support and understand me".

"I can access public spaces easier, I'm more verbal and started building relationships and interacting with my peers"

"RFA gives me a community and allows me to trust."

"I get to be me"

Voice of Parents

'The much needed holiday and weekend respite. The way they help my son leave the home and enjoy outdoor activities (anxiety stops him accessing much). Lastly the team who work with my son are so knowledgeable and experienced that they enable my son to have fun'

'My son has been neglected by sen education so Saturday club is the only chance to meet, develop and relate with his peers'.

'My child is more confident and more able to deal with different children and adults. He leads a relatively sheltered and protected life at home as he has no siblings. Club is an opportunity for his boundaries to be pushed in a safe space. He also just has fun there which is very important. He gets to lead activities sometimes such as reading a story to the group which he really enjoys'

'I don't feel so isolated and know there are many parents like me out there struggling. I feel better connected. I can help my children better'

'My children were able to start building relationships with others outside of immediate family.'

'My son comes out of club more confident, more chatty, he's more willing to talk and expand his vocabulary and he has a big smile on his face for the rest of the day!'

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*'1. very loving team, great support to my son to make him enjoy the session without mum and carers around
2. my son can practise independence with people he trusts 3. he looks forward to coming back to the Monday
socials, the team successfully delivers what parents treasure and appreciate.'*

*'Without this club my son would not have been able to participate in any activities outside of school. The staff
understand his condition and have been very helpful and kind,'*

*'My son is quite a shy boy, he has a speech disorder so is very aware he is not always understood which
makes him shy to talk. Going to club where everyone is so kind and understanding and knowledgeable brings
him out of himself and makes him more chatty confident and gives him a valuable opportunity to socialise,
which he doesn't get anywhere else'*

'My child has a happy play area where she is not judged rather loved for just the way she is.'

*'As a family It was extremely challenging and as mum I felt very isolated. I was always stuck at home with a
newborn. RFA have been a breath of fresh air not only for my son but us as a family. The service enables me
to spend time 1-1 with my daughter over the summer Holidays whilst I know my son is happy and engaged
with fun activities.'*

*'My son can actually go out with 1 to 1 support, he is less violent at home, he has built trust in the worker
which he finds really hard. My son will actually leave the house more, he still struggles but with
encouragement he will go out'*

Voice of Autistic Adults

*'My mum and dad were at a loss, what to do with me. It has made a real impact on our lives and given mum
and dad a rest from me.'*

"There is nowhere else for post 18s that will keep me".

'I am more sociable and less disregulated at the weekend'

'I'm more understanding about myself and hopefully do more to help others understand me'.

*'Before I had no where to go. I just stayed in my house. Now I look forward to going and getting out of the
house'*

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'I am better at communicating how I feel. I'm better at stepping back and seeing the situation/s from a distance. With support I am trying to learn regulate my emotions and reduce my panic attacks and self harming incidents. I'm not there yet.'

'I feel more confident about my autism because I have met other people like me.'

'I feel a lot more confident and I have come out my shell a lot more.'

'I'm more friendlier.'

'Sharing experiences with other parents. Getting advice from other parents who understand. Being able to show I am struggling to people who understand. It's so isolating at times.'

A) School Integration Project: Preventing School Exclusion

The Orange House project provides intensive specialist support to autistic children who have been excluded from special or mainstream schools, because their behaviour is perceived as “too challenging”.

A group of highly experienced staff and a specialist teacher offer a personalised curriculum and a safe space to work on behaviour management strategies and communication, working with up to six children at a time, for up to a year. As in all our work, the team provides a welcoming and accepting environment, helping children to rebuild trusting relationships with adults and other children as they recover from the breakdown of their school placement. The service does not aim to change the individual, but to understand their behaviour in order to change the narrative around them.

This has been a challenging year for the Orange House team. The London Borough of Newham, who commissions the project, informed us that the service would be discontinued due to lack of an appropriate venue for these children and also due to the fact that RfA is not a registered education provider which means that even though the children are receiving an education, they were effectively “off roll” from school placement. This meant that we had to take the team through a tough redundancy process whilst at the same time hold some tough discussions with LBN regarding the future of these children as there was no other provider, special school, resource provision, in or out of Borough who was willing to place them. That would have seriously impacted on these children and their families and compromised all the progress achieved to date. Eventually, LBN and RfA came to a joint agreement to extend the service for another two years and LBN have identified a suitable venue for the service which used to be a primary school. RfA will seek to collaborate with an Education provider in order to continue delivering the service but ensure children are registered. A tough journey but with a positive ending. Unfortunately, we have lost some good staff along the way but have kept a solid team and have rebuilt it.

The service supported 5 young people in this year who were permanently excluded from special schools. Two of them have returned to school placements. Two are school ready but an appropriate school within Borough is yet to be identified by the Local Authority. One is a long-term placement agreed with the LA

when he was placed with us as he presents with such high complex needs (behavioural, social, emotional, communication and cognition) along with his autism diagnosis and additional needs that it is very unlikely that we can get him a local school offer. He is due to be with us until he is 16.

“When society, SEN and school reject you, having RFA is vital”.

Staff recruitment, retention and wellbeing

100 new staff were recruited in this year which is a significant increase from 38 last year. Of those, 58 were recruited in London and 42 in West Midlands. Over the reporting period, 49 staff left.

Staff recruitment remains a key challenge for the organisation and for the sector. A combination of Brexit and post pandemic fatigue has meant that we attract a smaller number of applications than we used to pre-pandemic. At the same time, we have an increasing level of demand which compels us re-think both our recruitment and retention strategies.

Staff capacity leading to risk of burnout has been assessed as a significant organisational risk and this is a widely reported trend across the sector. We have been tremendously proactive in taking steps to address this issue and improve wellbeing. Actions we have taken include:

- a) We have run surveys and workshops to gauge our workforce’s wellbeing and attitude towards it as a starting point.
- b) We have adopted a flexible model of working with employees working in a hybrid model of home/office
- c) We have been asking teams to feedback about what “A mentally Healthy RFA” means to them and have incorporated the feedback in our wellbeing strategy...
- d) We have an active working group internally developing our wellbeing strategy which will be launched in September 2022
- e) We have provided ongoing access to an Employee Assistance Programme which has been accessed by a significant number of our workforce
- f) We have run an 8 month training programme upskilling managers to improve quality of supervision, holding difficult conversations, managing with heart and backbone
- g) We send regular wellbeing messages with the whole organisation and have run regular wellbeing sessions as part of our regular meetings
- h) We created opportunities for staff to meet and connect (virtually and face to face).
- i) We have continued to develop new policies and revisit current policies bringing them more in line with the work we do to maintain a safe and professional working environment for our staff.
- j) In our efforts to continue looking to improve communication, we launched a Staff Portal; a central location, accessed by staff and volunteers of key documents including the main policies and procedures, resources for services, archives of the staff newsletter among other things.
- k) As a way of recognising the dedication and service of the teams, at our 2 cross organisational Strategy Away days, we celebrated some of our colleagues who have been at RfA for 10 years and over with a framed certificate and a voucher.

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All of the above have been truly appreciated by staff and are meaningfully accessed. Employee wellbeing remains a key priority for the organisation and we will continue to find new and innovative ways to bring people together, to ensure workload is manageable and to elevate the conversation around the importance of self-care to the same level as other topics in the organisation.

Volunteer Impact

54 new volunteers were recruited this year offering a total of 3898 hours of volunteering a 16% increase from last year.

We offered 6 rounds of volunteer induction training over the year and 10 development and support sessions for our volunteers. In addition to volunteers working in our services, we had 7 volunteers offering support in the office and 3 hosted internships. Three of our volunteers progressed into paid work within RfA.

What we do would not be possible without the contribution of our volunteers who not only offer tangible support to deliver our services but act as champions of autism within their own communities.

"My volunteer was kind to me when my friends at school were not", service user feedback

"My volunteer listened to me play piano, I think she wanted to learn as well", service user feedback

"I would like to be a volunteer one day", service user feedback

"M's continued effort in meeting every week with a smile and always having something to share with me. M is always happy and every week we have had a good conversation and a laugh on our walks", volunteer feedback

"When I asked her if she enjoyed Saturday session and asked her to rate it from 0-10 she said 10", volunteer feedback

'A is now much better at independent shopping (using self-check out in the supermarket by herself) and she is willing to talk about food and eating with me (this is an issue which she was reluctant to do for quite a long period', volunteer feedback

Feedback to volunteer from 24-year-old service user to his volunteer:

- It was the first time when someone saw good in himself. So he thinks the fact that a befriender was non-judgmental, saw good in himself, was always encouraging and told good words about him made him to believe in himself again and boosted his confidence.*
- Exploring new events and new places helped him to build his confidence and now he feels more confident in doing this again by himself.*
- Connecting with a befriender helped him to build his confidence in doing this again with another person as he haven't done that from college*
- Meeting H (another autistic befriended) was helpful as they are both on the same boat and this is why he is not feeling nervous talking to her. In addition, he thinks he would never continue a connection with such a girl due to her being quiet and non-talkative but having*

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more joint sessions helped him to understand H and other quiet people better. Also, it helped to build their connection despite differences and he feels more confident in continuing things he started in befriending as he has a person to go out with after this befriending.

:

“Rediscovering fire (he added that before a befriending he felt no hope and saw no other paths or possibilities in his life. Befriending made him see the 2nd path and believe that it is possible to achieve dreams, it made him less depressed and bring back his dreams and aspirations). He added that the main two magic moments were going to the MAC and to the Barber Institute. It opened his eyes about what is around.” Feedback from service user about how befriending helped him

Digital Impact: Website, Facebook, Twitter, Instagram, LinkedIn

Channel	2020 figures	2021 figures	2022 figures
Facebook likes	3,478	3,699	4,151
Facebook followers	3,659	4,571	5,499
Twitter followers	4,851	5,331	5,598
Website Visits	4,624	36,000	37,000
YouTube subscribers	35	46	61
LinkedIn	Not used	495	659
Instagram	480	818	1,071

Our website continues to evolve and increase in functionality year on year. Significant changes include the introduction of the invoice payment feature, with other pages being customised for speed and ease of access. Most visited pages are our main page, holiday play schemes, Anxiety Management and about us, with pages like Jobs showing a decrease in interest. With an organic search and natural increase in numbers and increase in time spent on pages. People come to our website to look at our services and have mostly been interested in holiday schemes, play services and individual care packages finding that although our site is loading slowly, they are taking the time to read these pages showing that they are finding our site easy to look at.

Our Successes during 2020-2021

- **Our Reach:** Despite challenges of COVID, the revised way in which we run our Triage service has enabled us to welcome **256 new service users**.
- **New services:** A number of new services have been set up at minimum cost but significant impact. Those include Adult Counselling, Volunteer Phone Buddy Service and Virtual calendar of events. Our

intensive family support service has been renewed by Barnet again and we have been asked to set up a similar service in Hackney next year.

- **Strategy Development:** The organisation has undertaken a very thorough strategy development process involving stakeholders from our service user, to front line staff, managers, leaders and Trustees. Our new strategy was signed off in March 2022 and outlines a clear pathway of how we will serve our community and how we will capacity build our organisation in order to set it up for resilience and growth.
- **Pilotlight:** During this year, we were awarded with the opportunity to be a chosen charity for the PilotLight Programme. PilotLight is an initiative which provides mentors to charities from the business world, with a view to supporting growth, development and impact. After a robust selection/application process which involved interviews with both the CEO and Chair, the programme started in July 2021 and completed in April 2022. Four incredibly skilled 'pilotlighters' were identified who worked closely with the CEO, the Chair and the SMT in order to support the charity with the following objectives: a) Governance review, b) Strategy Development and c) Mentoring of CEO and members of SMT. All objectives were completed successfully leading to a clear strategy plan, a governance review document with concrete actions and a significant support to the CEO and the SMT.
- **New Deal for Young People Grant from Mayor of London:** We have been successful in being one of twenty charities in London to have secured a large grant of £339,000 over two years in order to deliver a) a youth mentoring project in North and West London and b) a capacity building programme for youth organisations enabling them to become inclusive of neurodivergent youth. This is an amazing opportunity for RfA to position itself as an influencing organisation in that space.
- **Orange House (School Integration):** Despite the painful process of negotiation with London Borough of Newham, we have managed for the first time to secure a two year contract with Orange House and a really suitable venue. This enables us to have enough time to develop the service further and give staff greater security.

Our Challenges during 2021-2022

- **Increased demand:** We have seen a sharp increase in our referral rate from **462** in 2020-2021 to **875** in same period 2021-2021. The length of our current waiting list is approx. 4884 users, which compels us to increase our reach.
- **Recruitment and retention** of new staff and volunteers is an increasing challenge. The national shortage of good staff, coupled with the pandemic concerns means that our capacity to grow our services is limited by our ability to recruit staff and keep them longer. This is a key priority area for us over the next two years and the CEO and leadership team are piloting a number of new initiatives to improve the recruitment and retention of support roles. These include: a) increase in pay within our limitations b) finding ways to incentivize greater retention c) formal recruitment campaign for staff and volunteers d) increase in the capacity of our workforce team e) offer of accredited training programmes through apprenticeship levy f) robust retention strategy
- **Funding:** With rising costs due to inflation and our decision to increase pay for all roles by 3%, our fundraising target has been increased to 1M per year which is a stretch for our small team of two plus the CEO. We are working hard in developing a fundraising strategy that introduces two new income streams, mainly, corporate partnerships and major donors.

Values

The organisation has a set of operating values, which govern our work. These are:

- **Success** – Operating high quality, well-run services that are financially stable and ensuring the clients and their families are at the centre of all we do;
- **Relationships** – Developing mutual trust and respect between client and key worker, staff teams, teams and managers and between managers;
- **Dynamic** – Growing, developing, changing and learning to enable us to respond to new needs and an ever-changing external climate;
- **Ethical Behaviour** – Doing the right thing! Providing non-judgmental, transparent and professional services;
- **Safe** – Ensuring a safeguarding process is in place and regularly reviewed; safer recruitment practices followed; supervision, training and development schedules for all staff; enhanced DBS checks on all staff for suitability to work with children and vulnerable adult; regular unannounced visits by management to all external venues and groups; mentoring for all new staff.

We are in the process of reviewing our values which will be updated by December 2022.

Risks

The Directors have a risk management process to assess business risks and implement risk management strategies. This involves reviewing the risks the charity faces, prioritising them in terms of potential impact and likelihood of occurrence, and identifying means of mitigating the risks in line with a risk profile accepted by the board. As part of the risk management process, the charity complies with the Charity Commission's list of internal financial controls in all material respects.

The organisation has a full set of policies and procedures, which are read and signed by all staff on appointment, including detailed child and adult safeguarding. All staff are enhanced DBS checked.

Risk assessments are completed for every activity undertaken.

The organisation has employer, public, product, professional and trustee indemnity insurances in place.

RfA fully complies with the Fundraising and Charities Act 2016. The organisation directly employs its fundraisers. We do not use agencies and no one receives commission for fundraising. We do not use direct marketing for fundraising purposes.

Financial Review

The charity had a deficit of £152,512 for the year, compared with a surplus of £354,245 in the previous year.

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Income from charitable activities, in the form of fees and contracts decreased by £36,033 .

Expenditure increased by £79,880 mostly due to service operating at smaller numbers during the pandemic.

The unrestricted funds held at the end of the year decreased by £179,359 to £1,776,328 and restricted funds increased by £26,847 to £75,919.

Total funds at the year-end stand at £1,852,247 of which £868,647 is designated as it could only be realised by selling the charity's fixed assets, and £907,681 represents undesignated 'free' reserves. More details of the reserves can be seen in note 15 of the accounts.

Reserves

The aim of Resources for Autism's reserves policy is to ensure that its ongoing and future activities are reasonably protected from unexpected variances in income and expenditure.

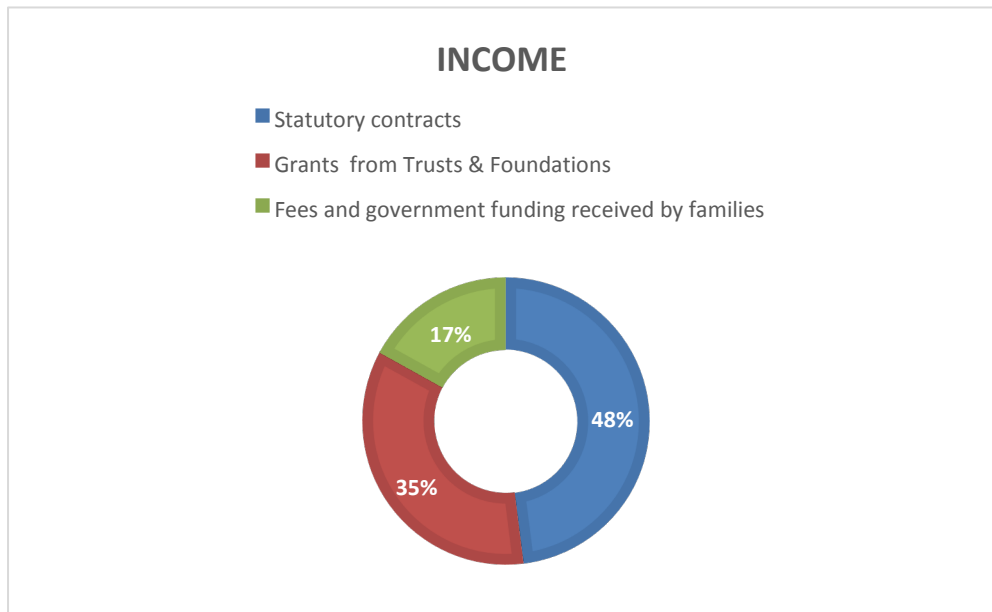
Resources for Autism aims to maintain reserves at a reasonable level to ensure it can meet its running costs for between 6 and 12 months. Trustees have maintained a level of 4 months of current expenditure and are aware of the need to continue to grow this to the 6 month level.

The relevant reserves for the purposes of the reserves policy are represented by all free reserves and exclude designated funds.

Principal Funding Sources

Resources for Autism recognises the importance of having a mix of funding streams and has been successful in maintaining a balance of statutory contracts, grants, and fees. The diagram below outlines the current breakdown of our three main income streams.

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The organisation has continued to be successful in winning tenders to provide Autism specialist child, youth and family provision for a number of local and regional authorities with Hackney Local Authority being the newest authority with whom we have signed a new shortbreaks contract. Over the last two years, following a review of pricing undertaken in 2020, the CEO has renegotiated the value of every LA contract apart from one which is outstanding for next financial year, which has meant that we can deliver the work at cost recovery rather than subsidise it from reserves which was the model historically. Whilst the organisation is still running at an operational deficit, this is halved from what it used to be the years prior to COVID. The new strategy outlines the pathway by which we can reduce our reliance on fundraised income and run services at true cost recovery level.

Resources for Autism has received a range of grants during the period, a full list of which is contained in the body of these accounts. Fees from individuals for services provided have been a crucial element in maintaining a healthy funding balance but RfA also recognises that no one in need of the services we offer should be turned away due to an inability to pay. Subsidised fees for families, who are in receipt of tax credit, income support or on very low income, continue to be a crucial element of our charitable services.

Whilst our legacy income dropped significantly in the last two years, RfA is deeply indebted to those who have supported us in this way.

Plans for Next Year:

2021-2022 has been a tough year and innovative year in equal measure. In July 2022 our current Chairman, Kit Hunter Gordon, stepped down as Chair after 20 years of service to RfA, 18 years as Chair. RfA would not be where it is today without Kit's consistent, reliable, kind and responsible leadership and we are so grateful

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to him for his service. The Trustees have formally appointed VAdm Nick Hine as the new Chair who was formally confirmed in post on 26 July 2022. Nick brings a wealth of knowledge and experience to the organisation including his own lived experience of receiving a late autism diagnosis in 2010.

Over the coming year, in addition to our core work, our aim is to focus on the following service priorities:

1) Focus on strengthening our play service by offering more spaces to more children/young people in more Boroughs.

Our play service (meaning our term time youth groups and our holiday schemes for children and young people) is our flagship service. It supports the highest number of families and, importantly, it is the service in which we see high impact in terms of building confidence, improving wellbeing, developing social skills and creating feeling of inclusion and belonging. Our intention is to grow this service so we can serve more children/ young people in more Boroughs. There is currently a waiting list of **2,402** children and young people across London and West Midlands that have been referred in the last 2 years.

2) Develop a targeted offer of support for young people, adults and parents that is needs driven and unavailable elsewhere.

This part of our work refers to shorter-term interventions which work on specific areas that are of particular relevance to autistic children, young people and adults and their parent/carers. Examples of such services can include 10-week girls group, 6 months sex and relationship group, mind and movement group, parenting support groups, parenting trainings and webinars. Whilst we already have experience of delivering such support, the idea is that we will do this targeted work much more intentionally and the choice of topic will be co-produced with our community.

3) We will develop highly specialised service packages for those with moderate/complex needs i.e. School Integration, Adult complex need service,

This refers to highly specialist work that is mostly serving those with complex needs. Our School Integration Service and our Specialist Family Support packages are examples that we deliver currently. We will seek partnerships with other organisations in order to strengthen the offer in areas where we have a knowledge gap.

Over the next three years, our aim is to develop greater expertise in mental health support for autistic individuals and their carers, as well as a repurposed fully funded adult service, supporting those with complex need.

4) Develop a clear offer of training and consultancy for service providers, public sector bodies and corporates.

RESOURCES FOR AUTISM ANNUAL REPORT AND ACCOUNTS

Our training and consultancy offer will be developed to enable us to raise awareness about autism and change the narrative of autism from one of stigma to one of inclusion. Our offer will target corporate employers, public sector bodies, schools, other voluntary sector organisations. The Behaviour Team will oversee the training and consultancy offer and we will seek partners such as Abilities in order to build our infrastructure to roll this out at scale.

In order to achieve our aims, our internal priorities over the next year will focus on:

- 1) Develop our strategy to recruit, develop & retain a skilled workforce of staff and volunteers
- 2) Ensure our quality & provide evidence of impact by developing & evaluating an explicit RfA model of practice
- 3) We will diversify our income generation portfolio to ensure our financial sustainability
- 4) Improve our management systems & processes (HR, IT, cross working etc.) and internal comms.
- 5) Develop our financial skills and business model and income generation portfolio to ensure our financial sustainability

Directors and their Interests

Apart from the Directors/Trustees listed on page 1, no other person served as a charity trustee during 2021/22.

Statement of Directors' Responsibilities

The trustees, who are also the directors of Resources for Autism for the purposes of company law, are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that year.

In preparing the 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;
- 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 charity will continue in operation.

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

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The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure to our auditors

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the auditor is unaware, and
- The trustees, having made enquiries of fellow directors and the auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

By order of the board of trustees

VAdm Nick Hine
Chair

Date: 11/9/2022

Auditors The auditors, Begbies Chartered Accountants Ltd, are deemed to be reappointed under section 487(2) of the Companies Act 2006.

RESOURCES FOR AUTISM ANNUAL REPORT AND ACCOUNTS

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF RESOURCES FOR AUTISM

Opinion

We have audited the financial statements of Resources for Autism (the "Charitable Company") for the year ended 31st March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the 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 31st March 2022 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charitable Company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial

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statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' report (incorporating the directors' report) have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charitable Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations necessary for the purposes of our audit.
- the trustees were not entitled to take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

RESOURCES FOR AUTISM ANNUAL REPORT AND ACCOUNTS

Responsibilities of the trustees

As explained more fully in the Director's responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charitable Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charitable Company or to cease operations, or have no realistic alternative but to do so.



Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Extent to which the audit was capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- agreement of the financial statement disclosures to underlying supporting documentation;
- enquiries or confirmation of management and the trustees as to their identification of any non-compliance with laws or regulations, or any actual or potential claims;
- review of minutes of Board meetings throughout the period;
- incorporating unpredictability into the nature, timing and/or extent of testing.
- evaluation of the selection and application of the accounting policies chosen by the charity.
- in relation to the risk of management override of internal controls, by undertaking procedures to review journal entries and evaluating whether there was evidence of bias that represented a risk of material misstatement due to fraud; and
- we assessed the susceptibility of the charity's financial statements to material misstatement, including how fraud might occur by considering the key risks impacting the financial statements.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion.

There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

RESOURCES FOR AUTISM ANNUAL REPORT AND ACCOUNTS

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

Use of Our Report

This report is made solely to the Charitable Company's members, 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 members 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's members as a body, for our audit work, for this report, or for the opinions we have formed.

Katherine Dee FCA (Senior Statutory Auditor)
For and on behalf of Begbies Chartered Accountants, Statutory Auditor 9
Bonhill Street
London, EC2A 4DJ

Date: 07/10/22

RESOURCES FOR AUTISM
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Financial Statements

Statement of Financial Activities

(Incorporating an Income and Expenditure Account)

For the year ended 31 March 2022

	Note	<u>Unrestricted</u> <u>funds</u> <u>2022</u> <u>£</u>	<u>Restricted</u> <u>funds</u> <u>2022</u> <u>£</u>	<u>Total</u> <u>funds</u> <u>2022</u> <u>£</u>	<u>Total</u> <u>funds</u> <u>2021</u> <u>£</u>
Income from:					
Donations and legacies:					
Grants	3	132,205	568,617	700,822	1,048,416
Other donations	3	16,299	-	16,299	28,895
Legacies	3	-	-	-	30,168
Charitable activities	4	1,630,173	-	1,630,173	1,666,206
Investments		2,229	-	2,229	5,248
Other	5	5,900	-	5,900	3,367
Total income		1,786,806	568,617	2,355,423	2,782,300
Expenditure on:					
Raising charitable funds	6	94,903	-	94,903	80,132
Charitable activities	7	1,871,262	541,770	2,413,032	2,347,923
Total expenditure		1,966,165	541,770	2,507,935	2,428,055
Net (expenditure)/income before transfers	9	(179,359)	26,847	(152,512)	354,245
Transfers between funds	14	-	-	-	-
Net movement in funds		(179,359)	26,847	(152,512)	354,245
Reconciliation of funds					
Total funds brought forward at 1 April 2021	14	1,955,687	49,072	2,004,759	1,650,514
Total funds carried forward at 31 March 2022	14	1,776,328	75,919	1,852,247	2,004,759

RESOURCES FOR AUTISM
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Financial Statements
Balance Sheet
For the year ended 31 March 2022

	<u>Note</u>	<u>£</u>	<u>2022</u> <u>£</u>	<u>£</u>	<u>2021</u> <u>£</u>
Fixed assets					
Tangible assets	11		868,647		897,159
Current assets					
Debtors	12	165,620		232,374	
Cash at bank and in hand		1,073,005		1,071,503	
		<u>1,238,625</u>		<u>1,303,877</u>	
Liabilities					
Creditors: amounts falling due within one year	13	<u>(255,025)</u>		<u>(196,277)</u>	
Net current assets			983,600		1,107,600
Total assets less current liabilities			<u>1,852,247</u>		<u>2,004,759</u>
Funds					
Unrestricted funds:					
General funds	14	907,681		1,058,528	
		<u>907,681</u>		<u>1,058,528</u>	
Designated funds	14	<u>868,647</u>		<u>897,159</u>	
			1,776,328		1,955,687
Restricted funds	14		<u>75,919</u>		<u>49,072</u>
Total charity funds	15		<u>1,852,247</u>		<u>2,004,759</u>

Notes 1 to 16 form part of these financial statements.

The financial statements were approved and authorised for issue by the Board of Trustees on 11th September 2022 and signed on their behalf by:



.....
VAdm Nick Hine
Trustee
Resources for Autism (Company Number: 3326332)

RESOURCES FOR AUTISM
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Financial Statements

Statement of Cash Flows

For the year ended 31 March 2022

	<u>Note</u>	<u>Total funds 2022 £</u>	<u>Total funds 2021 £</u>
Cash flows from operating activities			
Net (expenditure)/income for the year (as per the Statement of Financial Activities)		(152,512)	354,245
Adjustments for:			
Depreciation		28,512	24,635
Loss on Disposal		-	743
Interest Receivable		(2,229)	(5,248)
Decrease/(increase) in debtors		66,754	74,808
(Decrease)/increase in creditors		58,748	(74,799)
Cash flows (used in)/generated from operating activities		<u>(727)</u>	<u>374,384</u>
Cash flows from investing activities			
Purchase of Fixed assets		-	(57,839)
Interest received		2,229	5,248
Net cash provided by investing activities		<u>2,229</u>	<u>(52,591)</u>
(Decrease)/increase in cash and cash equivalents in the year		1,502	321,793
Cash and cash equivalents at the beginning of the year		1,071,503	749,710
Cash and cash equivalents at the end of the year	(i)	<u>1,073,005</u>	<u>1,071,503</u>

Note to the cashflow statement

(i) Analysis of cash and cash equivalents

	<u>2022 £</u>	<u>2021 £</u>
Cash in hand	7,700	5,578
Cash in bank	1,065,305	1,065,925
Total cash and cash equivalents	<u>1,073,005</u>	<u>1,071,503</u>

(ii) Net debt

There was no net debt during the year to 31 March 2022 or the year to 31 March 2021.

RESOURCES FOR AUTISM ANNUAL REPORT AND ACCOUNTS

Notes to the Accounts

For the year ended 31 March 2022

1 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (as amended for accounting periods commencing from 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Resources for Autism meets the definition of a public benefit entity under FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

1.2 Going concern

Free unrestricted reserves of the charity at the year end amounted to £907,681 (2021: £1,058,528). After consideration of the charity's plans for the next three years, the Trustees consider there is a reasonable expectation that Resources for Autism has adequate resources to continue in operational existence for the foreseeable future.

The Trustees are also satisfied with the controls in place for monitoring and flexing the budget throughout the year.

Whilst the coronavirus pandemic has resulted in significant national uncertainty, the Trustees do not consider that these uncertainties will impact on the charity's ability to continue as a going concern for the twelve months following the signing of the financial statements.

Accordingly we continue to adopt the going concern basis in preparing this annual report and financial statements.

1.3 Incoming resources

Income from service level agreements is recognised to the extent that services have been provided or performance criteria have been met at the Balance Sheet date, it is probable that the income will be received and the amount can be measured reliably. Grants in response to specified time related budgets which are implicit in the grant agreement are recognised in accordance with the timing implicit in those budgets. Income to which the charity is not yet entitled in accordance with these criteria is accounted for as deferred income.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution.

1.4 Donated services

The charity relies heavily on many volunteers who donate their time to assist those with autism. In accordance with the Charities SORP (FRS 102), the volunteer time is not recognised as a monetary value in these financial statements.

1.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

RESOURCES FOR AUTISM ANNUAL REPORT AND ACCOUNTS

Notes to the Accounts For the year ended 31 March 2022

1 ACCOUNTING POLICIES (continued)

1.6 Resources expended and irrecoverable VAT

All expenditure is accounted for on an accruals basis and has been listed under headings that aggregate all the costs related to that activity. Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Direct costs, including directly attributable salaries, are allocated on an actual basis to the key strategic areas of activity.

Where costs cannot be directly attributed they have been allocated to activities on a basis consistent with the use of the resources. Staff time spent in setting up, organising and running charitable activities are posted directly to those activities.

Support costs, including recruitment of staff for projects, accounting and other administrative costs, are allocated between charitable activities on the basis proportionally to directly allocated wages and other cost.

The charity cannot recover VAT. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1.7 Taxation

The charity is exempt from taxation on its charitable activities.

1.8 Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for the particular restricted purposes within the objects of the charity.

Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

1.9 Tangible fixed assets and depreciation

Individual fixed assets costing £1,000 or more are capitalised at cost.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated realisable value of each asset over its expected useful life, as follows:

Long leasehold property	Buildings- over 50 years, Residual value of 999 year lease - not depreciated
Office equipment	25% on cost
Motor vehicles	25% on reducing balance

1.10 Pension scheme

The charity contributes to employees' defined contribution pension schemes. The assets of the schemes are held separately from those of the charitable company in independently administered funds. The pension cost charge in the financial statements represents contributions payable to the fund.

2 Legal status of the charity

The charity is a company limited by guarantee and has no share capital.

In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

The charity was incorporated in England.

The registered office address is 858 Finchley Road Temple Fortune London NW11 6AB.

RESOURCES FOR AUTISM
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Notes to the Accounts
For the year ended 31 March 2022

3 Income from grants, donations and legacies (continued)

	<u>2022</u>	<u>2021</u>
	<u>£</u>	<u>£</u>
Grants from trusts and foundations	666,688	792,399
HMRC furlough grants	34,134	256,017
	<u>700,822</u>	<u>1,048,416</u>
Donations from companies other organisations and individuals	16,299	28,895
Legacies	-	30,168
Total donations, grants and legacies	<u>717,121</u>	<u>1,107,479</u>

4 Incoming resources from charitable activities

	<u>Art and music</u> <u>therapy</u>	<u>Play</u> <u>schemes</u>	<u>Community</u> <u>support, reach</u> <u>out and school</u> <u>reintegration</u>	<u>Behaviour</u> <u>support</u>	<u>Adult</u> <u>support</u>	<u>Total</u>
	<u>2022</u>	<u>2022</u>	<u>2022</u>	<u>2022</u>	<u>2022</u>	<u>2022</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
Fees	22,697	91,857	304,414	4,553	38,181	461,702
Contract income	-	684,391	469,455	14,625	-	1,168,471
Total	<u>22,697</u>	<u>776,248</u>	<u>773,869</u>	<u>19,178</u>	<u>38,181</u>	<u>1,630,173</u>
	<u>2021</u>	<u>2021</u>	<u>2021</u>	<u>2021</u>	<u>2021</u>	<u>2021</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
Fees	10,468	35,191	349,397	1,315	19,513	415,884
Contract income	-	675,879	545,643	28,800	-	1,250,322
Total	<u>10,468</u>	<u>711,070</u>	<u>895,040</u>	<u>30,115</u>	<u>19,513</u>	<u>1,666,206</u>

Total income from statutory sources amounted to £ 1,202,605.00 (2021: £1,506,339) (excluding personal care package funding).

5 Other income

	<u>2022</u>	<u>2021</u>
	<u>£</u>	<u>£</u>
Activities for generating funds:		
Fund Raising Events	-	500
Rent receivable	2,600	2,600
Activities for generating funds	<u>2,600</u>	<u>3,100</u>
Other	3,300	267
	<u>5,900</u>	<u>3,367</u>

RESOURCES FOR AUTISM
ANNUAL REPORT AND ACCOUNTS

Notes to the Accounts
For the year ended 31 March 2022

6 Analysis of expenditure on raising charitable funds

	<u>2022</u>	<u>2021</u>
	<u>£</u>	<u>£</u>
Staff salaries, NIC and pension contributions	91,974	60,518
Direct costs	2,929	19,614
	<u>94,903</u>	<u>80,132</u>

7 Analysis of expenditure on charitable activities

	<u>Art and music</u> <u>therapy</u>	<u>Play</u> <u>schemes</u>	<u>Community</u> <u>support, reach</u> <u>out and</u> <u>school</u> <u>reintegration</u>	<u>Behaviour</u> <u>support</u>	<u>Triage</u>	<u>Adult support</u>	<u>Total</u>
Note	<u>2022</u>	<u>2022</u>	<u>2022</u>	<u>2022</u>	<u>2022</u>	<u>2022</u>	<u>2022</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
Salaries and related costs	63,503	622,016	754,338	83,564	21,858	149,749	1,695,028
Direct costs	2,753	66,138	66,278	1,831	-	23,561	160,561
Support and governance costs	8 20,148	205,848	246,129	25,968	6,647	52,703	557,443
	<u>86,404</u>	<u>894,002</u>	<u>1,066,745</u>	<u>111,363</u>	<u>28,505</u>	<u>226,013</u>	<u>2,413,032</u>

	<u>Art and music</u> <u>therapy</u>	<u>Play</u> <u>schemes</u>	<u>Community</u> <u>support, reach</u> <u>out and</u> <u>school</u> <u>reintegration</u>	<u>Behaviour</u> <u>support</u>	<u>Triage</u>	<u>Adult support</u>	<u>Total</u>
Note	<u>2021</u>	<u>2021</u>	<u>2021</u>	<u>2021</u>	<u>2021</u>	<u>2021</u>	<u>2021</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
Salaries and related costs	65,010	642,673	873,210	54,226	23,116	118,130	1,776,365
Direct costs	1,406	50,821	46,014	1,676	-	8,426	108,343
Support and governance costs	8 16,704	169,637	225,172	14,059	5,814	31,829	463,215
	<u>83,120</u>	<u>863,131</u>	<u>1,144,396</u>	<u>69,961</u>	<u>28,930</u>	<u>158,385</u>	<u>2,347,923</u>

8 Support and governance costs

	<u>2022</u>	<u>2021</u>
	<u>£</u>	<u>£</u>
Support costs		
Staff salaries and NIC	318,365	267,356
Recruitment costs (including Disclosure and Barring Service checks)	2,296	4,575
Legal and professional fees	6,966	-
Training staff	31,840	6,642
Premises costs	9,310	12,926
Insurance	5,530	6,413
Office costs	82,633	63,865
Travel expenses	4,698	4,447
General costs	1,138	5,300
Accountancy services	54,736	62,084
Depreciation	28,512	24,635
	<u>546,024</u>	<u>458,243</u>
Governance costs		
Legal and professional fees	6,013	48
Trustee insurance	842	391
Trustee expenses	31	-
Audit fee	4,533	4,533
	<u>11,419</u>	<u>4,972</u>
	<u>557,443</u>	<u>463,215</u>

Support costs are apportioned between the charitable activities on the basis of direct wages and other cost.

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9 Net incoming resources for the year

	<u>2022</u>	<u>2021</u>
	£	£
Net incoming resources are stated after charging:		
Auditors' remuneration for audit services	4,533	4,533
Depreciation	28,512	24,365
Loss on disposal of fixed assets	-	743
	-	743

10 Trustee and employee information

a) Trustee information

No trustees received any remuneration or other benefits during the year (2021: £Nil).

Eight trustees served during the year (2021: Eight).

No trustee received travel or other expenses or payment of services supplied to the charity apart for one trustee who received £31 for travel (2021: £Nil).

Unrestricted donations of **£Nil** were received from trustees and organisations linked to trustees (2021: £4,000)

b) Employee information

Employee numbers:

The average monthly headcount was **183** (2021: 191).

The average number of employees (full time equivalents) during the year was:

	<u>2022</u>	<u>2021</u>
	Number	Number
Key management personnel	8	8
Fundraising	2	1.5
Administration	4	4
Project delivery	91	96
	105	110

Employee costs :

	<u>2022</u>	<u>2021</u>
	£	£
Salaries	1,940,763	1,953,866
Social security costs	133,470	120,972
Pension costs	31,134	29,401
	2,105,367	2,104,239

Employee remuneration received by the eight key management personnel together totalled **£ 344,595**(2021 eight key staff : £325,200).

On an annualised basis, one employee received remuneration plus other employee benefits in the band of £70,000 to £80,000 and £1,321 of employer pension contributions (2021: One Band £70,000- £80,000 and

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11 Tangible fixed assets

	<u>Long leasehold property</u>	<u>Office equipment</u>	<u>Motor vehicles</u>	<u>Total</u>
	£	£	£	£
Cost				
As at 1 April 2021	1,041,105	44,638	64,342	1,150,085
Additions	-	-	-	-
Disposals	-	-	-	-
As at 31 March 2022	<u>1,041,105</u>	<u>44,638</u>	<u>64,342</u>	<u>1,150,085</u>
 Depreciation				
As at 1 April 2021	194,935	28,590	29,401	252,926
Charge for the Year	12,828	5,244	10,440	28,512
As at 31 March 2022	<u>207,763</u>	<u>33,834</u>	<u>39,841</u>	<u>281,438</u>
 Net book value				
As at 31 March 2022	<u>833,342</u>	<u>10,804</u>	<u>24,501</u>	<u>868,647</u>
As at 31 March 2021	<u>846,170</u>	<u>16,048</u>	<u>34,941</u>	<u>897,159</u>

12 Debtors

	<u>2022</u>	<u>2021</u>
	£	£
Trade debtors	158,790	179,371
Sundry debtors prepayments and accrued income	6,830	53,003
	<u>165,620</u>	<u>232,374</u>

13 Creditors: amounts falling due within one year

	<u>2022</u>	<u>2021</u>
	£	£
Trade creditors	58,925	73,567
Other creditors	45,309	79,210
Accruals	4,500	4,500
Deferred income	146,291	39,000
	<u>255,025</u>	<u>196,277</u>
 Deferred income		
Deferred income brought forward	39,000	84,131
Transferred to income in year	(39,000)	(84,131)
Deferred income in year	146,291	39,000
Deferred income carried forward	<u>146,291</u>	<u>39,000</u>

Deferred income contains £nil statutory funding (2021:£nil).

Any performance related requirements placed on statutory funding is recognised in the Statement of Financial Activities.

£39,000 deferred income brought forward at the beginning of the year was released to income during the year (2021: £84,131).

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14 Analysis of charitable funds

Analysis of movements in funds

	<u>At 1 April 2021</u>	<u>Income</u>	<u>Expenditure</u>	<u>Transfers</u>	<u>At 31 March 2022</u>
	£	£	£	£	£
Unrestricted funds					
General funds: free reserves	1,058,528	1,786,806	(1,966,165)	28,512	907,681
<u>Designated funds:</u>					
- Fixed assets fund	897,159	-	-	(28,512)	868,647
	1,955,687	1,786,806	(1,966,165)	-	1,776,328
Restricted funds	<u>At 1 April 2021</u>	<u>Income</u>	<u>Expenditure</u>	<u>Transfers</u>	<u>At 31 March 2022</u>
Adult support	-	28,707	(28,707)	-	-
Art and music therapy	-	-	-	-	-
Behavior Support	-	42,500	(27,500)	-	15,000
Mental health & Well Being	-	29,971	(29,971)	-	-
Big Lottery: Reaching Communities - Supporting the Autism Family (West Midlands)	2,570	88,240	(90,810)	-	-
Big Lottery: Supporting the London Autistic Family	13,839	106,727	(120,566)	-	-
Community support	28,600	13,659	(42,259)	-	-
Play/Holiday services	4,063	186,039	(142,383)	-	47,719
Reach Out	-	51,100	(51,100)	-	-
Triage service	-	21,674	(8,474)	-	13,200
	49,072	568,617	(541,770)	-	75,919
Total funds	2,004,759	2,355,423	(2,507,935)	-	1,852,247

Comparative information

	<u>At 1 April 2020</u>	<u>Income</u>	<u>Expenditure</u>	<u>Transfers</u>	<u>At 31 March 2021</u>
	£	£	£	£	£
Unrestricted funds					
General funds	678,406	2,115,075	(1,779,090)	44,137	1,058,528
<u>Designated funds:</u>					
- Fixed assets fund	864,698	-	-	32,461	897,159
	1,543,104	2,115,075	(1,779,090)	-	1,955,687
Restricted funds					
Adult support	-	5,000	(5,000)	-	-
Art and music therapy	106,410	10,168	(83,120)	(33,458)	-
Behaviour support	-	5,000	(5,000)	-	-
Big Lottery: Reaching Communities - Supporting the Autism Family (West Midlands)	-	87,350	(84,780)	-	2,570
Big Lottery: Supporting the London Autistic Family	-	227,530	(213,691)	-	13,839
Community support	-	129,735	(57,995)	(43,140)	28,600
Play/Holiday services	1,000	114,573	(111,510)	-	4,063
Reach Out	-	49,078	(49,078)	-	-
Triage service	-	38,791	(38,791)	-	-
	107,410	667,225	(648,965)	(76,598)	49,072
Total funds	1,650,514	2,782,300	(2,428,055)	-	2,004,759

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14 Analysis of charitable funds (continued)

Unrestricted funds

Name of unrestricted funds

General funds: free reserves

Designated funds

- Fixed assets fund

Description, nature and purposes of the fund

The "free reserves" after allowing for all designated funds.

Unrestricted funds set aside by the trustees to improve the overall performance of the charity as detailed below:

The value of unrestricted funds represented by the tangible fixed assets owned and used by the charity on an on-going basis for charitable activities. The tangible fixed assets are not readily convertible to cash without seriously impacting on the charity's ability to continue to provide services. Trustees therefore retain the value of fixed assets in a designated fund to clarify how free reserves are calculated.

Restricted funds

The restricted funds arise from donations to fund particular programmes or items of expenditure as detailed above. Unused income is carried forward against expenditure on those areas. Details of restricted funds are as follows:

	Description, nature and purposes of the fund
Adult support	Groups and individual support for adults with autism. Groups may be art, sport or sensory based and run in various venues throughout London and the West Midlands.
Art and music therapy	Individual and group arts and music therapies for children and adults with an autistic spectrum condition.
Behaviour support	Funds donated by various donors to support individuals on the autism spectrum and those who care for them with strategies and advice, enabling them to regulate behaviour and fulfil their potential.
Big Lottery: Reaching Communities - Supporting the Autism Family (West Midlands)	A three year grant that finishes on 16 September 2022 to fund the extension of services in the West Midlands.
Big Lottery: Supporting the London Autistic Family	A three year grant which finished in March 2022 to fund a volunteer services lead, group and community support services lead and other costs of the charity associated with provision of support to those with autism in London.
Community support	Individual support for children and adults with autism and additional complex needs. (Previously referred to as home support). This service is provided by the charity's staff.
Holiday schemes	Specialist schemes run for children and young people aged 8 -19 during the school holidays.
Play services	Term time specialist clubs for children with an autistic spectrum condition aged 8 - 12 and 12 - 16.
Reach Out	Community based support for families and individuals to provide respite support. This service is provided by the charity's volunteers.
Triage service	Service providing initial assessment and support at the earliest opportunity.

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15 Analysis of net assets between funds

	<u>Tangible fixed</u> <u>assets</u> <u>2022</u> <u>£</u>	<u>Net current</u> <u>assets</u> <u>2022</u> <u>£</u>	<u>Total</u> <u>2022</u> <u>£</u>
Unrestricted funds:			
General funds: free reserves	-	907,681	907,681
Designated funds	868,647	-	868,647
Restricted funds	-	75,919	75,919
Total funds	868,647	983,600	1,852,247

Comparative information

	<u>Tangible fixed</u> <u>assets</u> <u>2021</u> <u>£</u>	<u>Net current</u> <u>assets</u> <u>2021</u> <u>£</u>	<u>Total</u> <u>2021</u> <u>£</u>
Unrestricted funds:			
General funds: free reserves	-	1,058,528	1,058,528
Designated funds	897,159	-	897,159
Restricted funds	-	49,072	49,072
Total funds	897,159	1,107,600	2,004,759

The reserves policy states that the charity should aim to retain its unrestricted reserves at no less than six but no more than twelve months' expenditure. Set out below are the free reserves of the charity:

	<u>2022</u> <u>£</u>	<u>2021</u> <u>£</u>
Free reserves as at 31 March	907,681	1,058,528
Total expenditure in the year	2,507,935	2,428,055
Number of months' expenditure in general funds	<u>Months</u> <u>4.3</u>	<u>Months</u> <u>5.2</u>

Notes to the Accounts
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16 Comparative Statement of Financial Activities (extract)

	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>
	<u>2021</u>	<u>2021</u>	<u>2021</u>
	£	£	£
Income from:			
Donations and legacies:			
Grants	391,359	657,057	1,048,416
Other donations	28,895	-	28,895
Legacies	20,000	10,168	30,168
Charitable activities	1,666,206	-	1,666,206
Investments	5,248	-	5,248
Other	3,367	-	3,367
Total income	2,115,075	667,225	2,782,300
Expenditure on:			
Raising charitable funds	80,132	-	80,132
Charitable activities	1,698,958	648,965	2,347,923
Total expenditure	1,779,090	648,965	2,428,055
Net income / (expenditure) before transfers	335,985	18,260	354,245
Transfers between funds	76,598	(76,598)	-
Net movement in funds	412,583	(58,338)	354,245
Reconciliation of funds			
Total funds brought forward at 1 April 2020	1,543,104	107,410	1,650,514
Total funds carried forward at 31 March 2021	1,955,687	49,072	2,004,759