RESOURCES FOR AUTISM

England & Wales · Charity number 1061253

Details

Status	Registered
Legal form	Charitable company
Company number	03326332
Registered	1997-03-13
Register	View on the Charity Commission register

Contact

Address	858 Finchley Road London NW11 6AB
Phone	02084583259
Email	admin@resourcesforautism.org.uk
Website	www.resourcesforautism.org.uk

Activities

Objects: A) TO SUPPORT THE NEEDS OF PEOPLE WITH AUTISM AND RELATED CONDITIONSB) TO PROMOTE AND PROTECT THE HEALTH OF FAMILIES AND CARERS OF PEOPLE WITH AUTISM AND RELATED CONDITIONS

Activities: Resources for Autism provides practical serices for individuals on the autistic spectrum and their families. These include music and art therapy, play and youth club services, holiday play schemes, adult art studio and social skills groups, home based family support, siblings groups and information and advice. These take place in a range of venues throughout the UK.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Disability
- **Who:** Children/young People, People With Disabilities

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Geography

- Birmingham City
- Dudley
- Essex
- Hertfordshire
- Sandwell
- Solihull
- Walsall
- Warwickshire
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,558,468	£2,556,148	£1,777,180	142
2024-03-31	£2,747,236	£2,803,873	£1,774,860	157
2023-03-31	£2,627,707	£2,648,457	£1,831,497	127
2022-03-31	£2,355,423	£2,507,935	£1,852,247	105
2021-03-31	£2,782,300	£2,428,055	£2,004,759	110

Trustees

Name	Role	Appointed
The Rt Hon Anne-Marie Trevelyan	Chair	2025-06-05
BRIAN ANDREW LINDEN		
Caroline Montgomery		2019-05-15
Dr Aarthi Sinha		2025-10-22
Marc Theo Hommel		2024-07-11
Rebecca Ellen Lowe		2024-09-25
Thomas Guy Sneesby		2025-10-22

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RESOURCES FOR AUTISM

England & Wales - Charity number 1061253

Accounts

ANNUAL REPORT AND ACCOUNTS

April 2024 – March 2025

Resources for Autism
Legal and Administrative Information

Company Number 03326332

Registered Charity 1061253

Directors and trustees:
Sir Nick Hine (Chairman)
Dr V E H Booth (President)
R H Esdaile (Treasurer)
C Montgomery
B A Linden
R Rainbow
A Levitt (resigned 18/4/24)
R. Kiran Jackson (resigned 13/1/25)
M. Hommel (appointed 11/7/24)
B. Lowe (appointed 25/9/24)

Chief Executive:
Phil Cook

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
London EC2A 4DJ

Solicitors:
Stone King LLP
Boundary House
91 Charterhouse Street
Barbican
London EC1M 6HR

Letter from the Chair

2024/25 saw a number of changes at RfA. I would like to begin by expressing my thanks to Dolyanna Mordochai who stood down as the CEO leaving the organisation in May 2024. Dolyanna was instrumental in her time at RfA in restructuring and developing the charity as well as leading RfA through covid. The Head of People also moved on to a new opportunity after 7 years at RfA and 2 trustees stood down from their roles. My thanks goes to all of them for their contributions to the charity, as well as other staff that left to pursue new opportunities in the year. We wish Dolyanna, Maria, Abbi, Ritu and everyone else good wishes for the future.

We welcomed Phil Cook as the new CEO of RfA. Phil started in April 2024 and has had a busy but productive year. We are excited to have Phil join us and lead RfA in the next stage of its journey. We also welcomed 2 new trustees, a selection of new staff and of course many more people: children, adults, parents and carers and professionals who accessed our services in the year.

There were significant legacy contributions in the year facilitated by our trustee Raymond Esdaile, a big thanks goes to him and the families and estates that have recognised the importance of the work we do. We were delighted to finish the year in a financially positive place. For the first time since FY 20/21, the charity ended with a small surplus. This is a great achievement and hopefully will be a trend that continues.

Regarding services, we were delighted to have won a number of tenders and funding enabling us to deliver and introduce service provision including the following:

- The set up and establishment of an all age autism hub in Lewisham
- Some bespoke work in Barking & Dagenham with selected schools and families
- The establishment of a Children & Families autism hub as a part of our venue in Barnet
- The continuation of our counselling service for autistic adults in Barnet
- An autism and mental health project for adults and parents & carers in Birmingham and Solihull
- A research project with the Violence Reduction Unit in London
- A bespoke piece of work with Hackney & City assessing the need for an autism hub
- Investment in the West Midlands via the Paul Hamlyn Foundation to review, redesign services and move for systemic change regarding autistic 16-25 year olds regarding transitions and support.

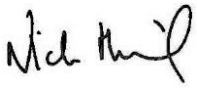
Some notable achievements in the past year include:

- Nearly 850 attendees at our virtual workshops for parents and carers.
- Over 200 attendances at our virtual Parent and Carer Coffee mornings (peer support).
- Nearly 350 attendances at our in person parent & carer coffee mornings.
- Approximately 6500 hours of volunteering – this is mostly volunteer hours spent working with or supporting service users.
- Over 1200 attendances by autistic adults at our adult groups.
- Over 350 attendances at either 121 or group specialist counselling sessions.
- Over 50 targeted interventions with families to support with particularly difficult behaviour or challenges.
- Over 500 attendances at our professional training courses.
- Over 5000 hours of support was provided to autistic individuals via Community Support.
- Nearly 650 places were filled by children/ young people at our short break holiday schemes.
- Nearly 1300 places were filled by children/ young people in our term time short breaks groups.
- Our website had over 45,500 unique visitors.

The year also presented some challenges, but Resources for Autism has had a busy year and the numbers provided above demonstrate a significant contribution to the fulfilment of our vision: a world where autistic people can live fulfilling lives, with equal chances to those of their non-autistic peers.

Thank you to all staff, volunteers, funders and supporters for all the hard work and contributions to RfA over this period.

Sincerely,



Sir Nick Hine

Chairman, Resources for Autism

Report of the trustees for the year ending 31 March 2025

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ending 31 March 2025, 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. These were 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 Chair and executive management, and they are provided with key information relating to the charity's governance and operation.

The board of trustees meets approximately four times per annum. 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-today running of the charity and efforts to sustain and grow the charity's income and deliver the mission of the organisation.

Purpose and activities:

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

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 in 2024/25, RFA provided:

a) Weekly specialist short breaks offers during term time and school holidays for autistic children and young people.
b) Weekly specialist groups for autistic adults throughout the year.
c) Family support for parent and carers including peer support, 121 and targeted interventions.
d) Bespoke offers including work with schools, mentoring provided by staff or volunteers and a mixed variety of services delivered through autism hubs.
e) Community support – 121 support in the community.
f) Play therapy for children and families and counselling for autistic adults.
g) Training and Consultancy to professionals and organisations.

Acknowledgement to funders and supporters

RfA is grateful to all the funders and supporters that have contributed or donated during 2024/25. We would like to formerly acknowledge and thank the following as you have made the outputs and impact stated in these accounts possible:

A big thank you goes to all our funders and supporters both newly secured and existing including: The Merchant Taylors' Company, Propel, City Bridge Foundation, the Bloomfield Trust, The Linden Family Trust, LB of Lewisham, LB of Barnet, LB of Southwark, LB or Barking & Dagenham, LB of Waltham Forest, Birmingham Childrens Trust, Walsall Council, Hackney and City boroughs, Birmingham and Solihull Mental Health NHS Foundation Trust, The Mercers Company, The London VRU, Starbucks foundation, the National Lottery Community Foundation, Children in Need, Compass Wellbeing, the Three Guineas Trust, Garfield Weston, the Eveson Trust, 29th May 1961 Charitable Trust, the Scream Foundation, Joseph Levy foundation, Bailey Thomas Provident fund, Jack Petchy Foundation and Mk2 Real estate.

Thanks also goes to everyone else that has given or donated in the year. Every donation of any size makes a difference.

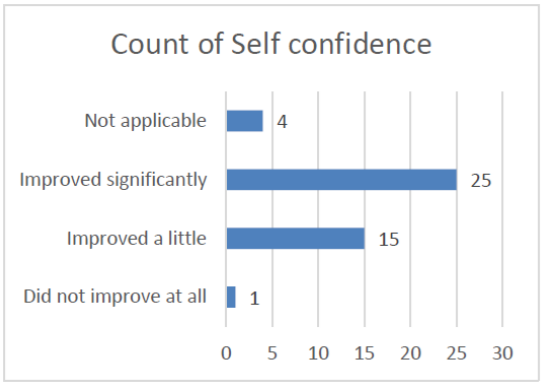
Children and Young People Services – short breaks for children and young people

For many years Resources for Autism has provided short break services for autistic children and young people. Autism is a spectrum and as these services are mainly funded by local authorities these services are usually for children and young people with medium to higher level needs. This service offer consists of school holiday provision and termtime groups too. Whilst local authorities are the main funder of these services, RfA does receive some grant funding to support the provision as well as receiving some parental contributions towards running costs in some areas and in some circumstances.

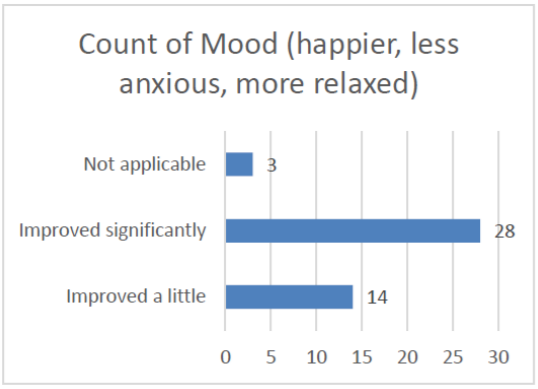
In 2024/25 RfA provided short break services in the following areas: Barnet, Birmingham, Southwark, Walsall and Waltham Forest.

Here are some examples of the impact of this provision as reported by children attending one of our holiday schemes:

Confidence



Mood



Parental quotes: *(names changed for anonymity)*

London Scheme: My son [James] who attends holiday scheme and Saturday club in Barnet has had a terrible year, bullied and isolated at school and generally very dysregulated and unsettled. However your organisation has been nothing but kind and supportive to him and to me as his mum, and at a time where we've been abandoned by everyone else have provided a massive source of respite and consistency for [J] when he's needed it the most.

Birmingham scheme: I cannot praise the holiday scheme enough. The Resources for Autism staff supporting the children were brilliant, and so good with [Mo]. It gave us back some hope that there might be options for support / people who can really 'get' [Mo], apart from my husband and I, as his needs shift and change as he grows older.

The way that you gathered information about [Mo] and then were able to create resources, and then put them into action, in a child-focussed way, was amazing. The way that you were able to connect with, and 'see' [Mo] was wonderful. The way you were able to see beyond the tricky 'behaviours' and help him regulate was so appreciated, and we are so grateful to you all. Thank you for giving of yourselves and giving [Mo] a wonderful experience of how other people can be.

Adult Specialist groups

Resources for Autism provides a selection of groups and activities for autistic adults with a variety of needs including adults requiring 1:1 support and adults who are more independent. These services are delivered in both London and the West Midlands and are funded mostly via grants and trusts and parental/ attendee contributions.

In 2024/25 RfA ran 511 groups/ sessions for adults to attend. These included themed groups focused on media, arts and crafts, walking groups and more. RfA also runs specialist groups for autistic adults with higher needs requiring 121 support. These groups involve art, cooking, food, play and sensory down time.

Another of RfA's adults' groups is AuStruck, aimed at more independent autistic adults. These groups promote independence and are coproduced by attendees meeting one week at a regular venue then meeting in the community or at an activity, chosen by the group, the following week. Sessions at the fixed venue encourage conversation, socialising and topics such as employment, inclusion and communication are explored.

Our adult groups are appreciated by both services users and their parents/carers. Quotes received in the year from attendees include:

- 'I feel safe when I come to the group, the staff are friendly and understand me'.
- 'I feel free, and can be myself'.
- 'I love the different activities that we do at the group'.
- 'I like being involved when planning future activities'.
- 'I feel heard'.

Family Support Services

Just under 1000 Parents benefited from direct phone advice, guidance or signposting in 24/25. There 843 attendances at our parent/carer focused workshops and 334 attendances at our in person coffee mornings. The virtual offer of the above has proven just as popular in 24/25 with 209 attendances at our virtual coffee mornings. Coffee mornings are facilitated peer support sessions for parents and carers and prove invaluable to attendees as it enables them to gain support, meet other parents and get hints/tips regarding supporting their child(ren).

Specialist support and interventions: RfA also undertakes bespoke pieces of work with service users that are struggling or finding circumstances challenging. Our specialist support team worked with 55 children and families within a more intensive framework. This additional support RfA is able to offer enables us to go above and beyond other providers who may not have the capacity to go beyond what they are commissioned to provide.

Early Help Project: this specialist project funded by London Borough of Barnet works closely with the local MASH and children's social care team to support and work with families with autistic children. The table below demonstrates the significant impact the project is having for social care regarding the effectiveness of the intervention and the subsequent diversion of families away from social care. In addition to this the evaluation feedback received from families also demonstrates positive outcomes.

Time frame	No. of families referred	No. of families who completed the RFA intervention (inc. current cases/ waiting list)	No. of families referred to SC whilst RFA actively involved	No. of families referred to SC after completing RFA intervention	No. of families re-referred to EH after completing RFA Intervention
March 2020 – June 2021	28	28	4	6	
Sept 2021 – June 2023	36	27	2	6	
June 2023 – Current	36	35	2 (0-18 Team & SAT Team)	2 (0-18 Team)	2
Totals:	**100**	**90**	**8**	**14**	**2**

- 100% of families who returned questionnaires said they felt they better understand their child and their behaviours.
- 100% of families who returned the questionnaire said that they were either unchanged or that other members of their families benefited from the support.
- 100% of families that returned the questionnaire said that they hugely increased their confidence in using strategies.

Bespoke Services including Autism Hubs, Mentoring and Others

RfA has long delivered a **volunteering mentor scheme** referred to as Reach Out. This programme has been smaller this year compared to previous years due to funding however has successfully supported a number of autistic individuals in a variety of ways. Some feedback received in the year: *Resources for Autism have been so helpful and understanding. I feel like my son's needs have been validated and that he is being respected and supported. So much of our experience about finding the appropriate support, particularly through his EHCP has been focused on his differences and what he struggles with rather than what he can do....how unique and wise and incredible he is.....I have always felt life R for A see and feel that too and encourage a positive experience which is so helpful and refreshing. Thank you!*

RfA did secure funding for, and begin a similar volunteer programme providing mentoring alongside bespoke groups in schools and in the community funded by Propel. This project began in January 2024 and will run for 2 years. Some feedback received from one of the mentors: *I'm thrilled to share that I recently completed my 30-hour placement as a Youth Befriending Mentor, supporting a young autistic adult in exploring new places, trying diverse cuisines, and building independence. From February to April 2025, I had the privilege of working one-on-one, tailoring activities to her passions, such as photography and crafts, while adapting my approach to honour her autonomy…*

This placement taught me the importance of flexibility, cultural sensitivity, and listening deeply, especially when transitioning from my previous work with children to supporting adults. I'm grateful to Resources for Autism for

this opportunity and their guidance. I'm excited to carry these lessons into my future work, continuing to empower and uplift through meaningful connections.

Hackney & City Feasibility Study: RfA secured a tender with London Boroughs of Hackney and City to undertake a Feasibility Study to determine if an autism hub should be set up; how it will work and function; and how it can be made sustainable. This was a 12 month contract which RfA successfully concluded in April 2025. The project was interesting to work on as a significant amount of co-production work was undertaken, different services were piloted such as an 'Empowerment Group' and a final report written and submitted to the 2 councils.

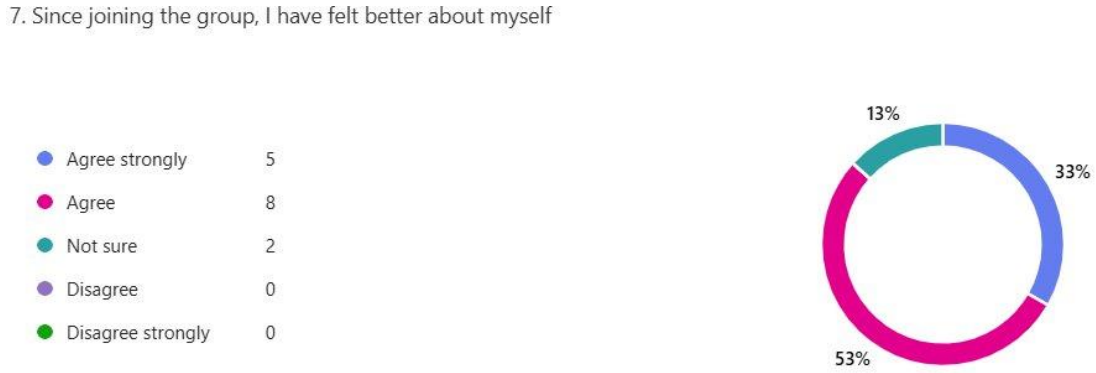
All Age Autism Hub Lewisham: RfA launched the All Age Autism hub in Lewisham in April 2024. The Hub is a new service offer commissioned by the local authority and is for any individual diagnosed with autism or not, and their parents and carers. In the first year of delivery the service received over 350 referrals. Services available to access included: Drop in sessions, workshops for parents and carers, coffee mornings, specialist 1:1 advice sessions and targeted case work with a selection of service users. 111 social/ peer groups were delivered for both children, young people and adults and our professional training offer for Lewisham organisations and partners saw 18 training sessions delivered with 153 attendees from 50 different organisations. Selected stats and feedback:

- Attendee of our girls group: 'I look forward to this group weekly, I feel so anxious after school but the group always calms me down.'
- Parents groups: 81% of parent/carers found the parent workshops helpful, 87% of parents reported an increase in knowledge on workshop topics, with 81% stating their confidence on certain behaviours of concern had improved.
- Autism and Mental Health and Autism and Good Sleep workshops - 100% of people reported an improvement in confidence and found it helpful.
- Coffee morning attendee: 'It is really important hearing the experiences of other parents. I felt validated and empowered. Thank you.'

Southwark & Lewisham: RfA's targeted work in both Lewisham and Southwark working with 16-25 year olds, funded via the Merchant Taylor's Company became more embedded as it moved into its second delivery year. This project includes supporting autistic people aged 16-25 in both a light touch and more intensive way. The team provide mentoring support, social groups and workshops as well as providing 121, group support and workshops for parents and carers of the young people. Through this funding RfA also provides training to other professionals to build societal awareness of autism. Between September 2024 and March 2025, the following has been achieved:

- 213 hours of casework were delivered directly to young people
- 194 attendances at parent/ carer workshops/ coffee mornings
- 20 organisations accessing training with 149 attendees
- 8 social groups/ workshops were delivered, with 39 attendees
- 46 young people accessed the mentoring support service

Impact from attendees of the social groups:



Quotes: "I wanted to tell you that last week's session is still being talked about at home. [Shana] feels well informed and had many of her questions answered. … Also your story about an email you sent to someone quite late and how it made that person feel being the last thing they thought of before bed was a brilliant way of explaining why we have email etiquette. [Shana] gets it now. Thank you!" - A parent whose child joined the session around employment, navigating work and reasonable adjustments.

"I was very sceptical before I started mentoring but I would recommend it to anyone with autism. I learnt about reasonable adjustments and what my rights are and feel more understanding about my rights as someone with autism and have more understanding about who I am." - Shared by a newly diagnosed 21 year old who received mentoring.

Children & Families Autism Hub Barnet: In partnership with the London Borough of Barnet, RfA launched the Children & Families Autism hub at out building on the Finchley Road. This service started in quarter 4 (Jan-Mar 2025) and was fully staffed by the year end. The intention of the Hub is to support autistic children and their families from across the borough. A variety of services and support will be available and will be delivered both by RfA, and by other local partner organisations from across Barnet.

Barking and Dagenham schools support project: Resources for Autism has worked directly with 2 specialist schools in the borough providing expert autism support and advice to the school, parents and families. These sessions have been well received by parents. This project will continue until the end of the school term in July 2025 with a small amount of specialist support and interventions for a selected group of parents and children over the summer holidays.

Community Support

In both London and Birmingham RfA receives funding from local authorities, families and grant/trust funding to support some autistic people in a 121 to capacity. This support can entail motivating and supporting individuals, empowering and developing life skills or independence of the service users.

Feedback from a London based family member: I wanted to let you know of some amazing progress that [the RfA staff member] is somehow managing to inspire in our daughter, [Juliette]. We all understand and recognise that the journey is unpredictable and difficult, and needs a difficult balance of compassion, perseverance, empathy, assertiveness and expertise. [The support worker] has been amazing. [Juliette] is engaging with her in contemplating outcomes that she has previously never been able to consider or discuss with anyone else. This is real special work and we are privileged to have [RfA support worker] available to support [Juliette] on this endeavour.

Birmingham service user: The support has been really beneficial, helping me to be able to discuss issues at work, university, and within my personal life over the last year. The support has helped me with developing within my workplace and has helped me to have and maintain a clear dialogue between my line manager and myself. Without the support, I think I would have struggled to have been able to have coped with the workload I've had over the last year.

Counselling and Therapy services

RfA delivers a play therapy service for children and families in the West Midlands and an autistic adults Counselling service in Barnet. These 2 niche services are funded by both grant funders, service users and the counselling service in Barnet was funded via the local authority but is now funded by the North London ICB.

Feedback: "… My therapist was exceptional in listening, understanding and empathising with my comments and life experiences! she often assisted with excellent feedback and paraphrasing in her great listening skills."

Training services

RfA delivered 52 professional training courses in 2024/25. This fulfils our 4 aim and objective of 'raising awareness of autism'. Courses covered subjects including: Autism awareness, Autism and PDA, Autism and Mental Health and Supporting Families with Autistic Loved Ones.

524 people attended the 52 courses delivered. See below for some of the feedback received:

"As a late diagnosed autistic adult who works with YP, it is something that is close to my heart and I am glad that there is more understanding now than when I was a child and that this type of training is widespread and used by many organisations. Thanks again."

"I am new to my role and this helped me to see what I already knew- which was affirming and also learning some additional aspects and ideas- it was brilliant thanks."

"Our trainer was thoughtful and accommodating and explained really clearly and expanded on areas we had particular need for."

Challenges during 2024-25

Finances/ income generation: the pressure on RfA's finances has been something that has required careful monitoring. Through the year work has been done to improve our finance systems to track and monitor the different income streams and associated staff allocations. Fundraising continues to be more and more competitive as donor trends show that people are giving less and pressure on grant and trust funders increases. Additional factors such as inflation, cost of living and increasing costs all add further pressure onto RfA's financial position.

Demand: the need for services is still ever present and the limited budgets, funding from statutory sources, capacity and spaces in certain clubs and groups results in some people having to wait or not being able to access services and support.

Staffing: There have been a number of staff changes and challenges through the year, at the turn of the financial year the CEO, Head of People, Adult Services Manager and the fundraiser had left or were leaving. New projects were starting so new people were joining the organisation. In addition time has been spent

looking at staff structures too. RfA has responded proactively and positively to these different situations ensuring the organisation is safe and robust for the future.

Our Values

We share and promote our values to support and enable the organisation to develop and progress:
Inclusive: We welcome uniqueness and difference. We accept individuals for who they are and where they are in their personal development.
Compassionate: We offer empathetic, non-judgemental support, showing respect for each individual's lived experiences.
Courageous: We continually persevere and battle to ensure our service users, staff and community get the care and support they need.
Creative: We recognise the importance of playfulness, flexibility and fun and we empower individuals to celebrate their skills and personality.
Expert: We listen, learn, and adapt to build our autism knowledge, experience and provide relevant, high quality, autism support.

Risks and challenges

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 policies and procedures in place which are periodically reviewed and are read and signed by all staff on appointment, including a detailed child and adult safeguarding policy. The organisational risk matrix was updated in April 2024 and approved by the Board. A refreshed risk matrix has now been introduced by the new CEO; this was presented at the April 2025 board and going forward will be a standing agenda item on the trustee board.

All staff and Trustees are enhanced DBS checked, and the organisation has five Designated Safeguarding Leads. 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 fundraising best practice and is registered with the Fundraising Regulator. The organisation directly employs its own fundraisers. We do not use fundraising agencies, and no one receives commission for fundraising. The charity's income is primarily derived from fees and grants rather than from the general public. We do not use direct marketing for fundraising purposes which protects vulnerable people and has had no complaints regarding our fundraising during the year.

Financial Review

The charity had a surplus of £2,320 for the year, compared with a deficit of £56,637 in the previous year.

Income from charitable activities, in the form of fees and contracts decreased by £285,561. This was mainly due to our school reintegration contract in Newham not being renewed.

Expenditure decreased by £247,725 due mainly the reduction of staff cost due to the closure of our school reintegration program in 23/24.

The unrestricted funds held at the end of the year increased by £35,345 to £1,762,991 and restricted funds decreased by £33,025 to £14,189.

Total funds at the year-end stand at £1,777,180 of which £794,858 is designated as it could only be realised by selling the charity's fixed assets, and £968,133 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 4.54 months of current expenditure and are aware of the need to increase this more towards 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. Our training offer has steadily grown and developed in the year generating a reasonable stream of income.

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 and RfA has both a regular rate and subsidised rate to support families and ensure accessible services are available.

RfA has benefitted significantly from legacies in this last financial year. We are very grateful to our trustee Raymond Esdaile who has supported and facilitated these and of course to the donors and families that have remembered Resources for Autism in this way.

Plans for Next Year

Strategy: 2025/26 will see the roll out of a new strategy for Resources for Autism. The new strategy will continue to focus on the 4 key objectives of the organisation listed earlier in this report.
Organisational development: More work will take place to ensure that the charity is robust and operating in a professional and compliant manner.
Digital progression: Thanks to funding secured we have the opportunity to update our HR system and Client CRM/Database. This will seriously modernise the way the charity works and will ensure better outcomes and impact data is captured, create more efficient ways of working and broadly move RfA forward.
Trustees: New trustees will be recruited to join the board as 2 long standing trustees will be standing down and a broader range of skillsets are required.

Directors and their Interests

Apart from the Directors/Trustees listed on page 1, no other person served as a charity trustee during 2024/25.

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.

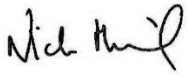
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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/they is/are 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 ,



Sir Nick Hine

Chair

Date: 29/07/25

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

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 2025 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:

- give a true and fair view of the state of the Charitable Company's affairs as at 31st March 2025 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 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.

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.

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 Auditors
Bonhill Street
London, EC2A 4DJ Date: 7/8/25

Financial Statements
Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
For the year ended 31 March 2025

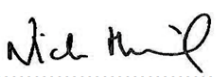
	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:					
Donations and legacies:					
Grants	3	283,998	717,073	1,001,071	924,525
Other donations	3	39,221	-	39,221	50,875
Legacies	3	12,002	-	12,002	-
Charitable activities	4	1,462,767	-	1,462,767	1,748,328
Investments		27,161	-	27,161	15,476
Other	5	16,246	-	16,246	8,032
Total income		1,841,395	717,073	2,558,468	2,747,236
Expenditure on:					
Raising charitable funds	6	81,564	-	81,564	103,471
Charitable activities	7	1,724,486	750,098	2,474,584	2,700,402
Total expenditure		1,806,050	750,098	2,556,148	2,803,873
Net (expenditure)/income before transfers	9	35,345	(33,025)	2,320	(56,637)
Transfers between funds	14	-	-	-	-
Net movement in funds		35,345	(33,025)	2,320	(56,637)
Reconciliation of funds					
Total funds brought forward at 1 April 2024	14	**1,727,646**	**47,214**	**1,774,860**	**1,831,497**
Total funds carried forward at 31 March 2025	14	**1,762,991**	**14,189**	**1,777,180**	**1,774,860**

Financial Statements
Balance Sheet
For the year ended 31 March 2025

	Note		2025		2024
		£	£	£	£
Fixed assets					
Tangible assets	11		794,858		812,627
Current assets					
Debtors	12	129,874		199,863	
Cash at bank and in hand		1,222,679		1,088,797	
		1,352,553		**1,288,660**	
Liabilities					
Creditors: amounts falling due within one year	13	(370,231)		(326,427)	
Net current assets			982,322		962,233
Total assets less current liabilities			**1,777,180**		**1,774,860**
Funds					
Unrestricted funds:					
General funds	14	968,133		915,019	
		968,133		915,019	
Designated funds	14	794,858		812,627	
			1,762,991		1,727,646
Restricted funds	14		14,189		47,214
Total charity funds	15		**1,777,180**		**1,774,860**

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 29th July 2025 and signed on their behalf by:



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

Financial Statements
Statement of Cash Flows
For the year ended 31 March 2025

	Note	Total funds 2025 £	Total funds 2024 £
Cash flows from operating activities			
Net (expenditure)/income for the year (as per the Statement of Financial Activities)		2,320	(56,637)
Adjustments for:			
Depreciation		17,769	27,508
Interest Receivable		(27,161)	(15,476)
Decrease/(increase) in debtors		69,989	(49,292)
(Decrease)/increase in creditors		43,804	86,445
Cash flows (used in)/generated from operating activities		**106,721**	**(7,452)**
Cash flows from investing activities			
Purchase of Fixed assets		-	-
Interest received		27,161	15,476
Net cash provided by investing activities		27,161	15,476
(Decrease)/increase in cash and cash equivalents in the year		133,882	8,024
Cash and cash equivalents at the beginning of the year		1,088,797	1,080,773
Cash and cash equivalents at the end of the year	(i)	**1,222,679**	**1,088,797**

Note to the cashflow statement

(i) **Analysis of cash and cash equivalents**

	2025 £	2024 £
Cash in hand	2,065	3,919
Cash in bank	1,220,614	1,084,878
Total cash and cash equivalents	**1,222,679**	**1,088,797**

(ii) **Net debt**

There was no net debt during the year to 31 March 2025 or the year to 31 March 2024.

Notes to the Accounts
For the year ended 31 March 2025

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 £968,133 (2024: £915,019). 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.

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

1.3 Incoming resources

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

Income from service level agreements is recognised to the extent that services have been provided or peformance 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), general 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.

Notes to the Accounts
For the year ended 31 March 2025

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 recorgnised 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 cost

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 adminstered 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.

Notes to the Accounts
For the year ended 31 March 2025

3 Income from grants, donations and legacies

	2025	2024
	£	£
Grants from trusts and foundations	1,001,071	924,525
Other Donations		
Donations from companies other organisations and individuals	37,621	50,875
Probona Services-IT training and graphic design	1,600	-
	39,221	**50,875**
Legacies	12,002	-
Total donations,grants and legacies	**1,052,294**	**975,400**

4 Incoming resources from charitable activities

	Therepy	Play schemes	Community support, reach out and school reintegration	Behaviour support	Adult support	Hubs & other work	Total
	2025	2025	2025	2025	2025	2025	2025
	£	£	£	£	£	£	£
Fees	27,687	61,402	111,182	-	38,953	-	**239,224**
Contract income	-	674,453	136,868	-	-	412,222	**1,223,543**
Total	**27,687**	**735,855**	**248,050**	**-**	**38,953**	**412,222**	**1,462,767**
	2024	2024	2024	2024	2024	2024	2024
	£	£	£	£	£	£	£
Fees	32,486	87,098	129,007	863	36,885	-	286,339
Contract income	-	742,889	719,100	-	-	-	1,461,989
Total	**32,486**	**829,987**	**848,107**	**863**	**36,885**	**-**	**1,748,328**

Total income from statutory sources amounted to **£1,223,543.00** (2024: £1,461,989) (excluding personal care package funding).

5 Other income

	2025	2024
	£	£
Rent receivable	9,110	4,500
Training	7,136	2,953
Other	-	579
	16,246	**8,032**

Notes to the Accounts
For the year ended 31 March 2025

6 Analysis of expenditure on raising charitable funds

	2025	2024
	£	£
Staff salaries, NIC and pension contributions	77,932	100,859
Direct costs	3,632	2,612
	81,564	**103,471**

7 Analysis of expenditure on charitable activities

	Note	Therapy	Play schemes	Community support, reach out and school	Behaviour support	Triage	Adult support	Hubs & Other income	Total
		2025	2025	2025	2025	2025	2025	2025	2025
		£	£	£	£	£	£		£
Salaries and related costs		47,104	714,810	222,190	210,863	71,091	168,476	145,899	**1,580,433**
Direct costs		5,964	127,972	9,426	6,884	308	35,920	24,168	**210,642**
Support and governance costs	8	20,204	321,569	88,382	83,102	27,283	78,019	64,950	**683,509**
		73,272	**1,164,351**	**319,998**	**300,849**	**98,682**	**282,415**	**235,017**	**2,474,584**

	Note	Therapy	Play schemes	Community support, reach out and school	Behaviour support	Triage	Adult support	Hubs & Other income	Total
		2024	2024	2024	2024	2024	2024	2024	2024
		£	£	£	£	£	£		£
Salaries and related costs		68,235	667,923	692,989	139,271	50,059	197,260	-	**1,815,737**
Direct costs		7,985	119,299	84,119	6,629	1,222	29,786	-	**249,040**
Support and governance costs	8	23,464	242,340	239,227	44,914	15,786	69,894	-	**635,625**
		99,684	**1,029,562**	**1,016,335**	**190,814**	**67,067**	**296,940**	**-**	**2,700,402**

8 Support and governance costs

	2025	2024
	£	£
Support costs		
Staff salaries and NIC	464,140	385,239
Recruitment costs (including Disclosure and Barring Service checks)	15,878	21,460
Legal and professional fees	17,441	13,831
Training staff	9,713	19,236
Premises costs	10,378	9,461
Insurance	11,904	9,715
Office costs	81,872	98,281
Travel expenses	12,011	9,118
General costs	23,316	16,832
Accountancy services & Finance Charges	13,640	19,498
Depreciation	17,769	27,508
	678,062	**630,179**
Governance costs		
Trustee insurance	947	946
Trustee expenses	-	-
Audit fee	4,500	4,500
	5,447	**5,446**
	683,509	**635,625**

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

Notes to the Accounts
For the year ended 31 March 2025

9 Net incoming resources for the year

	2025 £	2024 £
Net incoming resources are stated after charging:		
Auditors' remuneration for audit services	4,500	4,500
Depreciation	17,769	27,508

10 Trustee and employee information

a) Trustee information

No trustees received any remuneration or other benefits during the year (2024: £Nil).
Ten trustees served during the year (2024: Eight).
No trustee received reimbursement for travel (2024: £nil).
No fees were paid to trustees and organisation linked to the trustee for consultancy service (2024 :£Nil)
Unrestricted donations of £272,502 were received from trustees and organisations linked to trustees (2024: £62,900).

b) Employee information

Employee numbers:
The average monthly headcount was **142** (2024: 148).

Employee costs :

	2025 £	2024 £
Salaries	1,942,851	2,106,487
Social security costs	147,035	158,659
Pension costs	32,619	36,689
	2,122,505	**2,301,835**

Employee remuneration received by the five key management personnel together totalled £294,413 (2024: Five key staff On an annualised basis, one employee received remuneration plus other employee benefits in the band of £70,000 to £80,000 and £1,316 of employer pension contributions (2024: One Band £70,000- £80,000 and £1,316 of employer pension contributions).

The cost of redundacies and termination of 3 staff amount to £19,230 (2024 13 staff amount to £24,103)

Notes to the Accounts
For the year ended 31 March 2025

11 Tangible fixed assets

	Long leasehold property	Office equipment	Motor vehicles	Total
	£	£	£	£
Cost				
As at 1 April 2024	1,041,105	44,638	64,342	1,150,085
Additions	-	-	-	-
As at 31 March 2025	**1,041,105**	**44,638**	**64,342**	**1,150,085**
Depreciation				
As at 1 April 2024	233,419	44,638	59,401	337,458
Charge for the Year	12,828	-	4,941	17,769
As at 31 March 2025	**246,247**	**44,638**	**64,342**	**355,227**
Net book value				
As at 31 March 2025	**794,858**	**-**	**-**	**794,858**
As at 31 March 2024	**807,686**	**-**	**4,941**	**812,627**

12 Debtors

	2025	2024
	£	£
Trade debtors	126,100	161,478
Amount due from contract work	-	35,000
Sundry debtors prepayments and accrued income	3,774	- 3,385
	129,874	**199,863**

13 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	15,738	19,959
Other creditors	43,939	39,222
Accruals	17,020	19,100
Deferred income	293,534	248,146
	370,231	**326,427**

Notes to the Accounts
For the year ended 31 March 2025

14 Analysis of charitable funds

Analysis of movements in funds

	At 1 April 2024	Income	Expenditure	Transfers	At 31 March 2025
	£	£	£	£	£
Unrestricted funds					
General funds: free reserves	915,019.00	1,841,395.00	(1,806,050)	17,769	968,133
Designated funds:					
- Fixed assets fund	812,627.00	-	-	(17,769)	794,858
	1,727,646	**1,841,395**	**-** **1,806,050**	**-**	**1,762,991**

Restricted funds	At 1 April 2024	Income	Expenditure	Transfers	At 31 March 2025
Adult support	-	318,476	(318,476)	-	-
Therapies	-	35,000	(35,000)		-
Behavior & Training Support	-	11,500	(11,500)	-	-
Mental health & Well Being	-	26,635	(26,635)		-
Big Lottery: Reaching Communities - Supporting the Autism Family (West Midlands)	-	121,024	(121,024)	-	-
Community support	-	2,000	(2,000)	-	-
Play/Holiday services	-	74,674	(74,674)	-	-
Reach Out	47,214	86,164	(119,189)	-	**14,189**
Family Support	-	41,600	(41,600)	-	-
	47,214	**717,073**	**(750,098)**	**-**	**14,189**
Total funds	**1,774,860**	**2,558,468**	**(2,556,148)**	**-**	**1,777,180**

Included under restricted recognised income are grants from donors who require disclosure.	2025	2024
Masonic Charitable Trust	-	18,750
The Eveson Trust	13,000	7,000
The Baily Thomas Charitable Fund	5,000	-
Paul Hamlyn Foundation	33,000	-
The charity of Sir Richard Whittington(Mercers)	41,600	58,400
City Bridge Foundation	76,483	73,428
John Lyons Charity	-	30,000

Comparative information	At 1 April 2023	Income	Expenditure	Transfers	At 31 March 2024
	£	£	£	£	£
Unrestricted funds					
General funds	978,200.00	1,887,211.00	(1,977,900)	27,508	915,019
Designated funds:					
- Fixed assets fund	840,135.00	-	-	(27,508)	812,627
	1,818,335	**1,887,211**	**(1,977,900)**	**-**	**1,727,646**

Restricted funds					
Adult support	-	229,182	(229,182)	-	-
Therapies	-	37,200	(37,200)		-
Behavior Support	-	-	-	-	-
Mental health & Well Being	-	21,340	(21,340)		-
Big Lottery: Reaching Communities - Supporting the Autis	-	116,820	(116,820)	-	-
Community support	-	28,875	(28,875)	-	-
Play/Holiday services	-	74,987	(74,987)	-	-
Reach Out	13,162	260,872	(226,820)	-	47,214
Family Support	-	90,749	(90,749)	-	-
	13,162	**860,025**	**(825,973)**	**-**	**47,214**
Total funds	**1,831,497**	**2,747,236**	**(2,803,873)**	**-**	**1,774,860**

Notes to the Accounts
For the year ended 31 March 2025

14 Analysis of charitable funds (continued)

Unrestricted funds

Name of unrestricted funds	Description, nature and purposes of the fund
General funds: free reserves	The "free reserves" after allowing for all designated funds.
Designated funds	Unrestricted funds set aside by the trustees to improve the overall performance of the charity as detailed below:
- Fixed assets fund	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.
Therapies	Play therapy service for children and families in the west midlands and adult counselling services in London.
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 and empowering them to work together, understand better and thrive
Mental health & Well Being	Funds donated specifically for mental health and Well Being.
Big Lottery: Reaching Communities - Supporting the Autism Family (West Midlands)	A 3 year grant to provide autism support to all the family
Community support	Community based mentoring support for autistic individuals. This service is provided by the charity's volunteers
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.
Family Support	Service providing initial assessment and support at the earliest opportunity.

Notes to the Accounts
For the year ended 31 March 2025

15 Analysis of net assets between funds

	Tangible fixed assets 2025 £	Net current assets 2025 £	Total 2025 £
Unrestricted funds:			
General funds: free reserves	-	968,133	**968,133**
Designated funds	794,858	-	**794,858**
Restricted funds	-	14,189	**14,189**
Total funds	**794,858**	**982,322**	**1,777,180**

Comparative information

	Tangible fixed assets 2024 £	Net current assets 2024 £	Total 2024 £
Unrestricted funds:			
General funds: free reserves	-	915,019	915,019
Designated funds	812,627	-	812,627
Restricted funds	-	47,214	47,214
Total funds	**812,627**	**962,233**	**1,774,860**

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:

	2025 £	2024 £
Free reserves as at 31 March	968,133	915,019
Total expenditure in the year	2,556,148	2,803,873
	Months	Months
Number of months' expenditure in general funds	**4.54**	**3.92**

Notes to the Accounts
For the year ended 31 March 2025

16 Comparative Statement of Financial Activities (extract)

	Unrestricted 2024 £	Restricted 2024 £	Total 2024
Income from:			
Donations and legacies:			
Grants	64,500	860,025	924,525
Other donations	50,875	-	50,875
Charitable activities	1,748,328	-	1,748,328
Investments	15,476	-	15,476
Other	8,032	-	8,032
Total income	**1,887,211**	**860,025**	**2,747,236**
Expenditure on:			
Raising charitable funds	103,471	-	103,471
Charitable activities	1,874,429	825,973	2,700,402
Total expenditure	**1,977,900**	**825,973**	**2,803,873**
Net income / (expenditure) before transfers	**(90,689)**	**34,052**	**(56,637)**
Transfers between funds	-	-	-
Net movement in funds	- 90,689.00	34,052.00	(56,637)
Reconciliation of funds			
Total funds brought forward at 1 April 2023	1,818,335	13,162	1,831,497
Total funds carried forward at 31 March 2024	**1,727,646**	**47,214**	**1,774,860**

RESOURCES FOR AUTISM

England & Wales - Charity number 1061253

Accounts

ANNUAL REPORT AND ACCOUNTS

April 2023 – March 2024

Resources for Autism
Legal and Administrative Information

Company Number 3326332

Registered Charity 1061253

RESOURCES FOR AUTISM
ANNUAL REPORT AND ACCOUNTS

Directors and trustees:
Dr V E H Booth (President)
R H Esdaile (Treasurer)
Sir Nick Hine (Chairman)
C Montgomery
B A Linden
R Rainbow
A Levitt
R. Kiran Jackson

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
London EC2A 4DJ

Solicitors:
Stone King LLP
Boundary House
91 Charterhouse Street
Barbican
London EC1M 6HR

Letter from the Chair

Overall, in 2023/24 RfA managed to continue to sustain both income and service delivery at healthy levels despite the ongoing pressures within the charity sector, and within society: most notably the ongoing cost of living crisis. Staff and volunteers have continued to demonstrate resilience in their roles and dedication to the organisation and our beneficiaries.

Some notable achievements in the past year include:

- Offering support, services, advice to over 1200 parents/ carers.
- Supporting more children and young people than the previous year, totalling 732 unique children through short-breaks, youth clubs, mentoring and therapies.
- Supporting 534 autistic adults through our offerings of counselling, walking groups, social groups and peer support groups.
- Reaching more than 450 professionals via our training offer.
- Working directly with 17 complex needs children who had been permanently excluded from special schools children via Orange House.
- Our dedicated volunteers contributed nearly 9,000 hours of support.
- Our website had over 50,000 unique visitors.

In addition to the above numbers, RfA was successful in securing new funding to start projects in new areas including in Barking & Dagenham, Lewisham and a research project with the Violence Reduction Unit.

Other projects instigated within the year to develop and progress the organisation included investing in the Dare to Lead management programme for SLT and managers and starting work to review and capture the charities Theory of Change, the outcomes that are being achieved and how these can be better captured and monitored.

The year has had its challenges though, most notably the forced closure of Orange House in Newham. Once again we've seen increases in demand for our services as well as referrals continuing to be more complex. The cost of living pressure has placed strain on our budgets as well as the budgets of our statutory funders. RfA has endeavoured to support staff as best as possible with the resources that the charity has available. Sourcing staffing and venue availability have also presented challenges during the year.

Resources for Autism's vision is a world where autistic people can live fulfilling lives, with equal chances to those of their non-autistic peers. We have taken more steps forward in achieving this vision although there will always be more to do.

I would like to use this space to formally thank all our staff and volunteers for their hard work over the last year. I also want to thank all our funders both statutory and voluntary for their ongoing support and funding. Voluntary funders include grants, trusts, individual givers, corporates and those that have undertaken fundraising on behalf of RfA. Thank you.

Sincerely,

Sir Nick Hine

Chairman, Resources for Autism

Date:16/09/24

Report of the trustees for the year ending 31 March 2024

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ending 31 March 2024, 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. These were 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 Chair and executive management, and they are provided with key information relating to the charity's governance and operation.

The board of trustees meets approximately four times per annum. 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-today running of the charity and efforts to sustain and grow the charity's income and deliver the mission of the organisation.

Purpose and activities:

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

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 in 2023/24, RFA provided:

a) Weekly specialist play schemes and youth clubs during term time and holidays
b) Volunteer mentoring and befriending service (Reach Out)
c) Support for Adults
d) Family Support for parent and carers
e) Community support
f) School Integration: Orange House
g) Therapies (Music, Play and Counselling)
h) Training and Consultancy to organisations

Our Reach in 2023-2024

In line with our strategic priorities, we saw the following engagement levels in our services in 23/24:

- 50,758 unique users of our online resources
- 8,998 hours donated by volunteers
- 732 children and young people supported
- 755 families accessed our First Response Service (IRAS)
- 707 parents and carers attended drop-in and training sessions
- 45 families received specialist behaviour support
- 455 professionals received autism training
- 534 adults supported

Key contributors to the achievement of the above include:

- Successful recruitment initiatives which included targeted recruitment in specific local areas, and a partnership with a new agency that provided qualified support staff.
- Increasing our resource in our family support team enabling us to support the level of demand and increased complexities in referrals.
- Our national leadership structure has embedded further since January 2023 and has enabled better cross regional collaboration and the development of joined up, online/ virtual opportunities for families across both regions re: workshops and support.
- Our training and capacity building arm has expanded steadily through better marketing of our offer and through our 2-year capacity building grant from the Mayor of London.
- New groups have been developed in adults' services as well as our therapy services with the growth of our adult counselling offer.
- New five-year partnership was secured with Merchant Taylors Foundation to deliver workshops and support for 16–25-year-olds in Lewisham and Southwark.

Acknowledgement to funders and supporters

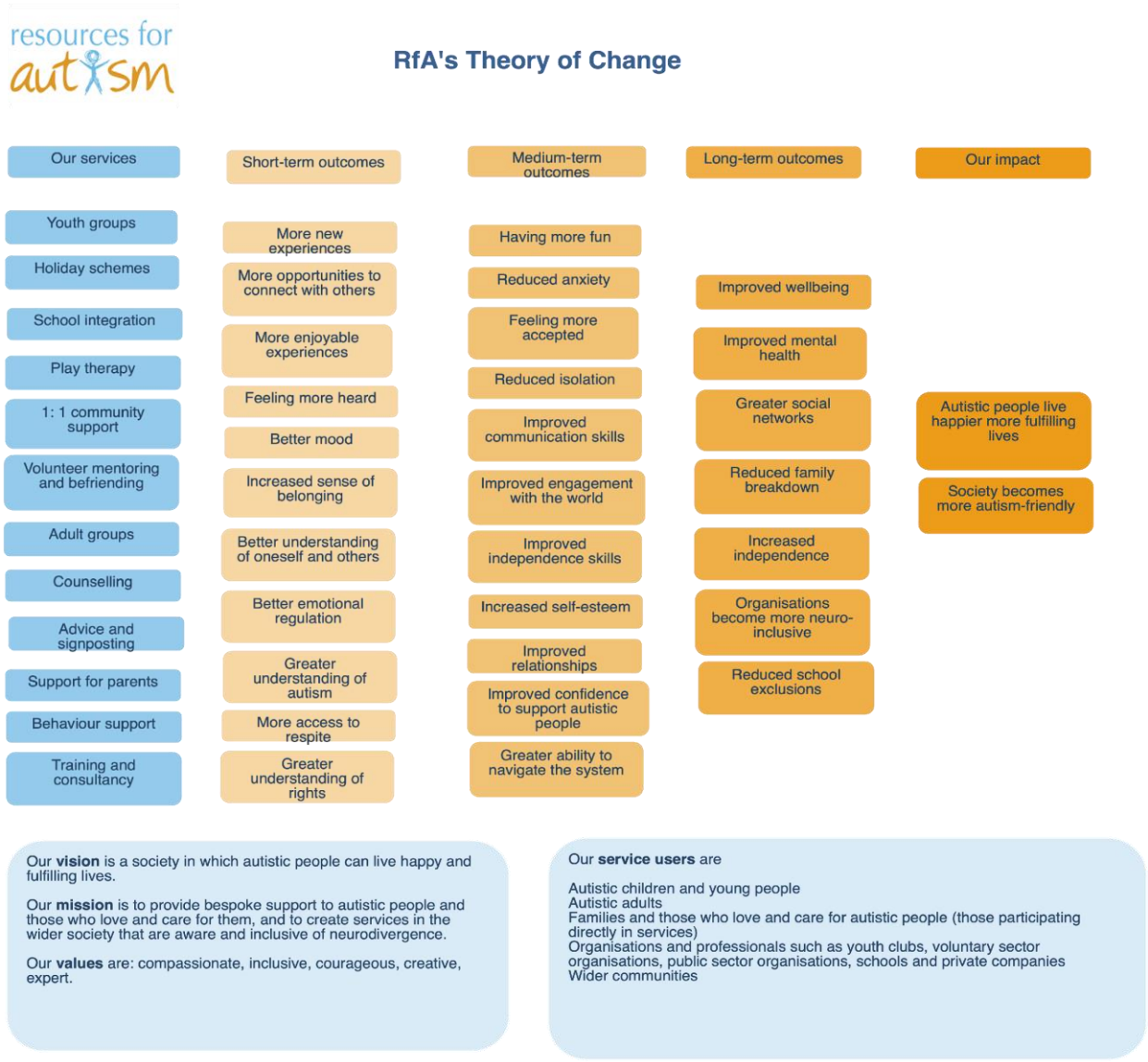
RfA is grateful to all the funders and supporters that have contributed or donated during 2023/24. We would like to formerly acknowledge and thank the following as you have made the outputs and impact stated in these accounts possible:

National Lottery Community Fund, New Deal, Fit for all, Young Londoners fund, Children's Quarter, Barnet Community Fund, John Lyons, Space2Grow, Compass Wellbeing, Children in Need, Childwick Trust, Three Guineas Trust, Scream Foundation, Jack Petchy Foundation, Bloomfield Trust, Garfield Weston, Eveson Trust, Landua Ltd, Blackrock Foundation, St James Place Foundation, City Bridge Trust, Rethink Mental Illness, Mercers Grant, NCEL Compass, Masonic Charitable Foundation, and Merchant Taylor's Company.

Birmingham Children's Trust, Walsall Council, and the London Boroughs of Brent, Newham, Lewisham, Haringey and Waltham Forest.

Our Impact

This year we reviewed all of our Impact across our different services with an aim to renew our theory of change. We worked with an expert consultant who supported our managers to identify the specific outcomes for each our services, the tools we can use to measure them and the connection those have with our overarching theory of change. A map of our revised Theory of change is outlined below, stating our overarching organisational outcomes. Work on how we capture, measure and monitor our outcomes continues across each of our service areas continues.



Children and Young People Services and Impact

Across the year:

- 15 Children were supported though our music therapy offer
- 33 children accessed our play therapy service in the West Midlands
- 73 young people were supported through our Reah Our mentoring scheme
- 339 children accessed our holiday schemes
- 199 children accessed our term time services
- 17 complex children were supported through Orange house
- 21 children (and families) received direct support through our Early help service in Barnet

This year, our focus remained steadfast on broadening our reach and enhancing our impact in alignment with our strategic goals to expand our children and young people offer. We expanded our service offerings, reaching more young people and introducing new participants to our programs.

Our commitment to supporting children and young people was further demonstrated through the growth of our play therapy service, which provided 238 individual and group support to 33 unique children. Additionally, in December, our Head of Music Therapy transitioned out, leading us to forge a partnership with North London Music Therapy. This collaboration, facilitated by co-location in our building, introduced a streamlined referral pathway.

Our mentoring and befriending service, supported by funding from John Lyons and the Mayor of London, delivered over 2,340 sessions to 73 young people. Encouragingly, 80% of mentees reported improvements in various areas, including relationships, self-confidence, communication skills, and engagement in activities outside the home.

Stats from our annual impact survey tell us the following:

- **78%** felt our services have improved the child/ young persons wellbeing
- **74%** felt our services have contributed to improved mental health
- **76%** felt our services had enabled greater social networks to be formed
- **74%** felt the child/ young persons life skills have improved
- **60%** felt there have been improvements in communication
- **80%** of the young people accessing Reach Out said they have had improvement in relationships/friendships, self-confidence, communication skills and engagement with activities out of the home.

“I have learnt how to look after myself and that I don’t have to force myself to do things that make me anxious.” Young mentee.

“This group is critical to my son’s wellbeing, it allows him to be part of a social group and spend time with kids his own age.” Parent of a youth club attendee.

“She loves her key worker. She gets routine and she looks forward to it every weekend. The staff are so understanding and kind to my daughter. I would never know how to thank them for all they have done for my family.” Parent of a holiday scheme attendee.

Direct feedback/ scores from some children and young people that attended one of our holiday schemes:
Question; how would you rate the session out of 10?
7/10 – score from 2 of the children and young people
8/10 – score from 5 of the children and young people
9/10 – score from 5 of the children and young people
10/10 – score from 4 of the children and young people

From our base at Orange House, our alternative provision for children from the London Borough of Newham, we supported 17 children who had been permanently excluded from their special education settings. Unfortunately, in February 2024, Orange House was decommissioned by the local authority. A lot of work and time was spent by RfA staff to support the remaining children and families accessing the service to transition onwards. The loss of this service has had a big impact on RfA and the families being supported. RfA will explore options and opportunities going forwards to support children excluded from special schools as this is special cohort of children with very few support options available to them.

Adult Services Impact

When autistic children transition into adulthood, often their support disappears. We have always been committed to ensuring that the autistic adult community is not left behind. This year saw significant changes in our adult services with more emphasis on co-production and the development of some new groups and services.

Across the year:

- 190 adults benefited from our initial response advice and signposting service
- 26 adults received bespoke counselling support
- 30 adults received critical intervention support
- 284 adults attended the different clubs and activities ran by RfA
- 478 face to face and virtual sessions with adults took place in the year

Exciting new group initiatives have been created in adult services across London and the West Midlands. In both areas we operated at full capacity across all social groups, particularly for those who are independent and semi-independent. We've forged a partnership with the Urban Forest Collective to lead our walking group in different green spaces of London. Additionally, we established a new semi-independent group for individuals aged 18-25 in Barnet and Brent. Mentoring has been integrated into all our groups, emphasising a personalised support model that focuses on the individual goals of each adult. Sessions are tailored to their specific aspirations, and peer support is encouraged to facilitate progress in their lives.

''E really enjoys the sessions and we're so happy that he chooses to attend. We feel that his attendance has helped with developing his independent and social skills and has had a positive effect on his wellbeing through the support of the group and the client led activities, which are wide and varied. The club has increased his happiness and reduced his social isolation. Thank you for your support!''

Thanks to funding from the Merchant Taylors' Company, we launched two new social groups in Southwark and Lewisham for 18-25-year-olds, offering a variety of social activities and workshops. All our groups aim to enhance independent skills, foster connections, and promote a sense of belonging in an environment that supports, accepts, and embraces autism. We are also offering mentoring to those in the borough who are looking to develop skills and prepare for adulthood all through an autism lens.

Of those adults accessing our services that responded to our annual impact survey, as a result of RfA's services:

- **81%** noted improvements in their wellbeing
- **76%** noted improvements in their mental health
- **79%** shared improvements in their life skills
- **76%** noted increased independence
- **68%** felt their communication had improved.

Family Support Services Impact

Working with families is core to our work. We offer peer-led coffee mornings, crisis support, behaviour support, training, specialist workshops, signposting and a sibling's groups. Many of our staff and volunteers delivering these services are experts by experience.

Our services and outreach to families and carers this year is as follows:

- 755 families benefited from our initial response advice and signposting service
- There were 28 courses/ workshops held for parents/ carers
- 458 parents/ carers attending the different workshops/ courses
- 249 parents/ carers attended our drop ins
- 627 sessions were held with families to offer bespoke support, advice or interventions

Our workshops covered areas such as sleep, diet and nutrition, self-care and wellbeing, behaviours of concern and screentime.

Case Study: Early Help W (5 years old)

The family were referred to us because mum lacked knowledge and understanding of autism, she found it difficult to keep W safe at home as he has no awareness of danger and struggled to communicate with him effectively.

Support was carried out through regular planned and targeted sessions. Areas of support were identified via assessing W's needs during the assessment visit and a realistic number of targets were decided to work in line with mum's capacity.

Summary of intervention:

- School visit to observe W in the structured classroom environment, discuss W's needs with staff and identify successful strategies applied at school to mirror and develop at home accordingly for a consistent approach. Upskilling mum's knowledge and understanding of autism, behaviours and sensory needs and explaining how and why behaviours may present.
- Supporting W's communication and implementing visuals (the same type as at school) by creating a personalised visual timetable for W and one for each of his siblings, snack choice board, activity choice board and now/next board, and through modelling how to use them.
- Teaching mum about the power of positive language, praise and giving choice.
- Equipping mum with play skills to reduce W's screen time by showing different styles of play, including parallel play, attention autism and intensive interaction, and increase his stimulation at home and keep him motivated. Introduced fun ideas for games and activities which can promote play skills e.g. turn taking and creating fun shared family activities for mum to continue with.
- Implementing a travel toolkit containing sensory toys, snacks and activities for when W is out in the community. High reward snacks and games as a proactive strategy to help redirect W's attention from potential triggers.
- Early in the support, a safeguarding concern was raised because W absconded from the home property through a window. We carried out a risk assessment in the home and supported mum to arrange for locks to be fitted on all high-risk windows and doors and alarms were installed on the downstairs windows.

Mum now feels she is able to support W with more confidence and spends more time being able to interact and play with him. She is able to keep him safe and is also aware of the dangers and risks when she is working and when she isn't able to give 100% of her time to him.

Organisation Impact

Here are some additional highlights of our impactful initiatives aimed at behavioural change and organisational training:

- Empowering 41 youth organisations across London with a comprehensive capacity-building program, made possible through a generous grant from the Mayor of London's New Deal for Young People.
- Facilitating the professional growth of 455 individuals across diverse sectors such as private, public, and third sector, through participation in 33 distinct training sessions—an impressive twofold increase compared to the previous year.
- Spearheading an enlightening online event on neurodiversity in partnership with Blackbridge, where we served as keynote speakers. This event garnered substantial attention, drawing over 600 attendees from prominent graduate and apprenticeship employers.

Feedback from professionals who attended our training included:

"There were so many different ways that I can help support people with additional needs that I never knew about."

"I think we are extremely accessible and inclusive however I was not as well informed before this training and so now can be far more inclusive".

"I took a young autistic participant to a job interview after the training session. I already in that short space of time interacted with her differently to how I normally would, due to advice given by you in the training. This really helped the young person feel understood'.

"I have a better understanding of different ways to respond and react to people with autism, for example not rewording questions, instead allowing them time to answer and process as it does not mean they didn't understand me necessarily to begin with".

Volunteers

We are particularly grateful for our volunteers involvement in many different areas of RfA's work including: mentoring and befriending, play therapy, parent support, gardening and office support.

This year…

- **8,998** volunteer hours were donated
- **84** people have been actively volunteering for RfA
- **75** new volunteers were recruited in year
- **29** volunteers left us in the year

This year exceeded previous years as we were delivering mentoring/befriending programmes funded by 2 key funders: John Lyons and New Deal.

Volunteers comments/ feedback:

- "I *really liked the satisfaction from supporting mentees to gain confidence and try new things''*

- *''Being able to gain an understanding of Autism has been so insightful"*
- *"I really enjoyed co-producing the sessions with my mentee, I loved that we both learnt from each other"*
- *"the training I received as a volunteer was impactful, I learnt a lot"*
- *"I could always reach out if I needed help or support"*
- *"Training was amazing, very insightful"*

Spotlight on Our Co-Production Work: The Autism Connections Club Journey

At Resources for Autism, we are committed to embedding co-production into our daily practices, ensuring that the voices and communication styles of autistic individuals and their families guide all our endeavours. The Autism Connections Club exemplifies one of our co-production journeys, born out of collaboration between RfA staff, management, and autistic adults who shared a common concern: perceived lack of connection with those on the waiting list for services.

The journey began with a simple yet profound aim: to create a safe and inclusive space for autistic adults on the waiting list to co-design and co-deliver ways to connect with each other and with RfA. Without additional funding, a space was secured at our West Midlands base on Pershore Road, where Co-Production Lead Janet and autistic advocate Chris spearheaded the initiative.

With a focus on building partnerships and ensuring a welcoming environment, the Waiting List Drop-In was launched, reaching out to 30 autistic adults with an open invitation. The response was promising, with 12 individuals expressing interest. Alternating Wednesdays became opportunities for connection, with attendees sharing experiences, insights, and aspirations for future services.

Reflections from these sessions, highlighted the profound impact of inclusive spaces and collaborative efforts. Inspired by these insights, the drop-in evolved into the Autism Connections Club, signalling a shift towards more intentional and structured engagement which is completely led by the members of the group.

As new members joined, challenges emerged, prompting the club to pause invitations and embark on a period of introspection and refinement. Co-designed tools and structures, including a Connections Toolkit and a revamped session structure, emerged from this process, emphasizing inclusivity and meaningful engagement.

Looking ahead, RfA will be looking at the options for coproduction and drafting an organisation wide strategy to embrace, embed and sustain coproduction work going forwards. This of course will be coproduced!

The journey of the Autism Connections Club is a testament to the transformative power of co-production, and we look forward to continuing this collaborative endeavour, guided by the voices and aspirations of those we serve.

"The Autism Connections club defines co-production. It is an absolute pleasure to come together with autistic adults, all connecting with one and other in a safe and like-minded environment – all flourishing with confidence, communication and daily living skills. It is an absolute pleasure to come together to create a harmonious environment and generate ideas and shape what we do and how we move forward.

The club is one of my proudest achievements." Chris Freedman, co production lead

Our Successes during 2023-2024

Over two years since the Global pandemic our charity has moved steadily from emergency response to resilience and over the last two years to steady growth. We have grown in reach in all of our services, and we have developed new services, partnerships and ways of working. At the same time, we have continued to improve our systems and processes internally in order to recruit and retain more staff, in order to ensure high quality across all of what we do, and in order to bring in the necessary income required for us to be sustainable. Our key successes over the last year include:

- **New Partnerships**. This has been an incredible year in terms of our ability to form new partnerships with other organisations. Those include a partnership with Mind and Barnet Mencap to jointly deliver counselling to autistic adults in Barnet. We also formed a partnership with Urban Collective in order to deliver services that support the physical wellbeing of our autistic adults. We have formed a partnership with North London Music Therapy who have co-located in our building and with whom we plan to develop joint projects together in future. We joined the National Autism Alliance, a group of Autism Charities within the UK and together we developed national campaigns, best practice guide and a formed collective of leaders who can influence government on issues affecting the autism community.
- **New Contracts**: This has been an incredibly successful year in terms of new contracts with our statutory partners. We have secured a 2-year contract with Lewisham Council in order to deliver an All-Age Autism Wellbeing Hub in Lewisham. We have secured a 1-year contract with Southwark to deliver short breaks for a high needs groups on Saturdays and during holidays. We have secured a contract with Barking and Dagenham for work that will commence in 2024 to deliver support to two specialist schools. We are delighted to be able to extend our circle of local authority partners.
- **New Trust and Foundation Partnerships**: Despite the ongoing pressures of cost of living rises, we managed to get very close to our £1M target of philanthropic income again this year. We are delighted to have secured a five-year grant through Merchant Taylors to deliver work to 16–25-year-old autistic young people and their carers in Lewisham and Southwark. The total value of this contract over five years is £700K and we are delighted with the prospect and impact that this funding can have for the autism communities of Southwark and Lewisham. We have also been successful in securing another grant from Garfield Weston towards our core costs and we are truly delighted to secure another two-year funding from the Mayor of London which will enable us to continue our transformational work through our mentoring programme.
- **Co-production** has been flourishing, with our autistic community driving incredible and creative initiatives forward. We've introduced the West Midlands Connections Club, providing a platform for adults on the waiting list to come together at RFA, connect with others, and learn more about community happenings. Over the last year, our virtual forums led by a small group of autistic individuals, have hosted virtual evenings covering topics such as Autism Diagnosis, enjoying a Social Life, Benefits, Reasonable Adjustments, and Anxiety all receiving overwhelmingly positive feedback. We aim to expand this offer later in the year. Our Coproduction Lead has really driven our commitment to coproduction this year with tangible initiatives such as developing RfA's co-production vision and policy, developing training to all staff and leaders, developing forums in which autistic adults can really drive forward the support they need and developing resources that enable this wok to be applied across all our services and levels of need. In March 2024 we were awarded a Bronze Quality mark for our work in Co-production from Birmingham Council. We are one of the first charities to ever receive such an award.
- **Diversity and Inclusion**. Our pledge to ensure we are an inclusive employer has continued to strengthen this year. We have recruited a part time Diversity Lead and we have met regularly with senior management to ensure our commitment to inclusive employment and practice is genuine and holistic. This year our organisation took part again in the 5-day Race Equality Challenge and every member of our Leadership team

lead the challenge on behalf of the organisation. We also run a series of Safe Conversations, which are spaces open to the entire organisation, led by lived experience where we can discuss topics that have to do with diversity. This year's topics have included: racial equality, microaggressions, sexual identity and ADHD. We have adapted all our visual resources to ensure racial representation and through our co-production work we constantly try to develop new ways of raising the voices of those members of our community who are non-speaking.

- **Understanding our Impact**: This year we worked with an expert consultant in order to renew our theory of change, to embed a culture of formal and informal ways we can be in active dialogue with our community and learn from their feedback.
- **Strengthened our Leadership**: This year all of our Managers and Leaders took part in a 9-month leadership development programme called Dare to Lead which looks at how courage, vulnerability and shame show up in the work place and in leadership and what are the qualities that develop courageous, compassionate and resilient teams. The programme was very well received and is now being rolled out to the rest of the organisation. All members who attended received a Dare to Lead accreditation. Feedback from managers and leaders on the outcomes and impact of this development has been tremendously positive.

Our Challenges during 2023-2024

Demand: Our demand remained relatively similar to the level of last year (872 referrals in 2021, 850 in 2022, 936 in 2023 and 952 in 2024), however it is still significantly higher than pre-Covid times. The most sought-after service is our children and young people groups, and we are working very hard to increase the capacity and reach of our groups. We have also seen a difference in the complexity of our referrals post pandemic times with mental health comorbidities featuring highly on a large proportion of our referrals. Emotionally Based School Avoidance and a large proportion of young people not attending school is also on the rise and our organisation is capacity building our skillset in order to be able to appropriately respond to these referrals.

Orange House Closure: The closure of Orange House deeply impacted our organisation, particularly the young people and families it served. Originally established in 2018 as a vital bridge to education for children and young people with complex needs excluded from specialist schools, Orange House provided essential support under the guidance of the Local Authority.

In December 2023, we received unexpected news from the Local Authority's new leadership team. Despite our compliance with previous directives, we were informed that our current registration status was insufficient. Promptly, we mobilized, engaging with the Department for Education to initiate the process of registering as an independent school after advice of the Local Authority. Despite our diligent efforts, the Local Authority chose to decommission Orange House, leaving the children we supported without placements. Despite assurances of the provision's quality, the Local Authority declined to work collaboratively with us to transition the children or maintain operations within the Department for Education's thresholds.

Regrettably, we were left with no choice but to cease operations. Throughout this challenging period, we provided unwavering support to the affected families. Despite our advocacy efforts, including appeals to senior members of the Local Authority, we faced an impasse. Over the past five years, Orange House successfully reintegrated 42 children into education, demonstrating a reintegration rate of 98%.

Funding: Cost of Living rises and the impact of that on our workforce and our beneficiaries remains a significant challenge. We are proud that despite the significant increases in London Living Wages and National Minimum

Wages we have maintained our commitment to being a Living Wage Employer and in addition to that we have paid 3% uplifts to all other salaried roles. Staff costs makes up 80% of our total costs and we continue to remain vigilant in keeping the balance between ensuring RfA's financial sustainability and looking after our workforce which is are most valuable asset.

Our Values

Inclusive: We welcome uniqueness and difference. We accept individuals for who they are and where they are in their personal development.

Compassionate: We offer empathetic, non-judgemental support, showing respect for each individual's lived experiences.

Courageous: We continually persevere and battle to ensure our service users, staff and community get the care and support they need.

Creative: We recognise the importance of playfulness, flexibility and fun and we empower individuals to celebrate their skills and personality.

Expert: We listen, learn, and adapt to build our autism knowledge, experience and provide relevant, high quality, autism support.

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 a detailed child and adult safeguarding policy. We began a review of many of our policies and procedures in January 2024 and expect this process to conclude in the summer. Our organisational risk matrix was updated in April 2024 and approved by the Board. All staff and Trustees are enhanced DBS checked and the organisation has four Designated Safeguarding Leads.

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 fundraising best practice and is registered with the Fundraising Regulator. The organisation directly employs its fundraisers. We do not use fundraising agencies, and no one receives commission for fundraising. The charity's income is primarily derived from fees and grants rather than from the general public. We do not use direct marketing for fundraising purposes which protects vulnerable people and have no complaints regarding our fundraising during the year.

This year we have developed new terms of reference for our Trustees which came at the back of our governance review. As part of that, we have agreed a 2-term tenure for any new Trustee and existing Trustees have the option to serve another term of four years.

Financial Review

The charity had a deficit of £56,637 for the year, compared with a deficit of £20,750 in the previous year.

Income from charitable activities, in the form of fees and contracts increased by £9,232.

Expenditure increased by £155,416 due mainly higher inflation in 23/24 and average increase for hourly paid staff of 15% and 3% for contracted staff which could not be fully recovered from fees and statutory contracts creating a greater deficit than the previous year.

The unrestricted funds held at the end of the year decreased by £90,689 to £1,727,646 and restricted funds increased by £34,052 to £47,214.

Total funds at the year-end stand at £1,774,860 of which £812,627 is designated as it could only be realised by selling the charity's fixed assets, and £915,019 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 3.9 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. Whilst our training income remains low this year, we have secured grant income that has enabled us to grow our training offer and develop it even further in future.
The organisation has continued to be successful in winning tenders to provide Autism specialist child, youth and family provision for several local and regional authorities and despite the termination of our Orange House contract, we have a number of new partnerships secured and more in our pipeline.

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 credits, income support or simply on very low income, continue to be a crucial element of our charitable services.

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

Plans for Next Year

2023/24 saw great progress in many areas and a change of CEO. Dolyanna Mordochai, left the organisation in May 2024 with the new CEO Phil Cook taking over after handover. The current strategy runs until 2025 so 2024/25 will see work taking place to set the direction of organisation for the next 3-5 years.

The key priorities in 2024/25 will include:

- Continuation of service delivery with a focus on reviewing and improving quality across all areas
- Launching and embedding the Lewisham All Age Autism Hub
- Seizing appropriate opportunities that align with the current strategy/ areas of expertise
- Exploring options and opportunities for work in the school/ education space (linking to 'next steps' post Orange House's closure)
- Striving for a break-even position financially
- Exploring tech opportunities and systems to progress the charity and aid progress.

Directors and their Interests

Apart from the Directors/Trustees listed on page 1, no other person served as a charity trustee during 2023/24.

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.

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/they is/are 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

Sir Nick Hine
Chair

Date: 16/09/24

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

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 2024 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:

- give a true and fair view of the state of the Charitable Company's affairs as at 31st March 2024 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 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.

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.

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 Auditors
Bonhill Street
London, EC2A 4DJ Date:18/09/2024

Financial Statements
Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
For the year ended 31 March 2024

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies:					
Grants	3	64,500	860,025	924,525	805,264
Other donations	3	50,875	-	50,875	58,158
Charitable activities	4	1,748,328	-	1,748,328	1,739,096
Investments		15,476	-	15,476	5,790
Other	5	8,032	-	8,032	19,399
Total income		1,887,211	860,025	2,747,236	2,627,707
Expenditure on:					
Raising charitable funds	6	103,471	-	103,471	108,310
Charitable activities	7	1,874,429	825,973	2,700,402	2,540,147
Total expenditure		1,977,900	825,973	2,803,873	2,648,457
Net (expenditure)/income before transfers	9	(90,689)	34,052	(56,637)	(20,750)
Transfers between funds	14	-	-	-	-
Net movement in funds		(90,689)	34,052	(56,637)	(20,750)
Reconciliation of funds					
Total funds brought forward at 1 April 2023	14	**1,818,335**	**13,162**	**1,831,497**	**1,852,247**
Total funds carried forward at 31 March 2024	14	**1,727,646**	**47,214**	**1,774,860**	**1,831,497**

Financial Statements
Balance Sheet
For the year ended 31 March 2024

	Note	£	2024 £	£	2023 £
Fixed assets					
Tangible assets	11		812,627		840,135
Current assets					
Debtors	12	199,863		150,571	
Cash at bank and in hand		1,088,797		1,080,773	
		1,288,660		**1,231,344**	
Liabilities					
Creditors: amounts falling due within one year	13	(326,427)		(239,982)	
Net current assets			962,233		991,362
Total assets less current liabilities			**1,774,860**		**1,831,497**
Funds					
Unrestricted funds:					
General funds	14	915,019		978,200	
		915,019		978,200	
Designated funds	14	812,627		840,135	
			1,727,646		1,818,335
Restricted funds	14		47,214		13,162
Total charity funds	15		**1,774,860**		**1,831,497**

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 16th September 2024 and signed on their behalf by:

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

Financial Statements
Statement of Cash Flows
For the year ended 31 March 2024

	Note	Total funds 2024 £	Total funds 2023 £
Cash flows from operating activities			
Net (expenditure)/income for the year (as per the Statement of Financial Activities)		(56,637)	(20,750)
Adjustments for:			
Depreciation		27,508	28,512
Interest Receivable		(15,476)	(5,790)
Decrease/(increase) in debtors		(49,292)	15,049
(Decrease)/increase in creditors		86,445	(15,043)
Cash flows (used in)/generated from operating activities		**(7,452)**	**1,978**
Cash flows from investing activities			
Purchase of Fixed assets		-	-
Interest received		15,476	5,790
Net cash provided by investing activities		15,476	5,790
(Decrease)/increase in cash and cash equivalents in the year		8,024	7,768
Cash and cash equivalents at the beginning of the year		1,080,773	1,073,005
Cash and cash equivalents at the end of the year	(i)	**1,088,797**	**1,080,773**

Note to the cashflow statement

(i) **Analysis of cash and cash equivalents**

	2024 £	2023 £
Cash in hand	3,919	5,494
Cash in bank	1,084,878	1,075,279
Total cash and cash equivalents	**1,088,797**	**1,080,773**

(ii) **Net debt**

There was no net debt during the year to 31 March 2024 or the year to 31 March 2023.

Notes to the Accounts
For the year ended 31 March 2024

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 £915,019 (2023: £978,200). 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.

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

1.3 Incoming resources

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

Income from service level agreements is recognised to the extent that services have been provided or peformance 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), general 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.

Notes to the Accounts
For the year ended 31 March 2024

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 recorgnised 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 cost

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 adminstered 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.

Notes to the Accounts
For the year ended 31 March 2024

3 Income from grants, donations and legacies

	2024	2023
	£	£
Grants from trusts and foundations	924,525	805,264
Donations from companies other organisations and individuals	50,875	38,158
Probono Services	-	20,000
Total Other Donations	50,875	58,158
Total donations,grants and legacies	**975,400**	**863,422**

3a Probono

Blackbridge Communcations Limited provided recruitment support via a media & digital capaign	-	20,000.00

4 Incoming resources from charitable activities

	Art and music therapy	Play schemes	Community support, reach out and school reintegration	Behaviour support	Adult support	Total
	2024	2024	2024	2024	2024	2024
	£	£	£	£	£	£
Fees	32,486	87,098	129,007	863	36,885	**286,339**
Contract income	-	742,889	719,100	-	-	**1,461,989**
Total	**32,486**	**829,987**	**848,107**	**863**	**36,885**	**1,748,328**
	2023	2023	2023	2023	2023	2023
	£	£	£	£	£	£
Fees	39,098.00	72,706	206,618	12,900	34,956	366,278
Contract income	1,258.00	679,954.00	691,606	-	-	1,372,818
Total	**40,356**	**752,660**	**898,224**	**12,900**	**34,956**	**1,739,096**

Total income from statutory sources amounted to **£1,461,989.00** (2023: £1,372,818) (excluding personal care package funding).

5 Other income

	2024	2023
	£	£
Activities for generating funds:		
Rent receivable	4,500	2,600
Training	2,953	14,090
Other	579	2,709
	8,032	**19,399**

Notes to the Accounts
For the year ended 31 March 2024

6 Analysis of expenditure on raising charitable funds

	2024	2023
	£	£
Staff salaries, NIC and pension contributions	100,859	82,098
Direct costs	2,612	26,212
	103,471	**108,310**

7 Analysis of expenditure on charitable activities

	Note	Art and music therapy	Play schemes	Community support, reach out and school	Behaviour support	Triage	Adult support	Total
		2024	2024	2024	2024	2024	2024	2024
		£	£	£	£	£	£	£
Salaries and related costs		68,235	667,923	692,989	139,271	50,059	197,260	**1,815,737**
Direct costs		7,985	119,299	84,119	6,629	1,222	29,786	**249,040**
Support and governance costs	8	23,464	242,340	239,227	44,914	15,786	69,894	**635,625**
		99,684	**1,029,562**	**1,016,335**	**190,814**	**67,067**	**296,940**	**2,700,402**

	Note	Art and music therapy	Play schemes	Community support, reach out and school	Behaviour support	Triage	Adult support	Total
		2023	2023	2023	2023	2023	2023	2023
		£	£	£	£	£	£	£
Salaries and related costs		70,954	618,418	715,581	97,121	49,320	137,650	**1,689,044**
Direct costs		3,648	155,351	58,059	19,351	114	20,508	**257,031**
Support and governance costs	8	23,480	225,110	243,489	36,657	15,558	49,778	**594,072**
		98,082	**998,879**	**1,017,129**	**153,129**	**64,992**	**207,936**	**2,540,147**

8 Support and governance costs

	2024	2023
	£	£
Support costs		
Staff salaries and NIC	385,239	335,954
Recruitment costs (including Disclosure and Barring Service checks)	21,460	12,087
Legal and professional fees	13,831	19,503
Training staff	19,236	30,246
Premises costs	9,461	10,302
Insurance	9,715	5,890
Office costs	98,281	90,348
Travel expenses	9,118	7,759
General costs	16,832	10,227
Accountancy services & Finance Charges	19,498	37,650
Depreciation	27,508	28,512
	630,179	**588,478**
Governance costs		
Trustee insurance	946	936
Trustee expenses	-	125
Audit fee	4,500	4,533
	5,446	**5,594**
	635,625	**594,072**

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

Notes to the Accounts
For the year ended 31 March 2024

9 Net incoming resources for the year

	2024 £	2023 £
Net incoming resources are stated after charging:		
Auditors' remuneration for audit services	4,500	4,533
Depreciation	27,508	28,512

10 Trustee and employee information

a) Trustee information

No trustees received any remuneration or other benefits during the year (2023: £Nil).
Eight trustees served during the year (2023: Eight).
No trustee received reimbursement for travel (2023: One: £70).
No fees were paid to trustees and organisation linked to the trustee for consultancy service (2023 :£5,100)
Unrestricted donations of £62,900 were received from trustees and organisations linked to trustees (2023: £40,250).

b) Employee information

Employee numbers:

The average monthly headcount was **157** (2023: 148).
The average number of employees (full time equivalents) during the year was:

	2024 Number	2023 Number
Key management personnel	5	8
Fundraising	2	2
Administration	7	4
Project delivery	72	114
	86	**127**

Employee costs :

	2024 £	2023 £
Salaries	2,106,487	1,923,715
Social security costs	158,659	149,713
Pension costs	36,689	33,668
	2,301,835	**2,107,096**

Employee remuneration received by the five key management personnel together totalled £260,285 (2023: Eight key staff : £396,259).

On an annualised basis, one employee received remuneration plus other employee benefits in the band of £70,000 to £80,000 and £1,316 of employer pension contributions (2023: One Band £70,000- £80,000 and £1,316 of employer pension contributions).

Notes to the Accounts
For the year ended 31 March 2024

11 Tangible fixed assets

	Long leasehold property	Office equipment	Motor vehicles	Total
	£	£	£	£
Cost				
As at 1 April 2023	1,041,105	44,638	64,342	1,150,085
Additions	-	-	-	-
As at 31 March 2024	**1,041,105**	**44,638**	**64,342**	**1,150,085**
Depreciation				
As at 1 April 2023	220,591	39,078	50,281	309,950
Charge for the Year	12,828	5,560	9,120	27,508
As at 31 March 2024	**233,419**	**44,638**	**59,401**	**337,458**
Net book value				
As at 31 March 2024	**807,686**	**-**	**4,941**	**812,627**
As at 31 March 2023	**820,514**	**5,560**	**14,061**	**840,135**

12 Debtors

	2024	2023
	£	£
Trade debtors	161,478	103,129
Amount due from contract work	35,000	45,500
Sundry debtors prepayments and accrued income	3,385	1,942
	199,863	**150,571**

13 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	19,959	29,750
Other creditors	39,222	94,882
Accruals	19,100	4,500
Deferred income	248,146	110,850
	326,427	**239,982**

Deferred income

Deferred income brought forward	110,850	146,921
Transferred to income in year	(110,850)	(146,921)
Deferred income in year	248,146	110,850
Deferred income carried forward	248,146	110,850

Deferred income contains £38,000 statutory funding (2023:£37,800).
Any performance related requirements placed on statutory funding is recognised in the Statement of Financial Activities.
£110,850 deferred income brought forward at the beginning of the year was released to income during the year (2023: £146,291).

Notes to the Accounts
For the year ended 31 March 2024

14 Analysis of charitable funds

Analysis of movements in funds

	At 1 April 2023	Income	Expenditure	Transfers	At 31 March 2024
	£	£	£	£	£
Unrestricted funds					
General funds: free reserves	978,200	1,887,211	(1,977,900)	27,508	915,019
Designated funds:					
- Fixed assets fund	840,135	-	-	(27,508)	812,627
	1,818,335	**1,887,211**	**- 1,977,900**	**-**	**1,727,646**

Restricted funds	At 1 April 2023	Income	Expenditure	Transfers	At 31 March 2024
Adult support	-	229,182	- 229,182	-	-
Therapies	-	37,200	- 37,200		-
Behavior & Training Support	-	-	-	-	-
Mental health & Well Being	-	21,340	- 21,340		-
Big Lottery: Reaching Communities - Supporting the Autism Family (West Midlands)	-	116,820	- 116,820	-	-
Big Lottery: Supporting the London Autistic Family	-	-	-	-	-
Community support	-	28,875	- 28,875	-	-
Play/Holiday services	-	74,987	- 74,987	-	-
Reach Out	13,162	260,872	- 226,820	-	**47,214**
Family Support	-	90,749	- 90,749	-	-
	13,162	**860,025**	**- 825,973**	**-**	**47,214**
Total funds	**1,831,497**	**2,747,236**	**- 2,803,873**	**-**	**1,774,860**

Included under restricted recognised income are grants from donors who require disclosure.	2024	2023
Masonic Charitable Fund	18,750	11,250
The Eveson Trust	7,000	-
The Charity of Sir Richard Whittington (MERCERS)	58,400	-
City Bridge Foundation	73,428	18,165
John Lyons' Charity	30,000	30,000

Comparative information	At 1 April 2022	Income	Expenditure	Transfers	At 31 March 2023
	£	£	£	£	£
Unrestricted funds					
General funds	907,681	1,969,943	- 1,927,936	28,512	978,200
Designated funds:					
- Fixed assets fund	868,647	-	-	- 28,512	840,135
	1,776,328	**1,969,943**	**(1,927,936)**	**-**	**1,818,335**

Restricted funds					
Adult support	-	56,068	(56,068)	-	-
Art and music therapy	-	30,601	(30,601)		-
Behavior Support	15,000	86,833	(101,833)	-	-
Mental health & Well Being	-	53,634	(53,634)		-
Big Lottery: Reaching Communities - Supporting the Autis	-	70,172	(70,172)	-	-
Big Lottery: Supporting the London Autistic Family	-	49,408	(49,408)	-	-
Community support	-	-	-	-	-
Play/Holiday services	47,719	134,478	(182,197)	-	-
Reach Out	-	134,320	(121,158)	-	13,162
Triage service	13,200	42,250	(55,450)	-	-
	75,919	**657,764**	**(720,521)**	**-**	**13,162**
Total funds	**1,852,247**	**2,627,707**	**(2,648,457)**	**-**	**1,831,497**

Notes to the Accounts
For the year ended 31 March 2024

14 Analysis of charitable funds (continued)

Unrestricted funds

Name of unrestricted funds	Description, nature and purposes of the fund
General funds: free reserves	The "free reserves" after allowing for all designated funds.
Designated funds	Unrestricted funds set aside by the trustees to improve the overall performance of the charity as detailed below:
- Fixed assets fund	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.
Therapies	Individual and group arts, music and play 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.
Mental health & Well Being	Funds donated specifically for mental health and Well Being.
Big Lottery: Reaching Communities - Supporting the Autism Family (West Midlands)	A three year grant that finished 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.
Family Support	Service providing initial assessment and support at the earliest opportunity.

Notes to the Accounts
For the year ended 31 March 2024

15 Analysis of net assets between funds

	Tangible fixed assets 2024 £	Net current assets 2024 £	Total 2024 £
Unrestricted funds:			
General funds: free reserves	-	915,019	**915,019**
Designated funds	812,627	-	**812,627**
Restricted funds	-	47,214	**47,214**
Total funds	**812,627**	**962,233**	**1,774,860**

Comparative information

	Tangible fixed assets 2023 £	Net current assets 2023 £	Total 2023 £
Unrestricted funds:			
General funds: free reserves	-	978,200	978,200
Designated funds	840,135	-	840,135
Restricted funds	-	13,162	13,162
Total funds	**840,135**	**991,362**	**1,831,497**

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:

	2024 £	2023 £
Free reserves as at 31 March	915,019	978,200
Total expenditure in the year	2,803,873	2,648,457
	Months	Months
Number of months' expenditure in general funds	**3.92**	**4.43**

Notes to the Accounts
For the year ended 31 March 2024

16 Comparative Statement of Financial Activities (extract)

	Unrestricted 2023 £	Restricted 2023 £	Total 2023 £
Income from:			
Donations and legacies:			
Grants	147,500	657,764	805,264
Other donations	58,158.00	-	58,158
Legacies	-	-	-
Charitable activities	1,739,095.57	-	1,739,096
Investments	5,790.00	-	5,790
Other	19,399.00	-	19,399
Total income	**1,969,942.57**	**657,764.00**	**2,627,707**
Expenditure on:			
Raising charitable funds	108,310.00	-	108,310
Charitable activities	1,819,626.00	720,521.00	2,540,147
Total expenditure	**1,927,936.00**	**720,521.00**	**2,648,457**
Net income / (expenditure) before transfers	**42,006.57**	**- 62,757.00**	**(20,750)**
Transfers between funds	-	-	-
Net movement in funds	42,006.57	- 62,757.00	(20,750)
Reconciliation of funds			
Total funds brought forward at 1 April 2022	1,776,328	75,919	1,852,247
Total funds carried forward at 31 March 2023	**1,818,335**	**13,162**	**1,831,497**

RESOURCES FOR AUTISM

England & Wales - Charity number 1061253

Accounts

ANNUAL REPORT AND ACCOUNTS

April 2022 – March 2023

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)
Sir Nick Hine (Chairman)
C Montgomery
B A Linden
R Rainbow
A Levitt
R. Kiran Jackson (appointed January 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
London EC2A 4DJ

Letter from the Chair

As the charity sector faces ongoing challenges stemming from the economic and social shifts brought about by the pandemic, as well as the current cost-of-living crisis, our organization has worked diligently to overcome these obstacles. We've done so with a focus on steady and sustainable growth, along with innovation in areas of emerging need. As we reflect on the past year, we take pride in the collective impact we've achieved.

Some notable achievements in the past year include:

- Supporting more children and young people than the previous year, totaling 820 unique children through shortbreaks, youth clubs, and mentoring.
- Welcoming 182 new users to our services.
- Doubling the number of carers attending our groups and training.
- Supporting 334 autistic adults and expanding our offerings to include counseling, walking groups, dating groups, and dance movement therapy.
- Providing autism awareness training to over 40 organisations, reaching more than 400 professionals.
- Successfully reintegrating 12 children with complex needs, who had been permanently excluded from special schools, back into education.
- Our dedicated volunteers contributed over 6,000 hours of support.
- Our website had 63,332 unique visitors.
- Conducting an autistic-led research project on Autism, Race, and Culture, impacting hundreds of professionals across London.

However, the year hasn't been without its challenges. We've seen a significant increase in demand for our services, with referrals becoming more complex, as 25% of our children and young people and 70% of our adults have had mental health challenges. The rising cost of living has placed strain on our budget, particularly in staff costs, necessitating the use of reserves to ensure our staff are properly supported. Sector-wide staffing shortages led to the temporary closure of some of our groups during the early part of the year.

To address these challenges, our team took bold and creative actions, including:

- Partnering with Blackbridge, a marketing recruitment agency, to review our recruitment process pro bono, leading to a significant increase in engagement statistics.
- Prioritizing staff well-being and maintaining our commitment to being a London Living Wage employer by increasing salaries and introducing a well-being strategy for all our staff.
- Restructuring our Leadership and Management team to position ourselves for national growth.

With over 700,000 autistic people in the UK, we firmly believe that none of them need to be 'fixed.' Instead, we strive to help them reach their full potential through understanding and mutual respect. In addition to providing on-the-ground support, we work to change systems and attitudes to allow all autistic individuals to be themselves without the need to mask their autism. This year, our training and consultancy program has aided numerous organisations and companies in becoming more inclusive and aware of autism and neurodiversity.

We acknowledge that the neurodiversity landscape is ever-evolving, and our work is far from complete. The challenges are substantial and demand our continued dedication and collaboration. Over the past three years, our organization has transitioned from an emergency response mode to a resilience strategy and, now, to cautious but sustained growth.

The achievements of 2022 stand as a testament to the unwavering dedication of our team, the steadfast support of our volunteers, the incredible generosity of our donors, and the fruitful collaborations with our partners.

Together, we continue to build a more inclusive, compassionate, and informed society.

Sincerely,

Sir Nick Hine Chairman, Resources for Autism

Date: 03/10/23

Report of the trustees for the year ending 31 March 2023

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ending 31 March 2023, 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. These were 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 four times per annum. 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-today running of the charity and efforts to sustain and grow the charity's income and deliver the mission of the organisation.

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Purpose and activities:

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

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) Volunteer mentoring and befriending service (Reach Out)
d) Support for Adults
e) Family Support for parent and Carers
f) School Integration: Orange House School
g) Therapies (Music and Counselling)
h) Training and Consultancy to organisations

Our Reach in 2022-2023

In line with our strategic priorities, we saw a cautious and sustained growth in most of our service areas across children, young people and adults. Specifically, this year our services were in the following areas:

64,332 unique users of our online resources

6,683 hours donated by volunteers

820 children and young people supported

757 families accessed our First Response Service

548 parents and carers attended drop-in and training sessions

495 professionals received autism training

334 adults supported

184 new people we supported under 18

77 new people we supported over 18

43 organisations trained in neurodiversity and autism awareness

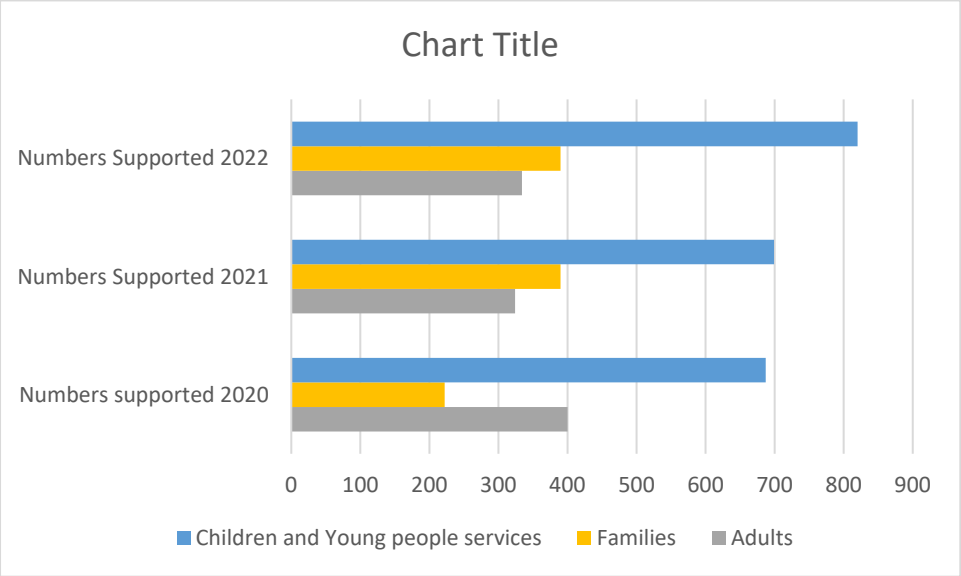
38 local authority partnerships

This growth has been achieved by:

- Successful fundraising with two key funders (National Community Fund and Garfield Weston) providing us with core infrastructure costs in order to grow our reach.
- The award of a 2-year grant by Mayor of London to capacity build youth organisations in North and West London which expanded our training offer
- An internal restructuring towards a more national way of working which enabled better collaboration between regions and efficiencies made as a result
- Development and roll out of our 2-year strategy across different areas
- Complete review of our recruitment and retention strategy which has helped us slowly recover from the staff shortages experienced earlier in the year

The chart below demonstrated the growth of our reach across our key stakeholder groups over the last three years.

-



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

Our Impact

The outcomes we seek to achieve through our work include:

- ***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*** - An improvement 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.

Children and Young People Services Impact

Across the year, we…

- supported **782** children and young people, of whom **184** were new
- offered **882** termtime sessions which were accessed by **229** unique children
- provided **1,298** holiday placements for **350** unique children

Our **Therapies** team achieved many successes: we…

- launched a new school partnership, supporting 30 autistic children through 1:1 and group work
- developed a new play therapy service which supported 24 children and 10 parents
- supported the placement of two students in Music Therapy and Dance Movement Therapy

Parents told us…

92% My child's wellbeing improved after joining a holiday scheme

88% Our family has benefited from the respite offered by RfA

Parents or older children told us…

98% My child has/I have benefited from the service

90% My child has/I have an improved capacity to try new things

90% My child has/I have improved mood

85% My child has/I have improved ability to interact with others

80% My child has/I have improved ability to form relationships and friendships

76% My child has/I have improved self-confidence

75% My child has/I have improved communication

'The staff were so dedicated and thoughtful. H was very reluctant to join in, but the staff went above and beyond to engage her'

'Your trustworthy staff always provide a safe haven for our children, and we hope this continues into adulthood as they grow and develop further. My sons always come home so fulfilled :)'

'It is the only opportunity for us to have time apart in the holidays to do things independently of each other and this benefits both of us and our relationship.'

'As a parent I feel comfortable leaving my son and I know that he is safe and well looked after.'

'The work you do has given me so much hope, D is just so settled at club.'

'I have only attended in holiday time, but RfA has definitely provided a much-needed neuro-affirmative and non-discriminatory environment for me and an opportunity to find some social confidence'

'The mentoring scheme has really been the fulcrum of a wider sense of independence and support that means everything feels better for P. His severe mental health issues are much more under control as he can now vocalise his anxiety and depression and feel heard.'

From our base at Orange House, our Alternative Provision for children living in the London Borough of Newham, we supported **12** children who had been permanently excluded from their special education settings, of whom most have either been transitioned successfully into school or who are mid-transition in the 2022-23 academic year.

'*Both my boys had had no access to any autism-specific club and were highly distressed and anxious. When they joined RfA, they had a sense of belonging, felt understood and accessed activities in a trusted environment with a team who are highly trained. My children now come home fulfilled and with a sense of "being understood" as their needs are complex. I am so happy and grateful RfA are here.*'

Adult Services Impact

When autistic children transition into adulthood, most of their support disappears. We have always been committed to ensuring that the autistic adult community is not left behind.

Across the year, we…

- hosted **489** group sessions
- supported **334** adults
- received **166** new referrals
- welcomed **77** new adults
- delivered **46** advocacy sessions

Our ten **adult groups spanning London and the West Midlands welcome those with all levels of need, focusing on fun and c**onnection, and on building independence and preparing for adulthood. This year we have focused on stretching the service users to advocate for themselves and get their voices heard. We encouraged our adults to create their own timetables and planned activities and to have more ownership over their groups through creative co-production tools.

Our more **independent groups** have chosen to try new outings and activities such as canal trips along the river, mini-golf and theatre trips. Our **semi-independent groups** built their skills in areas such as cooking and planning trips. Our **complex needs groups** experimented with cooking and sensory play and created beautiful, inspiring artworks. The groups all connected with each other creatively, through art, dance and laughter.

Our much-needed advoc**acy and crisis support services** continued to provide guidance on the often-complicated pathway to access benefits and housing services.

'*The support provided by you was incredibly thoughtful, empathetic and at the same time professional and detailed. I was scared to ask for help and your work helped me change my life for the better.'*

Our **virtual groups**, for those unable to access in-person groups, include our Adult Women's Group. Its ten core members share advice, stories and compassion, exploring wellbeing, personal safety and autism acceptance. Some members now meet independently online to continue to connect with each other.

'*I wanted to say thank you for leading this group. I still have social anxiety about it but it's getting better, and I actually find myself having a lot in common with the ladies.'*

72% of the adults we support have experienced mental health difficulties, with anxiety and depression being the most common. This year, with generous funding from the Bloomfield Foundation, we provided counselling support to 23 adults which was very well received.

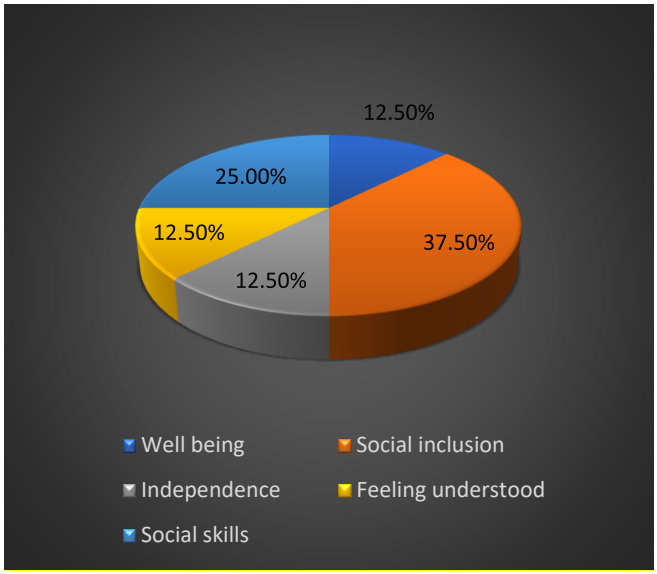
Adults told us…

100% I have benefited from the service

85% I have seen improvements in my mood

The most significant benefit of our support has been…

- **38%** Social inclusion
- **25%** Social skills
- **13%** Independence
- **12%** Feeling understood
- **12%** Wellbeing



'The help I received from Resources for Autism is not something I can measure. I would have been mad if I did not receive their help.'

'I managed to get a job and to understand people much better.'

'Thanks to your help, I have been awarded Personal Independence Payment and UC50. I am actively taking part in two groups, receiving counselling sessions that are incredibly helpful.'

'I have made more friends'

'Since working with you, my mental health is better, I feel encouraged and even though I might not have tons of energy to advocate for myself, I feel like we have already accomplished so much in these few months.'

'I love coming to the group on a Wednesday. It feels like we are all developing a really lovely connection together.'

'I am more independent and have made lots of nice friends 😀'

Family Support Services Impact

Working with families is core to our work. We offer peer-led coffee mornings, crisis support, behaviour support, training, specialist workshops, signposting and a sibling's groups. Our Family Support team staff and volunteers are all experts by experience.

Our impact this year was significant:

- **548** parent/carers attended drop-in and training sessions
- **757** families accessed our signposting service
- **481** families were referred for further support from RfA
- **217** parent/carers attended our monthly peer-led coffee mornings and drop-ins
- **331** parent/carers attended our 32 workshops

Our **workshops** covered areas such as sleep, diet and nutrition, self-care and wellbeing, behaviours of concern and screentime.

Parents and Carers reported….

- **100%** experience of support groups as at least 4 out of 5
- **95%** increased confidence in dealing with their child's behaviour
- **95%** reduced isolation

'I leave so many drop-in sessions thinking - Oh, I didn't know that.'

'The workshop was eye-opening. It spoke to me as a parent and how I can influence my child's behaviour. Reena was clear and pointed out topics which are difficult but used this as an opportunity to empower us.'

'I so appreciate you taking the time to break down all the strategies and advice. Having guidelines will help me to deal with the challenges I come up against with K.'

'It was great to get advice from professionals who understand autism. There is still so much lack of understanding surrounding ASD. It is comforting to have this level of support, it's not easy to come by.'

'To attend amongst peers and families who are in the same or similar situations is very comforting, as all too often it can feel very lonely.'

'The value of feeling heard and supported can't be expressed.... I have felt very isolated for the past few years. We now have a greater patience and understanding. We all feel less overwhelmed by everything.'

L, parent of an autistic child *(identifying information has been changed)*

L is the parent of an autistic boy aged 4. She is originally from Eastern Europe, living in temporary accommodation after fleeing domestic violence. She speaks only basic English and has no family in the UK.

She was very tearful during our first conversation, bewildered and unsure what to do. She didn't understand autism or her son's dysregulated behaviour. Everything seemed hopeless. She felt stuck and ashamed of her situation, of her son, of her unfurnished flat.

I visited her, showed her some visuals she could use with her son and demonstrated some strategies, but she wasn't very interested. She felt it was easy for me as her son had 'respect' for me, but he would never listen to her. When I asked her how she would feel if I put her in touch with an Albanian mother of a 12-year-old autistic child whom we had supported for a few years, she suddenly got interested! She got excited at the prospect of meeting someone with whom she could talk in her own language, free from judgement or lack of understanding.

They had several phone conversations and then arranged to meet. When I next spoke with L, she sounded happier and more positive about her son and their future together… She wrote to me to say, '*It is so good you put me in contact with an Albanian woman with autistic child, and I can get information from her on how to act in my case, this would help me a lot, because my English is not very good, I believe that you also understood my situation. Thank you very much.'*

- Vesna Glavas, Family Support Manager

Organisations Impact

94% of autistic adults report experiencing anxiety, and 83% report experiencing depression (National Autistic Society, 2021). Only 22% of autistic people are in employment - the lowest employment rate of any form of disability or difference (ONS, 2021), and 75% of autistic adults still live at home (compared to 16% of people with a disability). Numbers like these make us committed to driving behaviour change and helping to build a world which is understanding of autistic people, and which doesn't push people to the margins of society and sentence them to a life of isolation.

Highlights of our work in changing behaviours and training other organisational training include…

- **43 y**outh organisations in London supported with a capacity-support programme, through a grant from the Mayor of London's New Deal for Young People
- **300+** secondary school students given autism awareness training in three school settings
- **400** professionals from sectors including education and youth organisations supported across **14** training sessions
- **50+** professionals attended the launch of RfA's *Report on the Challenges Facing Autistic People and their Carers from Ethnically Diverse Backgrounds in the London Borough of Newham*. The findings and recommendations, developed through a grant from the London Borough of Newham through Compass Wellbeing, were subsequently shared within their networks, with the aim of influencing policy, the local offer and the support offered by other organisations. The report can be found on our website
- Featured in a BBC interview about autism and homelessness
- Supported Communicourt, the largest provider of intermediaries for HM Courts and Tribunals Service, producing a best practice guide on how to support autistic people in the criminal justice system

'Informative, interesting, relaxed and empowering. Made me feel like I am already doing some things correctly, and plenty of ideas for a better understanding of how to support young people with autism.'

'Facilitator's experience was brilliant. She had great knowledge and was able to answer questions. Pitched at just the right level where it was an overview of info about the subject and still tailored to our organisation.'

'Emily was really clear and expanded on the learning with anecdotes that really helped to clarify an example and make it resonate and stick in my mind.'

'Excellent trainer, really engaging and informed. Comprehensive slides and materials."

'Clear overview of topics on autism with opportunities for questions and clarification. Insight on how to implement strategies in real-life situations. Opportunities to stay connected for further questions.'

Volunteers

Our volunteers are core to the services we provide. We are particularly grateful for their involvement in mentoring and befriending, play therapy, parent support, gardening and office support.

This year…

- **6,683** volunteer hours were donated
- **100+** volunteers supported our community and their families in London and the West Midlands
- **78** new volunteers joined our team

Volunteers told us that the benefits of volunteering which they most valued were…

- Greater understanding and awareness of autism
- Making a positive difference for autistic people
- Gaining new skills and experiences
- Enjoyment
- Helping others
- Meeting new people

'Confidence is the BIG ONE. At first, I was nervous when I started on the training… but then you build up that confidence, as you want the best for the person you're helping, that becomes your focus - working together to find solutions.'

'I am gaining so much experience on how to plan and organise sessions, for my career in psychology, and learning so much about autism… I am really enjoying volunteering and being able to get to know and support (person-centred) the young woman.'

Spotlight on Volunteer Mentoring

This year, through a grant from Mayor Sadiq Khan's volunteering programme, Team London, our volunteers supported 76 people through mentoring.

Our Mentors supported young autistic people, helping them to build personal and life skills, confidence and self-esteem, both at their home and in the community.

4,014 hours were donated by our Volunteer Mentors this year.

Mentors told us that they were particularly proud to make a difference to their mentees, and noted…

- Improved social skills and independence
- Increased self-confidence
- Confidence to try new things
- Improved mood and reduced anxiety

'*He has historically been plagued with 'bad voices' - where he starts speaking in the voice of people who have upset him in the past. Recently, he told me that he has a new coping strategy for this - when the 'bad voices' try to sneak in, he starts speaking back to them in MY voice, because it makes him feel safe and happy. Apart from being one of the nicest compliments I've ever received, I was really proud of him for being so resourceful and for problem-solving by himself :)'*

'Before, the young person would jump from one topic to another and would often not answer my questions as they would get easily distracted by something else, but now when in our conversations it is much more collaborative. I think this is due to us building a strong relationship; it's one of the things I am the most proud of from my volunteering so far.'

'The young woman I am supporting struggles with anxiety and understanding emotions, she often thinks people are angry with her. Now that we are building trust she speaks more freely to me. When we first started, she would only meet up for 30 minutes as she was so anxious, and now after 3 sessions we have met for an hour! We are working on understanding emotion when out in the community and on how to cross the road other than where there are traffic lights.'

'My mentor is someone I would be friends with and not just someone who's helping me. We have a lot in common. I warmed up to her very quickly.'

'Our son B has found his sessions with Nazir absolutely amazing. The benefits are many but generally: 1) To have someone nearer his age who can champion him and make him feel connected is really so helpful. 2) He is mid-GCSEs and the pressure and anxiety can get very overwhelming, his mentor understands and can support in ways we, his parents, can't. 3) It helps him realise that his social isolation will change as he gets older. It gives him perspective. It takes the pressure off us and his sister and gives valuable time for us to step back and focus on her.'

Our Successes during 2022-2023

Despite the difficulties we have faced during the last 2 years with post pandemic recovery, staff shortages, cost of living increases and very tough funding reality, we have managed to grow our reach and our impact in every single area. You will read everything in detail in our Impact report but in summary we have:

- supported more children and young people than last year (**820** unique children)
- welcomed **182** new users to our service.
- doubled the number of carers attending our groups and training.
- Offered adults more options of support with counselling, walking group, dating group and dance movement therapy.
- Trained over **40** organisations in autism awareness accessing more than **400**professionals.
- Our school integration service has supported **12** children this year, more than every other year since 2018.
- Volunteers offered over **6000** hours of support.
- Our website had **63,332** unique visitors.

Internally our organisation went through a significant improvement journey across every area. Specifically:

- **Workforce:** We worked with Blackbridge, a Marketing Recruitment agency who supported us on a pro-bono basis to review all our recruitment material, develop an autistic led recruitment video and develop a recruitment strategy for our social channels. As a result, we have been successful in slowly bridging the recruitment gaps we faced earlier in the year.
- **Diversity and Inclusion**: We continued our work on our Diversity and Inclusion promise and this year we undertook a number of different actions. The whole organisation participated in a 5-day Race Equality Challenge where every day we reflected collectively on areas such as microaggressions, privilege, being an ally. We also redesign our recruitment and onboarding processes and developed new plans for supporting neurodivergent staff into the organisation. We also conducted autistic led research into the intersectionality between Autism, Race and Culture and we presented our findings to over 100 professionals across London. 48% of our workforce comes from ethnically diverse cultures and we are committed to our genuine efforts to create inclusive work environment.
- **Employee Wellbeing**. Our employee wellbeing group continued to meet quarterly and we run a wellbeing barometer survey to ascertain the wellbeing of our workforce. Feedback from the survey has been incorporated into our retention strategy.

- **Co-production.** This year we took our coproduction commitment to a whole new level by recruiting a co-production lead, running 4 co-production panels across the year, developing a co-production vision and beginning to integrate co-production in everything we do.
- **Restructure to a National Service:** In November 2023, we undertook the restructuring of our Leadership and Management Team in order to move towards a much more integrated service between London and the West Midlands. The new structure took effect from January 2023 and has been working really well with Managers and Leaders between regions working closer together than ever before.
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Our Challenges during 2022-2023

- **Demand**: Our demand remained stable as the level of last year (872 referrals in 2021, 850 in 2022), however it is still significantly higher (40%) than pre-Covid. The most sought-after service is our children and young people groups, and we are working very hard to increase the capacity and reach of our groups.
- **Funding:** Cost of Living Rises and the impact of that on our workforce and our beneficiaries has been by far the biggest challenge of 2022-2023. Our commitment has been to remain a London Living Wage and National Minimum Wage employer and we have been successful in achieving that over the last three years. This year the LLW and NMW went up by 25% which is expense we had not anticipated or budgeted for. In addition to that cost, we also paid all our employees a £200 one-off bonus to support with rising energy costs and we also gave everyone a £50 voucher towards groceries. Our Board agreed that in these extraordinary times we needed to use part of our reserves to ensure that we support our staff and this decision was very well received by staff.
- With rising costs due to inflation and our decision to increase pay for all roles, our fundraising target has been increased to £1,000,000 per year which is a stretch for our small team of two plus the CEO. We recruited a new Head of Fundraising in January 2023, and we are working relentlessly to find new and innovative avenues to increase our fundraised income, particularly to cover our increasing core costs.

Our Values

The organisation has a set of operating values, which govern our work. These traditionally have been success, dynamic, safe and ethical.

This year, we undertook a series of workshops across all the organisation, in order to co-design new organisational values. Our new values are

Compassionate: We offer empathetic, non-judgemental support, showing respect for each individual's lived experiences.

Inclusive: We welcome uniqueness and difference. We accept individuals for who they are and where they are in their personal development.

Courageous: We continually persevere and battle to ensure our service users, staff and community get the care and support they need.

Creative: We recognise the importance of playfulness, flexibility and fun and we empower individuals to celebrate their skills and personality,

Expert: We listen, learn, and adapt to build our autism knowledge, experience and provide relevant, high quality, autism support

Between July and December, we will ensure that all values are operationalised into behaviours and linked into our inductions, training and appraisals.

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 fundraising best practice and is registered with the Fundraising Regulator. The organisation directly employs its fundraisers. We do not use agencies, and no one receives commission for fundraising. The charity's income is primarily derived from fees and grants rather than from the general public. We do not use direct marketing for fundraising purposes which protects vulnerable people and have no complaints regarding our fundraising during the year.

Financial Review

The charity had a deficit of £20,750 for the year, compared with a deficit of £152,512 in the previous year.

Income from charitable activities, in the form of fees and contracts increased by £108,923.

Expenditure increased by £140,522 which is mainly due to offering more services. This is offset by an increase in income from charitable activities of 108,923. The remaining increase in expenditure flows from the decision to increase salaries of all staff by 3% to cover inflationary rises and frontline staff by an average of 21% in line with Living Wage increases. This year, in recognition of the pressure on staff due to high cost of living the Board agreed a one-off award of £200 per staff member and a £50 voucher.

The unrestricted funds held at the end of the year increased by £42,007 to £1,818,335 and restricted funds decreased by £62,757 to £13,162.

Total funds at the year-end stand at £1,831,497 of which £840,135 is designated as it could only be realised by selling the charity's fixed assets, and £978,200 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 4.4 months of current expenditure and will work to grow this to a six-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 sources and has been successful in maintaining a balance of statutory contracts, grants, and fees. We are slowly seeing an increase in our training income and one of our priorities for next year is to package our training offer

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. We have successfully renegotiated our Birmingham contract to cost recovery level after this remained at the same pricing for the last 10 years.

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:

Having navigated a pandemic and a cost-of-living crisis, our organisation has moved from emergency response, to building resilience and now to cautious growth within our means. Over the next year we want to grow some of our most needed services and to continue to make systemic change through our capacity building offer.

Specifically, our priorities will focus on:

- Expanding our children and young people services by offering more spaces to existing beneficiaries and developing new clubs in areas where none exist.
- Offering support to more autistic adults around specific areas that they have chosen. We will achieve that by improving further our work on Co-production.
- Increasing the specialist support to those with more complex needs through offering more spaces to those children who are excluded from school, offering more support to families at times of crisis and increasing our capacity for mental health support to autistic adults
- Develop our training and consultancy offer even further and influence more organisation across public, private and voluntary sector to become more neuroinclusive.

Directors and their Interests

Apart from the Directors/Trustees listed on page 1, no other person served as a charity trustee during 2022/23.

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.

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

Sir Nick Hine
Chair

Date: 03/10/23

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

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 2023 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 2023 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 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.

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.

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 Auditors
Bonhill Street
London, EC2A 4DJ Date: 05/10/23

Financial Statements
Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
For the year ended 31 March 2023

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies:					
Grants	3	147,500	657,764	805,264	700,822
Other donations	3	58,158	-	58,158	16,299
Charitable activities	4	1,739,096	-	1,739,096	1,630,173
Investments		5,790	-	5,790	2,229
Other	5	19,399	-	19,399	5,900
Total income		1,969,943	657,764	2,627,707	2,355,423
Expenditure on:					
Raising charitable funds	6	108,310	-	108,310	94,903
Charitable activities	7	1,819,626	720,521	2,540,147	2,413,032
Total expenditure		1,927,936	720,521	2,648,457	2,507,935
Net (expenditure)/income before transfers	9	42,007	(62,757)	(20,750)	(152,512)
Transfers between funds	14	-	-	-	-
Net movement in funds		42,007	(62,757)	(20,750)	(152,512)
Reconciliation of funds					
Total funds brought forward at 1 April 2022	14	**1,776,328**	**75,919**	**1,852,247**	**2,004,759**
Total funds carried forward at 31 March 2023	14	**1,818,335**	**13,162**	**1,831,497**	**1,852,247**

Financial Statements
Balance Sheet
For the year ended 31 March 2023

	Note	£	2023 £	£	2022 £
Fixed assets					
Tangible assets	11		840,135		868,647
Current assets					
Debtors	12	150,571		165,620	
Cash at bank and in hand		1,080,773		1,073,005	
		1,231,344		**1,238,625**	
Liabilities					
Creditors: amounts falling due within one year	13	(239,982)		(255,025)	
Net current assets			991,362		983,600
Total assets less current liabilities			**1,831,497**		**1,852,247**
Funds					
Unrestricted funds:					
General funds	14	978,200		907,681	
		978,200		907,681	
Designated funds	14	840,135		868,647	
			1,818,335		1,776,328
Restricted funds	14		13,162		75,919
Total charity funds	15		**1,831,497**		**1,852,247**

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 3rd October 2023 and signed on their behalf by:

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

Financial Statements
Statement of Cash Flows
For the year ended 31 March 2023

	Note	Total funds 2023 £	Total funds 2022 £
Cash flows from operating activities			
Net (expenditure)/income for the year (as per the Statement of Financial Activities)		(20,750)	(152,512)
Adjustments for:			
Depreciation		28,512	28,512
Interest Receivable		(5,790)	(2,229)
Decrease/(increase) in debtors		15,049	66,754
(Decrease)/increase in creditors		(15,043)	58,748
Cash flows (used in)/generated from operating activities		**1,978**	**(727)**
Cash flows from investing activities			
Purchase of Fixed assets		-	-
Interest received		5,790	2,229
Net cash provided by investing activities		5,790	2,229
(Decrease)/increase in cash and cash equivalents in the year		7,768	1,502
Cash and cash equivalents at the beginning of the year		1,073,005	1,071,503
Cash and cash equivalents at the end of the year	(i)	**1,080,773**	**1,073,005**

Note to the cashflow statement

(i) **Analysis of cash and cash equivalents**

	2023 £	2022 £
Cash in hand	5,494	7,700
Cash in bank	1,075,279	1,065,305
Total cash and cash equivalents	**1,080,773**	**1,073,005**

(ii) **Net debt**

There was no net debt during the year to 31 March 2023 or the year to 31 March 2022.

Notes to the Accounts
For the year ended 31 March 2023

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 £978,200 (2022: £907,681). 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

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

Income from service level agreements is recognised to the extent that services have been provided or peformance 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), general 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.

Notes to the Accounts
For the year ended 31 March 2023

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 recorgnised 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 cost

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 adminstered 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.

Notes to the Accounts
For the year ended 31 March 2023

3 Income from grants, donations and legacies

	2023	2022
	£	£
Grants from trusts and foundations	805,264	666,688
HMRC furlough grants	-	34,134
	805,264	700,822
Donations from companies other organisations and individuals	38,158	16,299
Probono Services	20,000	-
Total Other Donations	58,158	16,299
Total donations,grants and legacies	**863,422**	**717,121**

3a Probono

Blackbridge Communcations Limited provided recruitment support via a media & digital capaign 20,000 -

4 Incoming resources from charitable activities

	Art and music therapy	Play schemes	Community support, reach out and school reintegration	Behaviour support	Adult support	Total
	2023	2023	2023	2023	2023	2023
	£	£	£	£	£	£
Fees	39,098	72,706	206,618	12,900	34,956	**366,278**
Contract income	1,258	679,954	691,606	-	-	**1,372,818**
Total	**40,356**	**752,660**	**898,224**	**12,900**	**34,956**	**1,739,096**
	2022	2022	2022	2022	2022	2022
	£	£	£	£	£	£
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	**22,697**	**776,248**	**773,869**	**19,178**	**38,181**	**1,630,173**

Total income from statutory sources amounted to **£1,372,818.00** (2022: £1,202,605) (excluding personal care package funding).

5 Other income

	2023	2022
	£	£
Activities for generating funds:		
Rent receivable	2,600	2,600
Training	14,090	-
Other	2,709	3,300
	19,399	**5,900**

Notes to the Accounts
For the year ended 31 March 2023

6 Analysis of expenditure on raising charitable funds

	2023	2022
	£	£
Staff salaries, NIC and pension contributions	82,098	91,974
Direct costs	26,212	2,929
	108,310	**94,903**

7 Analysis of expenditure on charitable activities

	Note	Art and music therapy	Play schemes	Community support, reach out and school reintegration	Behaviour support	Triage	Adult support	Total
		2023	2023	2023	2023	2023	2023	2023
		£	£	£	£	£	£	£
Salaries and related costs		70,954	618,418	715,581	97,121	49,320	137,650	**1,689,044**
Direct costs		3,648	155,351	58,059	19,351	114	20,508	**257,031**
Support and governance costs	8	23,480	225,110	243,489	36,657	15,558	49,778	**594,072**
		98,082	**998,879**	**1,017,129**	**153,129**	**64,992**	**207,936**	**2,540,147**

	Note	Art and music therapy	Play schemes	Community support, reach out and school reintegration	Behaviour support	Triage	Adult support	Total
		2022	2022	2022	2022	2022	2022	2022
		£	£	£	£	£	£	£
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**
		86,404	**894,002**	**1,066,745**	**111,363**	**28,505**	**226,013**	**2,413,032**

8 Support and governance costs

	2023	2022
	£	£
Support costs		
Staff salaries and NIC	335,954	318,365
Recruitment costs (including Disclosure and Barring Service checks)	12,087	2,296
Legal and professional fees	19,503	6,966
Training staff	30,246	31,840
Premises costs	10,302	9,310
Insurance	5,890	5,530
Office costs	90,348	82,633
Travel expenses	7,759	4,698
General costs	10,227	1,138
Accountancy services & Finance Charges	37,650	54,736
Depreciation	28,512	28,512
	588,478	**546,024**
Governance costs		
Legal and professional fees	-	6,013
Trustee insurance	936	842
Trustee expenses	125	31
Audit fee	4,533	4,533
	5,594	**11,419**
	594,072	**557,443**

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

Notes to the Accounts
For the year ended 31 March 2023

9 Net incoming resources for the year

	2023	2022
	£	£
Net incoming resources are stated after charging:		
Auditors' remuneration for audit services	4,533	4,533
Depreciation	28,512	28,512

10 Trustee and employee information

a) Trustee information

No trustees received any remuneration or other benefits during the year (2022: £Nil).
Eight trustees served during the year (2022: Eight).
One trustee received £70 for travel (2022: One: £31).
Fee of £5,100 was paid to one trustee and organisation linked to the trustee for consultancy service (2022 :£Nil)
Unrestricted donations of £40,250 were received from trustees and organisations linked to trustees (2022: £Nil).

b) Employee information

Employee numbers:

The average monthly headcount was **148** (2022: 183).
The average number of employees (full time equivalents) during the year was:

	2023	2022
	Number	Number
Key management personnel	8	8
Fundraising	2	2
Administration	4	4
Project delivery	114	91
	127	**105**

Employee costs :

	2023	2022
	£	£
Salaries	1,923,715	1,940,763
Social security costs	149,713	133,470
Pension costs	33,668	31,134
	2,107,096	**2,105,367**

Employee remuneration received by the eight key management personnel together totalled £396,259 (2022: Eight key staff : £344,595).

On an annualised basis, one employee received remuneration plus other employee benefits in the band of £70,000 to £80,000 and £1,316 of employer pension contributions (2022: One Band £70,000- £80,000 and £1,321 of employer pension contributions).

Notes to the Accounts
For the year ended 31 March 2023

11 Tangible fixed assets

	Long leasehold property £	Office equipment £	Motor vehicles £	Total £
Cost				
As at 1 April 2022	1,041,105	44,638	64,342	1,150,085
Additions	-	-	-	-
As at 31 March 2023	**1,041,105**	**44,638**	**64,342**	**1,150,085**
Depreciation				
As at 1 April 2022	207,763	33,834	39,841	281,438
Charge for the Year	12,828	5,244	10,440	28,512
As at 31 March 2023	**220,591**	**39,078**	**50,281**	**309,950**
Net book value				
As at 31 March 2023	**820,514**	**5,560**	**14,061**	**840,135**
As at 31 March 2022	**833,342**	**10,804**	**24,501**	**868,647**

12 Debtors

	2023 £	2022 £
Trade debtors	103,129	158,790
Sundry debtors prepayments and accrued income	47,442	6,830
	150,571	**165,620**

13 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	29,750	58,925
Other creditors	94,882	45,309
Accruals	4,500	4,500
Deferred income	110,850	146,291
	239,982	**255,025**

Deferred income

Deferred income brought forward	146,291	39,000
Transferred to income in year	(146,291)	(39,000)
Deferred income in year	110,850	146,291
Deferred income carried forward	110,850	146,291

Deferred income contains £37,800 statutory funding (2022:£nil).
Any performance related requirements placed on statutory funding is recognised in the Statement of Financial Activities.
£146,291 deferred income brought forward at the beginning of the year was released to income during the year (2022: £39,000).

14 Analysis of charitable funds

Analysis of movements in funds

	At 1 April 2022	Income	Expenditure	Transfers	At 31 March 2023
	£	£	£	£	£
Unrestricted funds					
General funds: free reserves	907,681	1,969,943	(1,927,936)	28,512	978,200
Designated funds:					
- Fixed assets fund	868,647	-	-	(28,512)	840,135
	1,776,328	**1,969,943**	**(1,927,936)**	**-**	**1,818,335**

Restricted funds	At 1 April 2022	Income	Expenditure	Transfers	At 31 March 2023
Adult support	-	56,068	(56,068)	-	-
Therapies	-	30,601	(30,601)		-
Behavior & Training Support	15,000	86,833	(101,833)	-	-
Mental health & Well Being	-	53,634	(53,634)		-
Big Lottery: Reaching Communities - Supporting the Autism Family (West Midlands)	-	70,172	(70,172)	-	-
Big Lottery: Supporting the London Autistic Family	-	49,408	(49,408)	-	-
Community support	-	-	0	-	-
Play/Holiday services	47,719	134,478	(182,197)	-	-
Reach Out	-	134,320	(121,158)	-	**13,162**
Family Support	13,200	42,250	(55,450)	-	-
	75,919	**657,764**	**(720,521)**	**-**	**13,162**
Total funds	**1,852,247**	**2,627,707**	**(2,648,457)**	**-**	**1,831,497**

Comparative information	At 1 April 2021	Income	Expenditure	Transfers	At 31 March 2022
	£	£	£	£	£
Unrestricted funds					
General funds	1,058,528	1,786,806	(1,966,165)	28,512	907,681
Designated funds:					
- Fixed assets fund	897,159	-	-	(28,512)	868,647
	1,955,687	**1,786,806**	**(1,966,165)**	**-**	**1,776,328**

Restricted funds					
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 Autis	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**

Notes to the Accounts
For the year ended 31 March 2023

14 Analysis of charitable funds (continued)

Unrestricted funds

Name of unrestricted funds	Description, nature and purposes of the fund
General funds: free reserves	The "free reserves" after allowing for all designated funds.
Designated funds	Unrestricted funds set aside by the trustees to improve the overall performance of the charity as detailed below:
- Fixed assets fund	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.
Therapies	Individual and group arts, music and play 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.
Mental health & Well Being	Funds donated specifically for mental health and Well Being.
Big Lottery: Reaching Communities - Supporting the Autism Family (West Midlands)	A three year grant that finished 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.
Family Support	Service providing initial assessment and support at the earliest opportunity.

Notes to the Accounts
For the year ended 31 March 2023

15 Analysis of net assets between funds

	Tangible fixed assets	Net current assets	Total
	2023	2023	2023
	£	£	£
Unrestricted funds:			
General funds: free reserves	-	978,200	**978,200**
Designated funds	840,135	-	**840,135**
Restricted funds	-	13,162	**13,162**
Total funds	**840,135**	**991,362**	**1,831,497**

Comparative information	Tangible fixed assets	Net current assets	Total
	2022	2022	2022
	£	£	£
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**

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:

	2023	2022
	£	£
Free reserves as at 31 March	978,200	907,681
Total expenditure in the year	2,648,457	2,507,935
	Months	Months
Number of months' expenditure in general funds	**4.4**	**4.3**

Notes to the Accounts
For the year ended 31 March 2023

16 Comparative Statement of Financial Activities (extract)

	Unrestricted 2022 £	Restricted 2022 £	Total 2022 £
Income from:			
Donations and legacies:			
Grants	132,205	568,617	700,822
Other donations	16,299	-	16,299
Legacies	-	-	-
Charitable activities	1,630,173	-	1,630,173
Investments	2,229	-	2,229
Other	5,900	-	5,900
Total income	**1,786,806**	**568,617**	**2,355,423**
Expenditure on:			
Raising charitable funds	94,903	-	94,903
Charitable activities	1,871,262	541,770	2,413,032
Total expenditure	**1,966,165**	**541,770**	**2,507,935**
Net income / (expenditure) before transfers	**(179,359)**	**26,847**	**(152,512)**
Transfers between funds	-	-	-
Net movement in funds	(179,359)	26,847	(152,512)
Reconciliation of funds			
Total funds brought forward at 1 April 2022	1,955,687	49,072	2,004,759
Total funds carried forward at 31 March 2023	**1,776,328**	**75,919**	**1,852,247**

RESOURCES FOR AUTISM

England & Wales - Charity number 1061253

Accounts

ANNUAL REPORT AND ACCOUNTS

April 2021 – March 2022

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
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-today 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:

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

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.

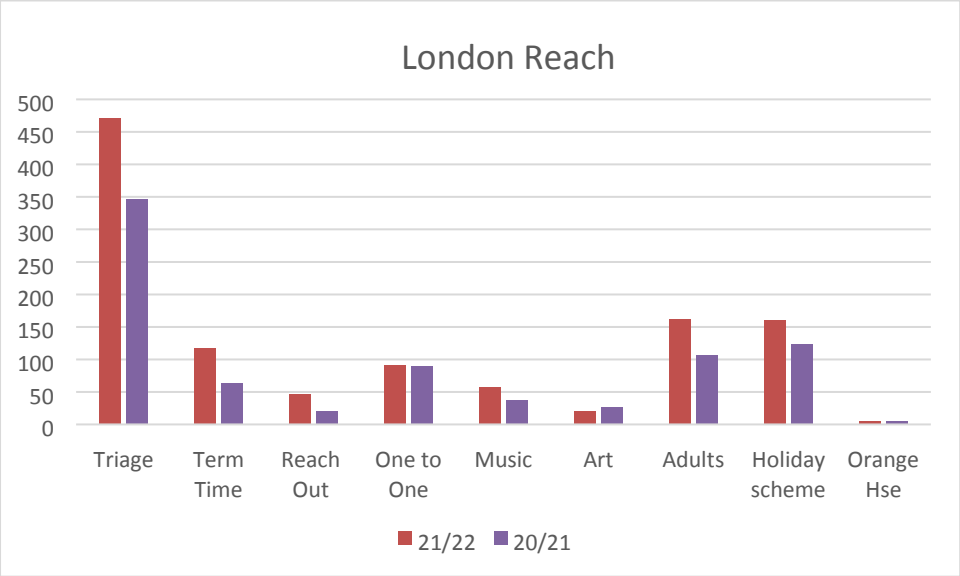
Our Reach during 2021-2022

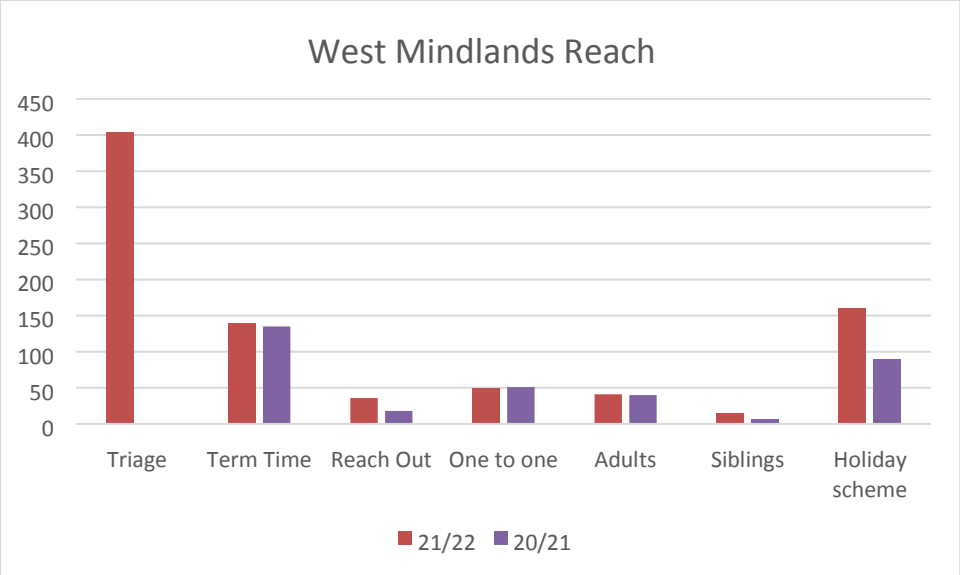
Our Reach in 2021-2022

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.





Our Impact

The outcomes we seek to achieve through our work include:

- ***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."

"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!'

'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'

'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.

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*

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.

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

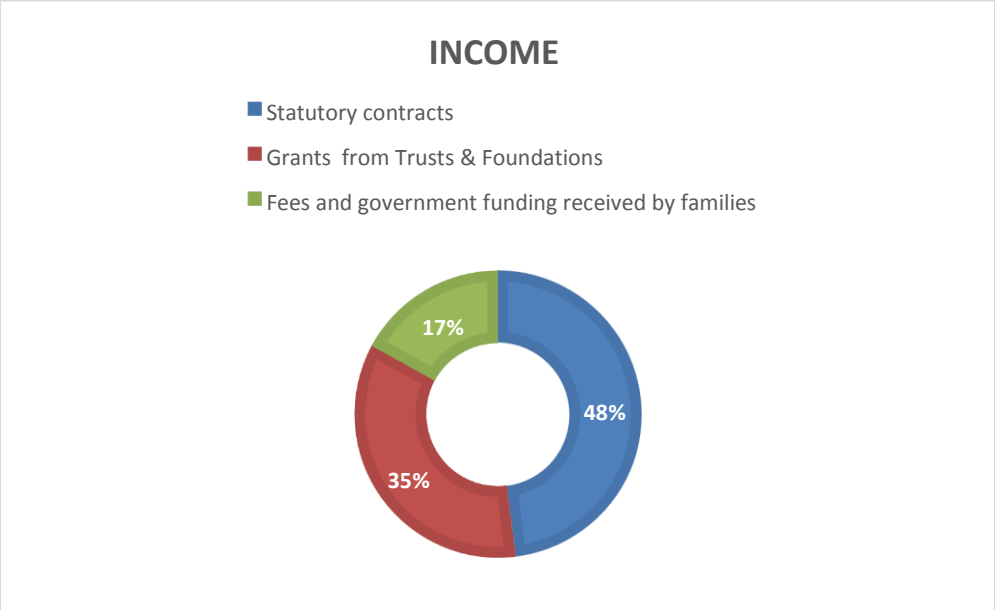
The aim of Resources for Autism's reserves policy is to ensure that its ongoing and future activities are reasonably protected from unexpected variances in income and expenditure.

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.



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

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**.

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 Aubilities 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.

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.

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

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.

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.

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

Financial Statements
Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
For the year ended 31 March 2022

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
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**

Financial Statements
Balance Sheet
For the year ended 31 March 2022

	Note	£	2022 £	£	2021 £
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	
		1,238,625		**1,303,877**	
Liabilities					
Creditors: amounts falling due within one year	13	(255,025)		(196,277)	
Net current assets			983,600		1,107,600
Total assets less current liabilities			**1,852,247**		**2,004,759**
Funds					
Unrestricted funds:					
General funds	14	907,681		1,058,528	
		907,681		1,058,528	
Designated funds	14	868,647		897,159	
			1,776,328		1,955,687
Restricted funds	14		75,919		49,072
Total charity funds	15		**1,852,247**		**2,004,759**

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)

Financial Statements
Statement of Cash Flows
For the year ended 31 March 2022

	Note	Total funds 2022 £	Total funds 2021 £
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		**(727)**	**374,384**
Cash flows from investing activities			
Purchase of Fixed assets		-	(57,839)
Interest received		2,229	5,248
Net cash provided by investing activities		2,229	(52,591)
(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)	**1,073,005**	**1,071,503**

Note to the cashflow statement

(i) **Analysis of cash and cash equivalents**

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

(ii) **Net debt**

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

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 peformance 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.

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 recorgnised 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 adminstered 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.

Notes to the Accounts
For the year ended 31 March 2022

3 Income from grants, donations and legacies (continued)

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

4 Incoming resources from charitable activities

	Art and music therapy	Play schemes	Community support, reach out and school reintegration	Behaviour support	Adult support	Total
	2022	2022	2022	2022	2022	2022
	£	£	£	£	£	£
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	**22,697**	**776,248**	**773,869**	**19,178**	**38,181**	**1,630,173**
	2021	2021	2021	2021	2021	2021
	£	£	£	£	£	£
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	**10,468**	**711,070**	**895,040**	**30,115**	**19,513**	**1,666,206**

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

5 Other income

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

Notes to the Accounts
For the year ended 31 March 2022

6 Analysis of expenditure on raising charitable funds

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

7 Analysis of expenditure on charitable activities

	Note	Art and music therapy	Play schemes	Community support, reach out and school reintegration	Behaviour support	Triage	Adult support	Total
		2022	2022	2022	2022	2022	2022	2022
		£	£	£	£	£	£	£
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
		86,404	**894,002**	**1,066,745**	**111,363**	**28,505**	**226,013**	**2,413,032**

	Note	Art and music therapy	Play schemes	Community support, reach out and	Behaviour support	Triage	Adult support	Total
		2021	2021	2021	2021	2021	2021	2021
		£	£	£	£	£	£	£
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
		83,120	**863,131**	**1,144,396**	**69,961**	**28,930**	**158,385**	**2,347,923**

8 Support and governance costs

	2022	2021
	£	£
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
	546,024	**458,243**
Governance costs		
Legal and professional fees	6,013	48
Trustee insurance	842	391
Trustee expenses	31	-
Audit fee	4,533	4,533
	11,419	**4,972**
	557,443	**463,215**

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

Notes to the Accounts
For the year ended 31 March 2022

9 Net incoming resources for the year

	2022	2021
	£	£
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

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: £4,00

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:

	2022	2021
	Number	Number
Key management personnel	8	8
Fundraising	**2**	1.5
Administration	4	4
Project delivery	91	96
	105	**110**

Employee costs :

	2022	2021
	£	£
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

Notes to the Accounts
For the year ended 31 March 2022

11 Tangible fixed assets

	Long leasehold property	Office equipment	Motor vehicles	Total
	£	£	£	£
Cost				
As at 1 April 2021	1,041,105	44,638	64,342	1,150,085
Additions	-	-	-	-
Disposals	-	-	-	-
As at 31 March 2022	**1,041,105**	**44,638**	**64,342**	**1,150,085**
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	**207,763**	**33,834**	**39,841**	**281,438**
Net book value				
As at 31 March 2022	**833,342**	**10,804**	**24,501**	**868,647**
As at 31 March 2021	**846,170**	**16,048**	**34,941**	**897,159**

12 Debtors

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

13 Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	58,925	73,567
Other creditors	45,309	79,210
Accruals	4,500	4,500
Deferred income	146,291	39,000
	255,025	**196,277**

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	146,291	39,000

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).

Notes to the Accounts
For the year ended 31 March 2022

14 Analysis of charitable funds

Analysis of movements in funds

	At 1 April 2021	Income	Expenditure	Transfers	At 31 March 2022
	£	£	£	£	£
Unrestricted funds					
General funds: free reserves	1,058,528	1,786,806	(1,966,165)	28,512	907,681
Designated funds:					
- Fixed assets fund	897,159	-	-	(28,512)	868,647
	1,955,687	**1,786,806**	**(1,966,165)**	**-**	**1,776,328**

Restricted funds	At 1 April 2021	Income	Expenditure	Transfers	At 31 March 2022
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	At 1 April 2020	Income	Expenditure	Transfers	At 31 March 2021
	£	£	£	£	£
Unrestricted funds					
General funds	678,406	2,115,075	(1,779,090)	44,137	1,058,528
Designated funds:					
- 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**

Notes to the Accounts
For the year ended 31 March 2022

14 Analysis of charitable funds (continued)

Unrestricted funds

Name of unrestricted funds	Description, nature and purposes of the fund
General funds: free reserves	The "free reserves" after allowing for all designated funds.
Designated funds	Unrestricted funds set aside by the trustees to improve the overall performance of the charity as detailed below:
- Fixed assets fund	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.

Notes to the Accounts
For the year ended 31 March 2022

15 Analysis of net assets between funds

	Tangible fixed assets 2022 £	Net current assets 2022 £	Total 2022 £
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	Tangible fixed assets 2021 £	Net current assets 2021 £	Total 2021 £
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:

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

Notes to the Accounts
For the year ended 31 March 2022

16 Comparative Statement of Financial Activities (extract)

	Unrestricted 2021 £	Restricted 2021 £	Total 2021 £
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**

RESOURCES FOR AUTISM

England & Wales - Charity number 1061253

Accounts

resources for autism

ANNUAL REPORT AND ACCOUNTS

April 2020 – March 2021

Resources for Autism
Legal and Administrative Information

Company Number 3326332

Registered Charity 1061253

Directors:
Dr V E H Booth (President)
R H Esdaile (Treasurer)
C N Hunter Gordon (Chairman)
C Montgomery
B A Linden
E Stourton
R Rainbow
A Levitt (appointed April 2020)

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
London EC2A 4DJ

Report of the trustees for the year ending 31 March 2021

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ending 31 March 2021, 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 a year and has appointed a subcommittee with responsibility for reviewing pay and remuneration. Pay for senior staff is reviewed and agreed by the board of Trustees as and when necessary. The Fundraiser and Administrator support the Chief Executive in the day-to-day running of the charity and efforts to sustain and grow the charity's income. The Chief Executive is also supported by the leadership team and whole staff team to deliver the mission of the organisation.

None of the trustees receive remuneration or other benefit from their work with the charity.

Purpose and activities:

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

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 the quality of life of autistic individuals and their families
- Expand the opportunities for autistic individuals
- Improve the skills of autistic individuals
- Improve the emotional well-being 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 holiday
b) Arts therapies
c) Community support/Reach out
d) Support for Adults
e) Triage service
f) Parent support
g) Intensive family support service
h) School Integration: Orange House
i) Training and Consultancy

Our Response to COVID 19

This year, more than any other, we were called to completely redefine the way we work to support our community. We knew that our community would be adversely affected by the pandemic and so we had to step up in a completely different way than we ever had done before. Within the first few weeks of lockdown, we contacted every single family and adult we support to assess their needs, and we established a Crisis Helpline which was open 7 days a week.

For our most vulnerable families, we continued with home visits and food drops to provide consistency in routines for children and young people, and respite for families. We made weekly phone and video calls to the rest of our community, along with a range of online resources. We distributed 650 individually tailored Home Isolation Kits, with items such as a visual timetable, fidget spinners and art supplies.

"We received our isolation pack. I'm honestly blown away. What a lovely gesture and just in time - we were starting to run out of things to do." parent

We have found a range of ways to continue providing services throughout the pandemic, including:

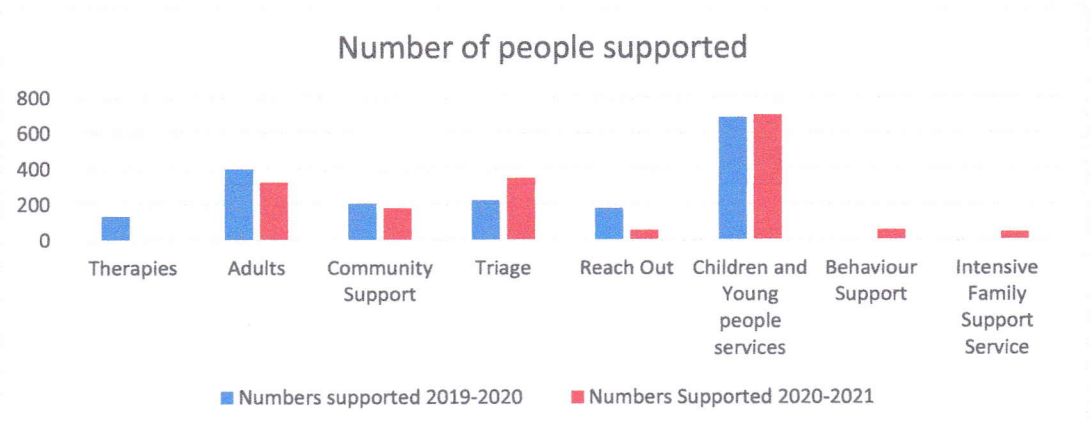
- A full programme of online events for adults living independently
- Online parenting groups and art activities
- Covid-secure face to face activities, all of which resumed in a COVID secure way in July 2021

"Home support during the COVID-19 lockdown has been a lifeline to our family. When I first found out that K's SEN school was closing down (ahead of the other schools, due to staff shortages), I sat in the kitchen and just sobbed. I really didn't know how we'd cope as K (non verbal) needs his routine. He started crying a lot and self-harming and his sleep completely went out the window. It was truly awful...
When RFA contacted us to offer some home support, I was so relieved and immediately booked some sessions for K. The carers Jeff and Megan were absolutely amazing and understood my son's needs so well. K being able to go out with them, in his special needs buggy, made such a difference! He became much calmer and his sleep improved. I don't know what we would have done without the RFA support. The sensory care packages they delivered to our home were fantastic and so well thought out for K's needs. All in all, RFA provided the most incredible support at a time when our family was in very dire straits. We will be forever grateful" parent

Our Reach during 2020-2021

During the year we directly supported a total of **1,784** individuals on the autistic spectrum through our therapies, 1:1 support, advocacy, term time or holiday provision and over **400** families through triage or parenting support groups. This is a slight decrease in numbers from last year for some services, due to a number of reasons which were related to the pandemic.

- Between March 2020 -July 2020 we did not run any play or adult groups due to the pandemic
- When we resumed groups we lowered numbers to 5 instead of our usual 12 that we had in previous years
- Our Adult Community Volunteer service did not run this year due to staff being on furlough
- Our Reach Out volunteering service ran at very reduced capacity due to lack of volunteers who were willing to work during the pandemic
- School closures meant that we could not run our music therapy sessions at schools, hence the drop in numbers
- Staff/service user sickness and need for self-isolation meant there were many support sessions cancelled



Our Impact

A) Children and Young People Services: Play Service, Community Outreach, Therapies, Reach Out, Behaviour Support, Youth Clubs

Outcomes of the Children and Young People Service:

- ***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 play groups 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.

What our children and young people community said about our work this year:

- **93% of children and parents who responded to our survey said that being involved with Resources for Autism has helped their child feel more like they belong**
- **98% said we have helped children and young people improve their confidence**
- **97% of survey respondents told us that children and young people are better able to deal with other people as a result of their involvement with Resources for Autism**
- **92% of survey respondents say we have helped them improve their relationships**

"The only activity I've managed to find for my child which will take him."

"I didn't have many people that understood me and knew how to work with me, from the first session at RfA I was amazed how a staff member knew exactly how to work with me without any issues, this made me realise all along it wasn't me that was too much!"

"The feeling of being accepted is priceless. I can leave home without being panicky when I attend Saturday club or holiday club."

"I've learnt to be with and deal with other individuals. I've learnt to have fun with others."

"My son attends the above playscheme, thank goodness and thank you for letting it stay running. This playscheme staying open makes the difference between a fantastic weekend or a weekend where we can have a series of behavioural issues"

"My child had several speech and language therapists before joining your playscheme but none of them was able to make him talk at all. So when I saw him talking to your staff at the scheme, how surprised I was!"

"I have been learning lots of ways to express myself and I've made friends."

"Thank you all so much. S joining the club has been the best thing ever. First week was a bit of a struggle. Second week he got ready without me even asking him. In addition, today he said (S Saturday school) he means the club. Me and the girls are finally knowing what Saturdays are. They plan ahead with lots of excitement. I can't thank all the team enough"

B) Adult Services: Therapies, Special Interest Groups, Community Support, Support Groups, Reach Out, Triage

Outcome of Adult Support Service:

- ***Social interaction and connection*** – Adults have fun, pursue their interests and learn new things at our groups and therapy services. They also meet others, and interact in a low pressure, autism-friendly environment. Through group activities and one-to-one support, we create opportunities for them to improve social interaction and communication skills, and to develop friendships with others with similar experiences. Once people with autism have left school, they may be living alone and have very limited contact with other people except parents or carers. Friendly spaces to socialise are particularly important to help adults with autism avoid becoming lonely and isolated.
- ***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've received a diagnosis of autism as adults, and have to adjust to a new identity, often by themselves with little or no support.
- ***Safety:*** From the initial risk assessment by the triage service onward, we help keep adults safe. Group activities create an opportunity for friends / peers and trained staff to check in, noticing how people are from week to week, and spotting any early warning signs. We support people to access other services, from healthcare to home improvements, that can keep them safe. We also help people to stay safe with others. A major focus of our group activities for adults is building healthy relationship models. Through training and discussions, we give people the knowledge and skills to spot and respond to potential danger signs in romantic and sexual relationships, as well as friendships and family relations.
- ***Confidence and independence*** : Our group activities and one-to-one support make a major contribution to people's sense of confidence and independence. This starts with making their way to the group, and getting used to travelling by themselves. In group sessions, people learn life skills such as turn-taking or ordering in a restaurant. Through group and individual support, we help people try things that they might not do alone, such as visiting the theatre.
- ***Access to other Services***: We make links with other services, such as social services, housing, health and work and benefits. Our staff act as advocates, mediating with other professionals on behalf of adults with autism, to help them access the support they need

What our Adult Community said about our work in 2020:

- **75% said Resources for Autism has given them more of a feeling that they belong**
- **76% of adults said we have helped them cope better with their day to day life.**
- **76% of adults who responded to our survey said we have helped them improve their confidence**
- **72% said we have helped to increase their independence**
- **68% of respondents said their ability to do things for themselves had improved through their involvement with Resources for Autism**

"It's being able to be an 'adult' - being somewhere with no parents, carers or siblings, and having to find your own way"

"Gaining independence was a gradual process which began with the intervention of RfA staff."
"It's good that I get to plan the activities I like ... I get to be a bit more independent"

"RfA has helped me realise my potential as a person, and that there is more to me than just struggles. My Autism does not have to be a negative thing."

"My support officer reassured me that someone like me could have a life and I was entitled to it. Now I know that Autism is cool. We are different. But we see things so differently to normal people that it's really cool!"

C) 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.

Throughout this year, even during lockdown when all other support ceased, our Orange House team worked 1:1 with these children in their community or their own homes. The loss of structure and routine for those highly vulnerable children was too great and the risk of family/placement breakdown meant that the support could not cease. The team worked tirelessly to support those children in every possible way and we are so proud that :

All five children supported by Orange House in 2020 have successfully returned to mainstream school.

D) Family Support Services: Triage, Parenting Support Group, Behaviour Support, Drop In.

During this year, 365 families contacted our triage service, mostly for the first time. Even though our meetings were online for much of the year, 15 people joined our new Parents Support Group in London, and 54 parents in Birmingham attended our monthly coffee mornings

Outcomes of the Family Support Service

Acceptance and recognition - Caring for an autistic child can feel overwhelming. Right from the initial triage session, we are there with parents and carers, providing reassurance and a listening ear.
Respite - When someone on the autistic spectrum takes part in one of our play schemes or community support activities, family members also benefit. Knowing that their child is safe, happy and seen for who they are, they can focus on other areas of their life without feeling guilty.
Skills and confidence - Our Triage and Behaviour Support services provide parents and carers with information, advice and skills to help them support their child. These include behaviour management strategies and safety plans, equipment and resources like countdown timers and time planners, and other practical tips and techniques. We also provide information and advice on other services and sources of support. Parents and carers report increased confidence, and a greater sense of security and control over their situation as a result of their new knowledge and skills
Access to wider services and support - We work with families to help them access education, benefits, care or other support for their child. Our staff provide information and advice, and sometimes act as an advocate on behalf of families to support them to get a school placement or claim Disability Living Allowance or Carer's Allowance.
This kind of support can be particularly important when it comes to difficult transitions - for example, from primary to secondary school, or when older parents have to work out who will care for their adult children if they are no longer able to. We help parents and carers to understand their options, make decisions, even when these are tough, and take the next steps on the pathway, whatever they decide.
Resilience - All our work helps families to become more resilient - able to cope better with day-to-day crises, and be better equipped for the long term. Parents and carers can draw on a wide range of immediate support when they need it, from friendships with other parents to the helpline and behaviour support services.

What our Parent/Carer Community said about our work in 2020

"Sometimes it's the first time they've ever spoken to someone about autism or even heard the word."

"The parent spaces to offload when we were struggling with the pandemic and behaviour were lifesavers."

"My child was out of school, then everyone was out of school, then he was in school under social distancing, RfA was the first place that I was able to actually meet other parents. This was both a pleasure and of immediate practical benefit."

"It has helped not only my child but the whole family. We have a break from our caring obligations and it is a breath of fresh air and back to normality."

"We've made friends with the parents and helpers and it has given us some time alone with my child's sibling."

"Having someone at the end of the phone when you really need it during meltdown days has been a lifesaver."

"RfA helped me manage to get back to work by providing a suitable person to support my child. I could make work commitments safe in the knowledge that my son was in capable hands."

Staff and Volunteer recruitment, retention and wellbeing

38 staff were hired in London and West Midlands during this year which is significantly less than other years. With the lockdown brought on by Covid, the question of *how to recruit* became as much of a challenge as *who* to recruit. RfA recruitment paused for a brief period and then returned online in a new format, with participation of both regions on the interview panel and facilitation of cross-regional groups of candidates. Ensuring the quality of the interview in its online format was key, ensuring that the panellists and candidates were able and confident to have a positive recruitment experience although not in the same physical space. The challenges of continuing to support our families while balancing the physical safety and mental health of the staff at RfA has meant facing the challenges of understandably increased anxiety levels among potential new staff as well as those feelings among current staff. Recruiting for an already demanding role in the current climate meant lower numbers coming forward than normal

74 volunteers were actively involved in volunteering for us, across Reach out, office/admin/triage/adult listening service and groups. This equated to **2469** hours of support. 56 potential volunteers attended our 10 hours induction training programme – 35 of these went onto be active. Those volunteers that continued throughout the pandemic, finding new and innovative ways to support and connect with service users has modelled how we can extend our support, development of good practice resources for online support to compliment face to face support. One volunteer continued online support of young adult from Russia, another from Italy and one from India. New volunteers accessed our online training from across the globe: Dubai/Russia/Belgium/Italy/France/Ireland/...are some examples.

One of the main lessons from this period has been the need to focus more on the wellbeing of our workforce. During the pandemic, many people who could not continue their work offered their services free to charities, to support people on the frontline. For RfA, which has always directed every penny raised to service delivery, this was a unique opportunity, and we made the most of it! We benefited from the generosity of a range of professionals:

- Clinical psychologists who offered counselling to staff
- A yoga teacher who ran sessions for staff, volunteers and families
- Coaches who helped build the resilience of our workforce

These experiences opened our eyes to a completely new dimension of impact we can make for our Autism Community of children, young people and their families. We learned that wellbeing support for staff and volunteers is crucial for service delivery during a pandemic. Helping the workforce cope with change and bounce-back means that we can keep helping those who need us the most.

"The counselling sessions during lockdown were much needed to be able to continue working and deal with life and the pandemic. It helped in expressing and managing my emotions and anxieties, change behaviours, habits and a boost in self-esteem and confidence."

RfA support worker

After these professionals returned to work, we were lucky enough to secure additional funding for continued workforce wellbeing. Since November, we have:

- Joined an Employee Assistance Programme providing our workforce with an independent, confidential space to receive counselling, bereavement support, legal advice and wellbeing information free of charge.
- Started an 8 month management training programme for our group leaders and managers focusing on developing skills around resilience, emotional awareness, handling difficult conversations and managing group dynamics
- Offered training on embodied management and appropriate boundaries
- Created dedicated spaces for peer to peer supervision
- Held music jam sessions
- Sent out regular wellbeing emails and provided access to a wellbeing portal

In 2021, we want to develop a long-term wellbeing strategy for RfA. Our vision is a mentally healthy organisation, achieving more for our Autism Community by supporting those who support them to be the best they can be.

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

We were very pleased to see a significant growth of our digital impact particularly on our website resources where visits increased by 189% from last year. Analysis of our numbers suggests most of our hits are organic as opposed to referrals from other sites and media, so people are searching for us the majority of the time. Interestingly enough most of this does seem to come from Birmingham but London isn't far behind. Our most popular pages are our resource page on anxiety management, job searches and adult services.

Channel	2020 figures	2021 figures
Facebook likes	3,478	3,699
Facebook followers	3,659	4,571
Twitter followers	4,851	5,331
Website Visits	4,624	36,000
Youtube subscribers	35	46
Linkedin	Not used	495

Our Successes during 2020-2021

- **Our response to COVID**: With the huge impact of the pandemic on our autistic community, it was our mission to adjust, adapt, respond and innovate in order to be fully present throughout this crisis. There were times that were overwhelming and filled with uncertainty while many others fired us with purpose. Staff got sick with COVID, others had to shield for prolonged periods of time. Some had to be furloughed while others carried on throughout. What was consistent was the spirit of a team who pulled together, persevered, and turned adversity into an opportunity to reinvent themselves and the service offering, rising up stronger

because of it. We are now in a position to switch our high ability groups to online at short notice, we have developed really robust risk assessments and a range of online resources which have been heavily accessed.

- **Our Reach**: Despite challenges of COVID, the revised way in which we run our Triage service has enabled us to welcome **408 new service users** to our services out of which 250 were new children and young people and 158 adults.

- **Internal Restructure**: In July 2020 the Board approved an internal restructuring with the aim of developing a new structure which enables the organisation to a) have solid leadership and management team, b) create greater clarity of roles whilst still retaining flexibility c) enable a pathway for career progression and d) create a culture of shared decision making and accountability whilst still led by the CEO e) create dedicated resource for quality assurance and impact measurement.

- **New Intensive Family Support Service** : The Covid–19 restrictions put further pressure on families who were already close to the edge. The closure of schools had an impact on family structure and routine that was devastating. In addition to parental working patterns changing, loss of income and no in person activities impacted further with no respite from the difficulties. In response we set up a new Intensive Family Support Service in September 2020 in partnership with London Borough of Barnet. This provides urgent, short term holistic support to families before they escalate to crisis point. So far over 40 families have received this intensive tailored support in London. All had been pushed to their limits and needed new strategies and advice. There were multiple reasons for the struggles to be unpicked with one of our expert team who offered a new positive perspective and way forward. We empowered households to avoid family breakdown and to preserve their wellbeing. They all benefited from innovative ideas and were given resources, plans and most importantly, these were modelled to see how this would work. The families were at different stages and severity of social services involvement during this time. However, following the input from the Intensive Family Support team, all families have reported improvements and none have been re-referred to social services so far.

- **Commitment to Diversity:** This year we have taken a close look at our practices around diversity and inclusion. Some of the concrete actions we have taken include: a) delivered anti racism training to all staff b) led by our Head of Quality, we developed an internal working group that is tasked with championing the themes of diversity and inclusion within RfA and challenges the organisation to seek continuous improvement c) took a closer look at our staff and service user demographics and are actively identifying funding for projects that are specifically targeting service users from minority ethnic groups d) joined a collaboration of organisations in North London discussing the interplay between race and autism and raising awareness of the double discrimination faced by autistic individuals from minority backgrounds e) holding open and honest conversations at our Board level regarding the diversity of our Board which, whilst gender balanced and with lived experience, lacks some of the racial diversity which is reflected in our service user community.

Our Challenges during 2020-2021

- **Increased demand**: The demand for our services exceeds our capacity to deliver them and all services currently have significant waiting lists. The length of our current waiting list is approx. 4000 users, which poses a reputational risk for RfA. Reviewing our outcomes for each service and making evidenced decisions on our future growth is a key priority for us over the next year.
- **Recruitment and retention** of new staff and volunteers remains a challenge which affects the whole social care sector but also RfA. A recent review of retention figures over the last 5 years showed that whilst a portion of our staff stay for over 3 years, about 30% leave RfA within a year of being recruited. 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) move away from zero hours contracts b) a clear development/training pathway c) a robust wellbeing strategy.

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 checks; regular unannounced visits by management to all external venues and groups; mentoring for all new staff.

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 ran a surplus of £354,245 during the year, compared with a deficit of £370,391 the previous year. The increase was largely due to the charity conducting a successful emergency appeal, furlough income, renegotiation of a number of statutory contracts, and repricing of services. The effort continues as a number of services are still running at a deficit.

Income from charitable activities, in the form of fees and contracts increased by £233,062.

Expenditure decreased by £21,635 mostly due to service operating at smaller numbers during the pandemic.

The unrestricted funds held at the end of the year increased by £412,583 to £1,955,687 and restricted funds decreased by £58,338 to £49,072.

Total funds at the year-end stand at £2,004,759, of which £897,159 is designated as it could only be realised by selling the charity's fixed assets, and £1,058,528 represents undesignated 'free' reserves. More details of the reserves can be seen in note 15 of the accounts.

Reserves

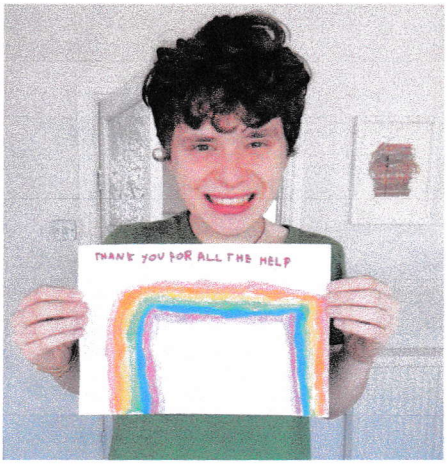
The aim of Resources for Autism's reserves policy is to ensure that its ongoing and future activities are reasonably protected from unexpected variances in income and expenditure.

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 5 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.

The main office and service provision base is owned outright by RfA and remains the principal asset of the organisation.

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 contracts, grants, community fundraising and fees. 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. However, those statutory tenders have been historically heavily subsidised by RfA's voluntary income which, in the absence of much valued but unreliable legacy income, results in RfA having an operational service model that depletes its reserves year on year. Since February 2020, a review of pricing has been undertaken by RfA's CEO and Finance Manager in order to ascertain the true cost of running services. This review has culminated in our repricing of our services and an increase of 30% on our hourly rate. We have successfully renegotiated these rates with a number of Local Authorities predominantly in London. We had to make the difficult decision to close our service in Southwark as it was running on a 40% deficit and was financially unviable for us to continue it. Due to service being closed during lockdown, the impact of it was not felt as strongly by families as we would have expected as the group was not running. Some of the Southwark families have moved to Community Support. Southwark staff have been re-deployed to other Boroughs. Some parents wrote warming messages thanking us for the support.

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. This year we ran a very successful emergency appeal which meant that we exceeded our philanthropic income target by £300,000. In addition, most of our existing supporters unrestricted their donations to ease our pressure during the pandemic which really allowed us the space to really up our efforts and deliver so much more.

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 year, RfA is deeply indebted to those who have supported us in this way. We are also indebted to those who engaged in sponsored events on our behalf, including running marathons, sponsored bike rides and those who made donations towards our mission.

Plans for Next Year:

2020-2021 has been a tough year and equally one filled with purpose for our organisation. We have responded, adapted and found ways to innovate during this year. As the effects of the lockdown on our Community have become more visible to us, we know we cannot stand still; we need to look into the future with clarity and determination. Over the coming year, in addition to our core work, our ambition is to focus on the following service priorities:

- Breaking isolation for adults living independently: this has been one of our most-impacted groups, and post-COVID we want to create more opportunities for them to socially connect, engage in physical activity and develop skills to gain employment.
- Building resilience in parents and carers: we know that many parents have carried the full responsibility of caring for an autistic child struggling with a thoroughly disrupted routine. Targeting services to this group is key to supporting family recovery.

- Offering specialist mental health support across all age groups: we are researching how we could create holistic initiatives such as therapy; behavior support; mindfulness groups; and groups to encourage physical movement and wellbeing for our community as it recovers.

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

- Developing a robust strategy with a renewed vision for our work
- Financial Sustainability through
- Improving our workforce retention and recruitment
- Improving the way we evidence our impact

Directors and their Interests

Apart from the Directors/Trustees listed on page 1, no other person served as a charity trustee during 2020/21.

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.

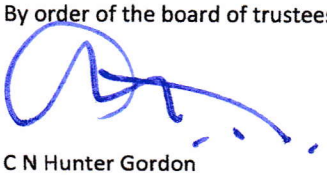
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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



C N Hunter Gordon
Chairman

Date: 24 August 2021

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

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 2021 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:

- give a true and fair view of the state of the Charitable Company's affairs as at 31st March 2021 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 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.

In connection with our audit of the financial statements, 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 obtained 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.

Responsibilities of the trustees

As explained more fully in the Director's responsibilities statement set out on pages 14, 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.

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.

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 and 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.

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: 26/08/21

Financial Statements
Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
For the year ended 31 March 2021

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and legacies:					
Grants from trusts and foundations	3	391,359	657,057	1,048,416	556,929
Other donations	3	28,895	-	28,895	50,583
Legacies	3	20,000	10,168	30,168	21,240
Charitable activities	4	1,666,206	-	1,666,206	1,433,144
Investments		5,248	-	5,248	5,138
Other	5	3,367	-	3,367	12,265
Total income		2,115,075	667,225	2,782,300	2,079,299
Expenditure on:					
Raising charitable funds	6	80,132	-	80,132	40,588
Charitable activities	7	1,698,958	648,965	2,347,923	2,409,102
Total expenditure		1,779,090	648,965	2,428,055	2,449,690
Net (expenditure)/income before transfers	9	335,985	18,260	354,245	(370,391)
Transfers between funds	14	76,598	(76,598)	-	-
Net movement in funds		**412,583**	**(58,338)**	**354,245**	**(370,391)**
Reconciliation of funds					
Total funds brought forward at 1 April 2020	14	**1,543,104**	**107,410**	**1,650,514**	**2,020,905**
Total funds carried forward at 31 March 2021	14	**1,955,687**	**49,072**	**2,004,759**	**1,650,514**

There are no recognised gains or losses other than those included in the Statement of Financial Activities.

All the above amounts relate to continuing activities.

Notes 1 to16 form part of these financial statements.

Financial Statements

Balance Sheet

For the year ended 31 March 2021

	Note	£	2021 £	£	2020 £
Fixed assets					
Tangible assets	11		897,159		864,698
Current assets					
Debtors	12	232,374		307,182	
Cash at bank and in hand		1,071,503		749,710	
		1,303,877		**1,056,892**	
Liabilities					
Creditors: amounts falling due within one year	13	(196,277)		(271,076)	
Net current assets			1,107,600		785,816
Total assets less current liabilities			**2,004,759**		**1,650,514**
Funds					
Unrestricted funds:					
General funds	14	1,058,528		678,406	
		1,058,528		678,406	
Designated funds	14	897,159		864,698	
			1,955,687		1,543,104
Restricted funds	14		49,072		107,410
Total charity funds	15		**2,004,759**		**1,650,514**

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and constitute the annual financial statements required by the Companies Act 2006.

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 24 August 2021 and signed on their behalf by:

C N Hunter Gordon
Trustee
Resources for Autism (Company Number: 3326332)

Financial Statements

Statement of Cash Flows

For the year ended 31 March 2021

	Note	Total funds 2021 £	Total funds 2020 £
Cash flows from operating activities			
Net (expenditure)/income for the year (as per the Statement of Financial Activities)		354,245	(370,391)
Adjustments for:			
Depreciation		24,635	14,726
Loss on Disposal		743	-
Interest receivable		(5,248)	(5,138)
Decrease/(increase) in debtors		74,808	(68,031)
(Decrease)/increase in creditors		(74,799)	31,860
Cash flows (used in)/generated from operating activities		**374,384**	**(396,974)**
Cash flows from investing activities			
Purchase of Fixed assets		(57,839)	-
Interest received		5,248	5,138
Net cash provided by investing activities		**(52,591)**	**5,138**
(Decrease)/increase in cash and cash equivalents in the year		321,793	(391,836)
Cash and cash equivalents at the beginning of the year		749,710	1,141,546
Cash and cash equivalents at the end of the year	(i)	**1,071,503**	**749,710**

Note to the cashflow statement

(i) **Analysis of cash and cash equivalents**

	2021 £	2020 £
Cash in hand	5,578	4,023
Cash at bank	1,065,925	745,687
Total cash and cash equivalents at 31 March 2021	**1,071,503**	**749,710**

(ii) **Net debt**

There was no net debt during the year to 31 March 2021 or the year to 31 March 2020.

Notes to the Accounts

For the year ended 31 March 2021

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 £1,058,528 (2020: £678,406). 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

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income, any performance conditions attached to the income have been met, it is probable that the income will be received and the amount can be quantified with reasonable accuracy. Incoming resources are deferred where they relate to future accounting periods.

Income from service level agreements is recognised to the extent that services have been provided or peformance 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.

Notes to the Accounts

For the year ended 31 March 2021

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 recorgnised 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 of time spent.

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 adminstered 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.

Notes to the Accounts

For the year ended 31 March 2021

3 Income from grants, donations and legacies (continued)

	2021	2020
	£	£
Grants from trusts and foundations	1,048,416	556,929
Donations from companies and other organisations		
Donations from others (including gift aid where appropriate)	28,895	50,583
	28,895	**50,583**
Other donations		
Legacies	30,168	21,240
Total donations, grants and legacies	**1,107,479**	**628,752**

4 Incoming resources from charitable activities

	Art and music therapy	Play schemes	Community support, reach out and school reintegration	Behaviour support	Adult support	Total
	2021	2021	2021	2021	2021	2021
	£	£	£	£	£	£
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	**10,468**	**711,070**	**895,040**	**30,115**	**19,513**	**1,666,206**
	2020	2020	2020	2020	2020	2020
	£	£	£	£	£	£
Fees	20,121	92,184	338,307	2,346	36,635	489,593
Contract income	-	689,400	253,901	250	-	943,551
Total	**20,121**	**781,584**	**592,208**	**2,596**	**36,635**	**1,433,144**

Total income from statutory sources amounted to £ 1,506,339 (2020: £964,479) (excluding personal care package funding).

5 Other income

	2021	2020
	£	£
Activities for generating funds:		
Fundraising events	500	-
Rent receivable	2,600	2,600
Activities for generating funds	3,100	2,600
Other	267	9,665
	3,367	**12,265**

Notes to the Accounts

For the year ended 31 March 2021

6 Analysis of expenditure on raising charitable funds

	2021	2020
	£	£
Staff salaries, NIC and pension contributions	60,518	23,073
Direct costs	19,614	17,515
	80,132	**40,588**

7 Analysis of expenditure on charitable activities

	Note	Art and music therapy	Play schemes	Community support, reach out and school reintegration	Behaviour support	Triage	Adult support	Total
		2021	2021	2021	2021	2021	2021	2021
		£	£	£	£	£	£	£
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
		83,120	**863,131**	**1,144,396**	**69,961**	**28,930**	**158,385**	**2,347,923**

	Note	Art and music therapy	Play schemes	Community support, reach out and school	Behaviour support	Triage	Adult support	Total
		2020	2020	2020	2020	2020	2020	2020
		£	£	£	£	£	£	£
Salaries and related costs		57,856	697,221	832,078	42,798	24,278	140,098	1,794,329
Direct costs		2,394	153,569	27,275	199	-	14,771	198,208
Support and governance costs	8	13,432	161,864	193,172	9,936	5,636	32,525	416,565
		73,682	**1,012,654**	**1,052,525**	**52,933**	**29,914**	**187,394**	**2,409,102**

8 Support and governance costs

	2021	2020
	£	£
Support costs		
Staff salaries and NIC	267,356	229,503
Recruitment costs (including Disclosure and Barring Service checks)	4,575	24,645
Training of front line staff	6,642	17,978
Premises costs	12,926	14,919
Insurance	6,413	3,830
Office costs	63,865	44,300
Travel expenses	4,447	2,237
General costs	5,300	4,327
Accountancy services	62,084	49,979
Depreciation	24,635	14,726
	458,243	**406,444**
Governance costs		
Legal and professional fees	48	5,048
Trustee insurance	391	632
Trustee expenses	-	-
Audit fee	4,533	4,440
	4,972	**10,120**
	463,215	**416,564**

Support costs are apportioned between the charitable activities based on the respective staff time.

Notes to the Accounts

For the year ended 31 March 2021

9 Net incoming resources for the year

	2021	2020
	£	£
Net incoming resources are stated after charging:		
Auditors' remuneration for audit services	4,533	4,440
Depreciation	24,635	14,726
Loss on disposal of Fixed Assets	743	-

10 Trustee and employee information

a) Trustee information

No trustees received any remuneration or other benefits during the year (2020: £nil).
Eight trustees served during the year (2020: seven).
No trustee received travel or any other expenses or payment for services supplied to the charity during the year (2020: £nil).

Unrestricted donations of £ 4,000 were received from trustees and organisations linked to trustees (2020: £95,000).

b) Employee information

Employee numbers:

The average monthly headcount was 191 (2020: 214).
The average number of employees (full time equivalents) during the year was:

	2021	2020
	Number	Number
Key management personnel	8	2
Fundraising	1.5	1
Administration	4	5
Project delivery	96	85
	110	**93**

Employee costs :

	2021	2020
	£	£
Salaries	1,953,866	1,907,862
Social security costs	120,972	110,209
Pension costs	29,401	28,835
	2,104,239	**2,046,906**

Employee remuneration received by the eight key management personnel together totalled £325,200 (2020 two key staff : £116,907).

On an annualised basis, one employee received remuneration plus other employee benefits in the band of £70,000 to £80,000 (2020: One Band £60,000- £70000).

Notes to the Accounts

For the year ended 31 March 2021

11 Tangible fixed assets

	Long leasehold property £	Office equipment £	Motor vehicles £	Total £
Cost				
As at 1 April 2020	1,041,105	23,742	53,399	1,118,246
Additions	-	20,896	36,943	57,839
Disposals	-	-	(26,000)	(26,000)
As at 31 March 2021	**1,041,105**	**44,638**	**64,342**	**1,150,085**
Depreciation				
As at 1 April 2020	182,107	23,742	47,699	253,548
Released on disposals	-	-	(25,257)	(25,257)
Charge for year	12,828	4,848	6,959	24,635
As at 31 March 2021	**194,935**	**28,590**	**29,401**	**252,926**
Net book value				
As at 31 March 2021	**846,170**	**16,048**	**34,941**	**897,159**
As at 31 March 2020	**858,998**	**-**	**5,700**	**864,698**

12 Debtors

	2021 £	2020 £
Trade debtors	179,371	246,299
Sundry debtors prepayments and accrued income	53,003	60,883
	232,374	**307,182**

13 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	73,567	49,533
Taxation and social security costs	-	33,131
Other creditors	79,210	75,650
Accruals	4,500	28,631
Deferred income	39,000	84,131
	196,277	**271,076**

Deferred income

Deferred income brought forward	84,131	92,756
Transferred to income in year	(84,131)	(92,756)
Deferred income in year	39,000	84,131
Deferred income carried forward	**39,000**	**84,131**

Deferred income contains £nil statutory funding (2020:£nil).
Any performance related requirements placed on statutory funding is recognised in the Statement of Financial Activities.
£84,131 deferred income brought forward at the beginning of the year was released to income during the year (2020: £92,756).

Notes to the Accounts

For the year ended 31 March 2021

14 Analysis of charitable funds

Analysis of movements in funds

	At 1 April 2020	Income	Expenditure	Transfers	At 31 March 2021
	£	£	£	£	£
Unrestricted funds					
General funds: free reserves	678,406	2,115,075	(1,779,090)	44,137	1,058,528
Designated funds:					
- Core costs fund	-				-
- Fixed assets fund	864,698	-	-	32,461	897,159
- Service users' subsidy fund	-				-
- Training fund	-				-
	1,543,104	**2,115,075**	**(1,779,090)**	**76,598**	**1,955,687**

Restricted funds	At 1 April 2020	Income	Expenditure	Transfers	At 31 March 2021
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**

Comparative information	At 1 April 2019	Income	Expenditure	Transfers	At 31 March 2020
	£	£	£	£	£
Unrestricted funds					
General funds	812,670	1,633,120	(1,802,450)	35,066	678,406
Designated funds:					
- Core costs fund	111,630	-	(111,630)	-	-
- Fixed assets fund	879,424	-	(14,726)	-	864,698
- Service users' subsidy fund	17,200	-	(17,200)	-	-
- Training fund	53,044	-	(17,978)	(35,066)	-
	1,873,968	**1,633,120**	**(1,963,984)**	**-**	**1,543,104**
Restricted funds					
Adult support	-	32,387	(32,387)	-	-
Art and music therapy	146,937	-	(40,527)	-	106,410
Behaviour support	-	10,599	(10,599)	-	-
Big Lottery: Reaching Communities - Supporting the Autism Family (West Midlands)	-	43,481	(43,481)	-	-
Big Lottery: Supporting the London Autistic Family	-	123,269	(123,269)	-	-
Community support	-	68,824	(68,824)	-	-
Holiday schemes	-	24,000	(24,000)	-	-
Play services	-	78,219	(77,219)	-	1,000
Reach Out	-	45,400	(45,400)	-	-
Triage service	-	20,000	(20,000)	-	-
				-	-
	146,937	**446,179**	**(485,706)**	**-**	**107,410**
Total funds	**2,020,905**	**2,079,299**	**(2,449,690)**	**-**	**1,650,514**

Notes to the Accounts

For the year ended 31 March 2021

14 Analysis of charitable funds (continued)

Unrestricted funds

Name of unrestricted funds	Description, nature and purposes of the fund
General funds: free reserves	The "free reserves" after allowing for all designated funds.
Designated funds	Unrestricted funds set aside by the trustees to improve the overall performance of the charity as detailed below:
- Core costs fund	Fund to cover shortfalls in core costs at times of economic uncertainty, due to the particular difficulty the charity faces in fundraising for essential overheads. The trustees consider this designation of funds to be appropriate in order to have confidence that the charity has made sufficient provison for risk.
- Fixed assets fund	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.
- Service users' subsidy fund	Funds allocated for fee subsidies for low income households.
- Training fund	Funds set aside for investment in staff training.

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:

Name of restricted funds	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 Big Lottery and others 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)	Four months of a three year grant to 31 July 2019 and six and a half months of a three year grant to 16 September 2022 to fund the extension of services in the West Midlands.
Big Lottery: Supporting the London Autistic Family	Nine and a half months of a three year grant to 16 January 2020 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.
Core costs	Funds donated towards essential central day-to-day running costs of the charity such as administration, compliance/governance and management.
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.

Notes to the Accounts

For the year ended 31 March 2021

15 Analysis of net assets between funds

	Tangible fixed assets	Net current assets	Total
	2021	2021	2021
	£	£	£
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**

Comparative information	Tangible fixed assets	Net current assets	Total
	2020	2020	2020
	£	£	£
Unrestricted funds:			
General funds: free reserves	-	678,406	678,406
Designated funds	864,698	-	864,698
Restricted funds	-	107,410	107,410
Total funds	**864,698**	**785,816**	**1,650,514**

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:

	2021	2020
	£	£
Free reserves as at 31 March	1,058,528	678,406
Total expenditure in the year	2,428,055	2,449,690
	Months	Months
Number of months' expenditure in general funds	**5.2**	**3.3**

Notes to the Accounts

For the year ended 31 March 2021

16 Comparative Statement of Financial Activities (extract)

	Unrestricted 2020 £	Restricted 2020 £	Total 2020 £
Income from:			
Donations and legacies:			
Grants from trusts and foundations	110,750	446,179	556,929
Other donations	50,583	-	50,583
Legacies	21,240	-	21,240
Charitable activities	1,433,144	-	1,433,144
Investments	5,138	-	5,138
Other	12,265	-	12,265
Total income	**1,633,120**	**446,179**	**2,079,299**
Expenditure on:			
Raising charitable funds	40,588	-	40,588
Charitable activities	1,923,396	485,706	2,409,102
Total expenditure	**1,963,984**	**485,706**	**2,449,690**
Net income / (expenditure) before transfers	**(330,864)**	**(39,527)**	**(370,391)**
Transfers between funds	-	-	-
Net movement in funds	(330,864)	(39,527)	(370,391)
Reconciliation of funds			
Total funds brought forward at 1 April 2019	1,873,968	146,937	2,020,905
Total funds carried forward at 31 March 2020	**1,543,104**	**107,410**	**1,650,514**