

**BERKSHIRE AUTISTIC SOCIETY
(A COMPANY LIMITED BY GUARANTEE)
REPORT OF THE DIRECTORS
FOR THE YEAR ENDED MARCH 2025**

BERKSHIRE AUTISTIC SOCIETY

**ANNUAL REPORT AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2025**

**CHARITY REGISTRATION No: 1076217
COMPANY REGISTRATION No: 03750656**

**Tim D Miller MA ACMA CGMA
24 Wimblington Drive,
Lower Earley,
Reading,
RG6 4JG**

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**BERKSHIRE AUTISTIC SOCIETY
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LEGAL AND ADMINISTRATIVE INFORMATION

CHARITY NUMBER	1076217
COMPANY REGISTRATION NUMBER	03750656
START OF FINANCIAL YEAR	1 APRIL 2024
END OF FINANCIAL YEAR	31 MARCH 2025
DIRECTORS AT 31 MARCH 2025	Conor O'Connor Chair Darren Browne Mark Gaugier Dr Patrick Bullard Alison Bates
REGISTERED ADDRESS	40 Caversham Road Reading, RG1 7EB
DATE OF INCORPORATION	12 April 1999
GOVERNING DOCUMENT	Memorandum and Articles of Association
BANKERS	CAF Bank 25 Kings Hill Avenue, Kings Hill, West Malling Kent, ME19 4JQ
INDEPENDENT EXAMINER	Tim D Miller MA ACMA CGMA 24 Wimblington Drive, Lower Earley, Reading, RG6 4JG
OBJECTS	The relief of school age and pre-school age children and adults suffering from autism, autistic-related problems and challenging behaviour, resident in Berkshire.

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Structure, Governance and Management:

The Berkshire Autistic Society (working name Autism Berkshire) is a registered charity and a company limited by guarantee, both under the name of Berkshire Autistic Society. Our registered office for this reporting period was 40 Caversham Road, Reading, RG1 7EB but will move to Quadrant House, 20 Broad Street Mall, Reading, RG1 7QE from 20 March 2025.

The governing documents are Memorandum and Articles of Association incorporated on 12/04/1999 and amended by multiple special resolutions dated 16/12/2008, 13/10/2015, 02/12/2016, and 06/03/2024 to meet latest requirements or, in the most recent example, expand our area of benefit.

At the March 2025 Annual General Meeting, all serving Trustees were reappointed. The Board continues to benefit from a diverse mix of professional expertise and lived experience, and remains committed to collaborative governance, strategic oversight, and responsible stewardship of resources.

During the year we employed 12 staff on a mix of part-time and full-time contracts, supported by a growing team of dedicated volunteers. All staff and volunteers are DBS-checked and receive appropriate training in a variety of key subjects such as children and adult safeguarding, data protection and Prevent. Many have lived experience of autism, which enriches our work and deepens our understanding of the communities we serve.

Volunteers undertake a wide variety of activities, including regular work in the office, fundraising, helping at events and attending meetings of area forums and partnership boards in local authority areas across Berkshire on behalf of the society.

Objectives and Activities:

Our mission is to empower autistic individuals and their families in the Thames Valley by promoting inclusion, acceptance, and opportunity through advocacy, partnerships, and support services.

We do this by:

- Providing direct and peer support services;
- Delivering training for families, professionals, and autistic people;
- Partnering with public sector bodies to enhance autism services;
- Advocating for autistic voices in local and regional strategies;
- Managing the Thames Valley Autism Alert Card scheme.

You do not need a formal diagnosis of autism to be supported by Autism Berkshire. We actively listen to autistic people and their families, prioritise personal contact, and adapt to changing needs to ensure our services remain relevant and impactful.

We welcome continued collaboration with our partners, funders, and supporters. Whether through volunteering, fundraising, or advocacy, your support helps us empower autistic people and their families across the Thames Valley. Together, we can build a more inclusive and supportive community.

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Achievements and Performance:

The 2024/25 year was shaped by continued high demand for our services, particularly those commissioned by the NHS. Despite financial pressures and staffing changes, we remained focused on delivering high-quality, person-centred support. Demand for support and access to our services has also remained high, with high volumes of referrals from key partners. Staff and volunteers have worked extremely hard to accommodate as many people as possible seeking support, but this hasn't been an easy thing to balance. The society has needed to find additional funding to ensure services remain effective, but the strong work of the staff and volunteers have ensured that service users have not experienced disruptions or lapses in service quality. We continue to keep our services under review and will ensure resources are used in the most appropriate ways.

Key achievements from 2024-25 include:

- **Helpline support:** Our Children's and Adult Helplines continued to deliver exceptional support and sign posting. These services remain a vital first point of contact for many families.
- **NHS contract delivery:** We continued to deliver our NHS Children's and Adults contracts to a high standard, continuing to adapt to ever increasing demand, leading to the renewal of contracts for the next reporting period.
 - The lack of inflationary uplift in contract values remains a concern for the society, operating on price schedules initially designed pre-pandemic, but we have continued to proactively manage resources. With careful planning, overseen by a capable finance manager and trustees, the society has been able to carefully protect frontline delivery. This will not be a long term solution, however, and we are engaging carefully with the NHS and partners to review work and ensure it still meets service user needs in a cost effective manner.
- **Increased capacity:** The Volunteer Co-ordinator role, introduced in 2024, has been a significant success for us as a society. This time-limited investment has significantly improved volunteer engagement and capacity. While the post is due to be phased out in the next reporting period, we now have a framework of engagement designed that has meant we are able to recruit and maintain a team of dedicated volunteers who are vital in supporting our events in our area of benefit.
- **Walk & Talk Group:** This peer-led initiative continues to thrive, offering social connection and wellbeing support in a relaxed, outdoor setting.
- **Autism Alert Card Scheme:** Demand for the Thames Valley Autism Alert Card remains high. We have issued over 5,000 cards to date and we often hear feedback from card holders about how it has helped them in difficult situations.
- **Training and Advocacy:** We have contributed to NHS quality improvement initiatives and local SEND strategies, and supported other organisations to improve their autism provision and/or understanding.
- **Digital Engagement:** Our online presence continues to grow, enabling us to reach more families and professionals with timely information and resources. While the society has chosen to no longer post on X (formerly known as Twitter) we see high reach and impact from the posts on other platforms. We remain a key route for partners to spread public health messaging and research opportunities.

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We also marked the retirement of Helen Harris, a long-serving member of staff whose legacy includes founding the Bear With Me and Walk & Talk adult social groups. Helen's dedication over the years has left a lasting impact on our community, and her work continues to benefit many. As one adult group member shared, "I've made friends for the first time in years. It's changed my life." While we are sad to have lost such an exceptional staff member we want to record the society's thanks for her tireless work and wish her all the best in retirement.

Funding

The charity recorded a deficit of £22,917 for the year, in line with projections. This compares favourably to the budgeted deficit of £28,935, reflecting prudent financial management. Reserves at year-end stood at £68,544 (or £58,544 after provision for an orderly wind-up).

Key financial highlights:

- Total income for the year was £207,144
- NHS funding accounted for 73% of all project income
- Project contributions to core costs totalled £56,331
- Core costs were funded 51% by project contributions, 23% from reserves, and the remainder from grants, donations, and other income

The Trustees remain concerned about the sustainability of relying on reserves and are actively exploring new funding streams, including deferred grant applications and renewed fundraising efforts. We are also exposed to significant risk should NHS funding cease, or reduce, and will ensure to explore additional funding opportunities to ensure resilience.

As we move into 2025/26, we remain focused on delivering our strategic goals. We welcome continued collaboration with our partners, funders, and supporters. Whether through volunteering, fundraising, or advocacy, your support helps us empower autistic people and their families across the Thames Valley. Together, we can build a more inclusive and supportive community.

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Statement of Directors' Responsibilities:

The directors are satisfied that for the year ended on 31 March 2025 the charitable company was entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006 and that no member or members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Act. However, in accordance with section 145 of the Charities Act 2011, the accounts have been examined by an Independent Examiner whose report appears on page 8.

The directors are responsible for preparing the report and financial statements in accordance with applicable law and regulations.

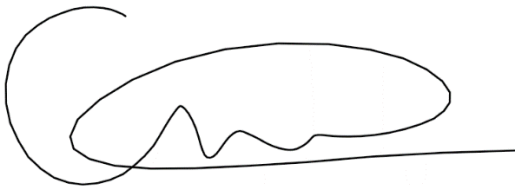
Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (Financial Reporting Standard 102 and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and accounting 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 and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

Berkshire Autistic Society is a public benefit entity.

Approved by the Directors on 9th August 2025

A handwritten signature in black ink, consisting of a large, stylized 'C' followed by a series of loops and a horizontal line at the end.

Signed on their behalf by Director and Chair of Trustees: Conor O'Connor

Independent examiner's report to the trustees of 'Berkshire Autistic Society'

I report on the accounts of the company for the year ended 31st March 2025, which are set out on pages 9 to 12.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act
- to state whether particular matters have come to my attention

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission.

An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the next statement.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006 and;
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached



Name: Tim D Miller MA ACMA CGMA

Relevant professional qualification or body: Chartered Institute of Management Accountants

Address: 24 Wimblington Dr, Lower Earley, Reading, RG6 4JG

5th October 2025

BERKSHIRE AUTISTIC SOCIETY

Statement of Financial Activities (including Income and Expenditure Account)

for the year ended 31 March 2025

	<i>Notes</i>	Unrestricted Funds	Restricted Funds	Total 2024/2025	Total 2023/2024
		£	£	£	£
Incoming Resources					
Incoming Resources from Generated Funds					
Grants		5,500	-	5,500	9,550
Membership Subscriptions		5,020	-	5,020	5,077
Donations		5,511	-	5,511	5,258
Fundraising and Collections		1,795	500	2,295	4,751
Training Courses		1,800	-	1,800	1,500
Bank Interest		3,680	-	3,680	3,926
Charitable Activities	1	-	183,338	183,338	200,128
Total Incoming Resources		23,306	183,838	207,144	230,190
Resources Expended					
Fundraising Trading Costs		1,040	-	1,040	8
Charitable Activities	3a	43,263	183,838	227,101	230,176
Governance	3b	1,920	-	1,920	1,649
Total Resources Expended		46,223	183,838	230,061	231,833
Net incoming/(outgoing) resources		(22,917)	-	(22,917)	(1,643)
Total Funds Brought Forward		91,460	-	91,460	93,103
Total funds Carried Forward		68,543	-	68,543	91,460

BERKSHIRE AUTISTIC SOCIETY

Balance Sheet as at 31 March 2025

	Unrestricted Funds £	Restricted Funds £	31/03/2025 £	31/03/2024 £
Current Assets				
Debtors	0	0	0	15,000
Prepayments	0	0	0	0
Cash at Bank and in Hand	77,609	72,454	150,063	172,702
Total Current Assets	77,609	72,454	150,063	187,702
Creditors: Amounts falling due within one year				
Creditors	50	192	242	60
Accruals	6,126	2,350	8,476	6,790
HMRC PAYE/NI	2,890	-	2,890	3,583
Deferred Income	-	69,912	69,912	85,809
Total Current Liabilities	9,066	72,454	81,520	96,242
Total Assets less Current Liabilities	68,543	0	68,543	91,460
NET ASSETS				
General Funds	68,543		68,543	91,460
Restricted Funds				
Total Funds	68,543	0	68,543	91,460

**Notes forming part of the financial statements
for the Year Ended 31 March 2025**

		Unrestricted Funds	Restricted Funds	Total 2024/2025	Total 2023/2024	
		£	£	£	£	
3	Resources Expended					
a)	Charitable Activities					
	Payroll Costs	2	86,092	92,693	178,785	178,793
	Sub-Contracted Providers	-	25,776	25,776	27,520	
	Venue Hire	63	1,104	1,167	4,013	
	Refreshment Costs	125	373	499	481	
	Travel	371	2,105	2,476	2,163	
	Leaflets & Promotional Materials	492	250	742	250	
	Other Activity Costs	-	2,157	2,157	2,078	
	Storage/Virtual Office	2,674	-	2,674	2,466	
	Insurance	2,061	-	2,061	1,979	
	Telephone	1,494	652	2,146	2,150	
	Printing,Postage,Stationery	120	1,766	1,886	1,055	
	IT & Web Services	4,787	630	5,417	6,230	
	Small Fixtures Replacement	537	-	537	254	
	Staff Recruitment & Training	299	-	299	27	
	Subscriptions & Licenses	225	-	225	481	
	Bank & Fundraising Collection Fees	254	-	254	236	
	Overhead allocation	-56,331	56,331	-	-	
		43,263	183,838	227,101	230,176	
b)	Governance Costs					
	Legal fees	-	-	-	-	
	Governance Costs	920	-	920	649	
	Independent Examiners Fee	1,000	-	1,000	1,000	
		1,920	-	1,920	1,649	

1 Incoming Resources from Charitable Activities (Restricted)

	2024/2025	2023/2024
	£	£
Deferred Income brought forward @ 1st April, 2024	85,809	135,223
Income Received	167,441	150,714
Deferred Income carried forward @ 31st March, 2024	69,912	85,809
Income Released to Income & Expenditure	<u>183,338</u>	<u>200,128</u>

We also gratefully acknowledge grants or donations over £250 from the following sponsors:-

<i>NHS Buckinghamshire, Oxfordshire and Berkshire West ICB</i>	
<i>Amegreen Children's Services</i>	<i>Louis Baylis Charitable Trust</i>
<i>Berkshire Community Foundation</i>	<i>NHS Frimley ICB Community Engagement</i>
<i>Berkshire Masonic Charity</i>	<i>Omnia Outsourcing</i>
<i>Bracknell Town Council</i>	<i>PayPal Giving</i>
<i>Cadogan Masonic Lodge</i>	<i>Priority Services4U</i>
<i>Caversham Masons</i>	<i>Reading Borough Council</i>
<i>Community Impact Bucks</i>	<i>Rotary Club of Pangbourne</i>
<i>Cumber Family Charitable Trust</i>	<i>Schroder Charity Trust</i>
<i>Greenham Trust - Peter Baker Grants</i>	<i>Shanly Foundation</i>
<i>Heathrow Community Trust</i>	<i>SmartCT</i>
<i>Jacob Burls via 10k Run</i>	<i>Sophie England</i>
<i>John Lewis Community Matters</i>	<i>University of Reading - Internship Scheme</i>

2 Staff Costs and Numbers

	2024/2025	2023/2024
	£	£
Gross Salaries and Wages	169,426	166,102
Employers' National Insurance Costs	6,918	5,870
Redundancy Costs	0	4,132
Pension Contributions	2,716	2,689
	<u>179,060</u>	<u>178,793</u>
Allocated to Fund Raising	(275)	0
	<u>178,785</u>	<u>178,793</u>

Average full time equivalent of employees engaged:

	2024/2025	2023/2024
Activities in furtherance of organisation's objects	4.52	4.75

No employees received emoluments in excess of £60,000. Staff are paid through the PAYE system.