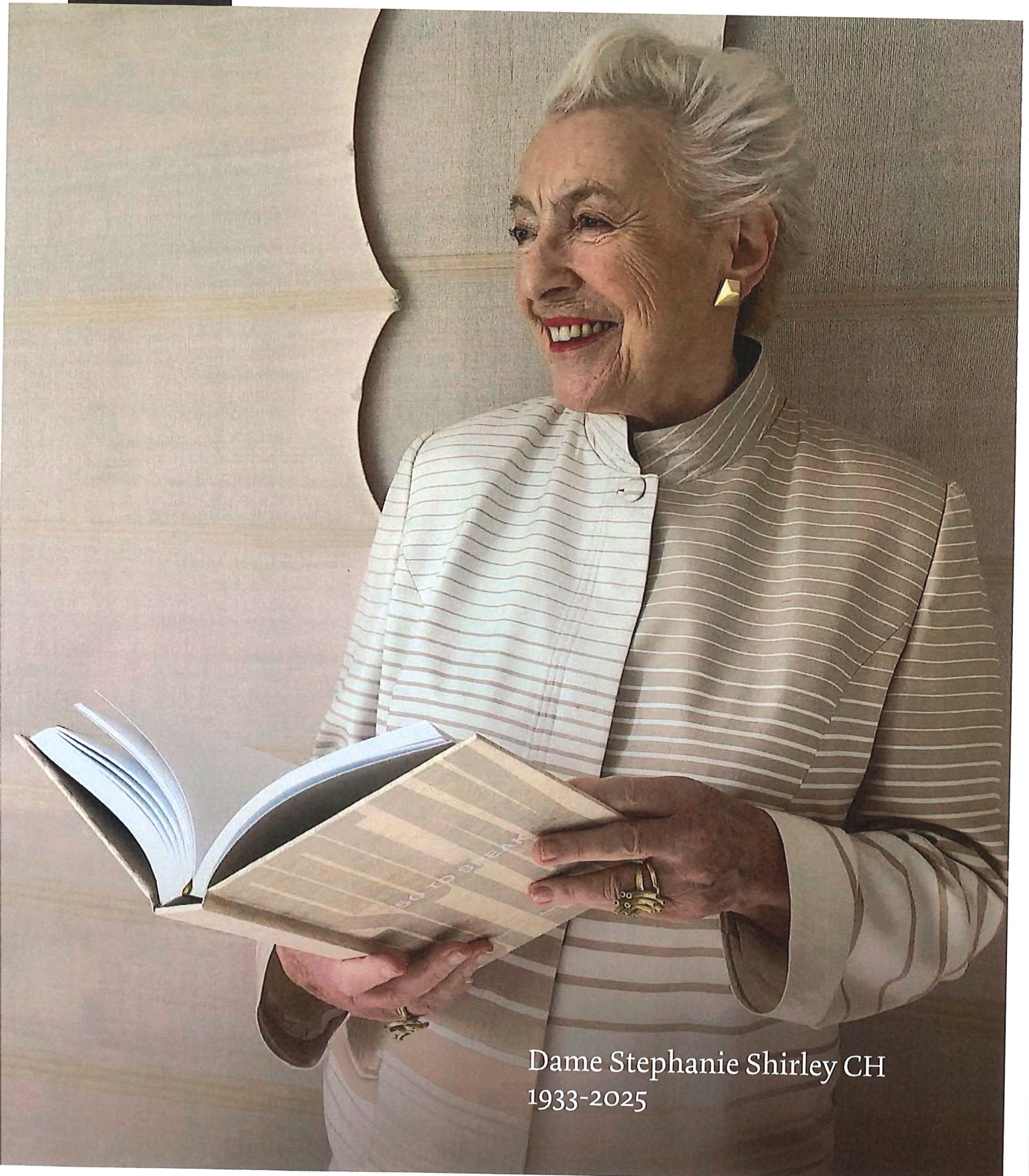


Autistica funds research, shapes
policy and works with autistic people
to make more of a difference

Annual Report and Accounts
for the year ended 31 March 2025
Company no. 05184164

autistica



Dame Stephanie Shirley CH
1933-2025



Dame Stephanie Shirley CH 1933-2025

Our incredible founder Dame Stephanie Shirley sadly died in August this year. We knew her as 'Steve', the nickname she used in order to be taken seriously in the masculine world of technology where she made her fortune. Motivated by the needs of her autistic son, Giles, Steve set up three autism charities: Priors Court - a school, and Autism at Kingwood - supported living for adults. Realising the need for evidence to drive change, she founded Autistica in 2004. She remained deeply engaged with our work until her death.

Everyone at Autistica is immensely proud to have Steve as our founder. Her values and beliefs are embedded in our charity and drive our commitment to innovative problem solving, acting with urgency and embracing difference. She leaves behind an incredible legacy for autistic people and their families that will continue to change lives for generations to come.

We have published a full tribute to her life and philanthropic work on our website.

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Honorary roles and charity management

Our trustees, honorary supporters and leaders help make our vision a reality by overseeing and managing all of the charity's life-saving and life-changing work.

Honorary roles

President

Dame Stephanie Shirley CH

Trustees

Chair

Stephen Boyle

Honorary Treasurer

James Feeney

Matthew Harris (retired as Treasurer in November 2024)

Caroline Copley

Matthew Davies (retired May 2024)

Peter Dilnot

Professor Jonathan Green (retired November 2024)

Katharine Harle

Lynn Hawkins

Katherine Hudson

Professor Will Mandy (appointed September 2024)

Professor Anna Remington (appointed September 2024)

Charity management

Chief Executive Officer

Dr James Cusack

Director of External Affairs

(On maternity leave June 2024 – April 2025)

Rebecca Sterry

Interim Director of External Affairs

(June 2024 – April 2025)

Analiese Jackson

Director of Income Generation

Jennie Chambers

Director of Research

Dr Amanda Roestorf

Director of Finance

(On maternity leave November 2024 - present)

Joanne Merchant

Interim Director of Finance

(November 2024 – present)

Alexandra Haxton

Auditors

Azets Audit Services, First Floor, River House,
1 Maidstone Road, Sidcup, Kent DA14 5RH

Bankers

Metro Bank, One Southampton Row,
London WC1B 5HA

Registered office

Suite B, 6 Honduras Street,
London EC1Y 0TH

info@autistica.org.uk

autistica.org.uk

Charity registration no. 1107350

Company registration no. 05184164

Statement from the Chair

The charity celebrated its 20th anniversary this year. This is an amazing milestone, and one that helps us to look at the progress we have made, and the growth we have seen in that time. To have transformed from a small research funder into one of the top 4% of charities in the UK is a major feat given the challenges faced by the sector in recent years. As a major player, we now have the ability to drive funding and influence policy more than ever before.



“We need to hold the course and focus on what works. That means trusting in evidence-backed solutions, not easy short-term answers.”

Stephen Boyle

All the Autistica board and team were deeply saddened by the recent loss of Dame Stephanie Shirley, our inspirational founder, long-term supporter and biggest cheerleader. Steve lived an amazing life as a refugee, entrepreneur and philanthropist, and I highly recommend reading her eye-opening 2012 memoir *Let It Go* for the details.

On a personal note, I remain very grateful for the support and advice she gave me when I became chair and, like the rest of the team, for the memories and good wishes many of our supporters have shared since her death. She remains an inspiration to us, and we will continue the work she started with pride.

The last year saw some changes on the board, as several longstanding trustees reached the end of their terms of office, but I am extremely proud of the calibre of the new trustees who have joined us, reflecting Autistica's ever-stronger reputation and the impact of the team's work on the 2030 Goals. But one thing has not changed: the trustees and I remain committed to supporting the team as it develops scientifically-backed solutions to make life better for all autistic people in the UK.

We welcomed two highly respected autism academics as trustees; Professor Will Mandy and Professor Anna Remington. They have taken over from Professor Jonathan Green who retired in November. I'd like to thank Jonathan for his dedication to the Board, and for helping to drive forward our scientific ambitions over many years. Increasing the scientific skillset on the Board will provide us with the skills and experiences that we need in order to support James and the team in delivering the 2030 goals.

Trustee Matt Davies retired from the Board in May 2024 after six years supporting us with our campaigning and communications work. His experience and networks have been invaluable in growing our brand and public awareness.

Finally, we also welcomed our new treasurer James Feeney, who has been taking over from Matthew Harris since early 2024. Matthew has been an excellent treasurer, and steered us through some challenging financial times, including the pandemic, leaving us in a strong position going forward.

By contrast, the Autistica team is settled, and is making excellent progress towards delivering our contribution to the 2030 Goals. These Goals are now well-established and the path to solving the challenges they pose is clear. So too are our values as an organisation. We want all autistic people to have the same chances in life as their neurotypical friends and families. I have never felt more confident in Autistica's ability to find good solutions for all autistic people, and I remain hugely proud of the progress we are making.

But as we enter the second half of the decade amidst political change here in the UK and elsewhere, as a society we need to hold the course and focus on what works. That means trusting in evidence-backed solutions, not easy short-term answers. And it means each of us playing our part to implement those solutions. It's not enough to know what to do: we need to do it.

Stephen Boyle
Chair of Trustees

Statement from the CEO

Seeing our Goal plans come to life this year is very exciting. Over one hundred companies across the UK are now making changes to their employment practices following their participation in the Neurodiversity Employers Index (NDEI®). And thousands of autistic people, families and professionals are using the Autistica Tips Hub to learn more about autism, themselves and their loved ones.



“It has felt necessary to have a strong voice this year on a number of issues that affect the lives of autistic people.”

Dr James Cusack

Our team has been crucial to these successes, as has the shared culture that we have established over recent years. We embrace diverse expertise, we challenge to find solutions and we act with urgency. We will continue to lead by example as a neuroinclusive employer.

We have also played a vital role in a large number of external projects this year, lending our expertise to help research projects to have a greater impact, or to ensure research is at the heart of non-academic endeavors, such as collaborations with other autism charities. You can read more about these in the Research section of this report.

It has felt necessary to have a strong voice this year on a number of issues that affect the lives of autistic people. The dangerous narratives around 'overdiagnosis' of autism that we have heard from the US government, and certain members of our own administration have made headlines this year and lack a real understanding of the facts. There are over 200,000 people on the waiting list for a diagnosis in the UK, and we want to help the government to find a way to address the backlog, and most importantly to provide evidence-based support to those who desperately need it. This will be a focus for us over the next year.

We continue to be grateful to the trusts and foundations that support our work, often over multiple years which allows us to plan, design and launch projects with real impact. I'd also like to thank the loyal donors who enable our work to happen through regular gifts or as members of the 2030 Club. This year we also received a record level of pro-bono support thanks to our relationships with creative agencies, advertising companies, and consultancy firms. This external expertise is invaluable as a small charity for ensuring best practice and growing our public profile.

As we head into 2026, our vision of a happy, healthy, long life for autistic people is looking more tangible than ever before. But these are challenging times, and we need to continue to bang the drum for evidence to ensure that this progress actually benefits autistic people.

Dr James Cusack
Chief Executive Officer

At Autistica, research is at the heart of everything that we do. We know that it has the potential to transform everyday lives by making sure that treatments, support and services work for autistic people.

Because right now autistic people face far too many inequalities. Most autistic children and adults wait years for a diagnosis, and when they finally receive one, there is little, if any, appropriate support. They experience avoidable challenges throughout education and face low rates of employment. They are more likely to have poor mental health and physical health throughout their lives. And negative attitudes and inaccessible environments can leave many feeling like they just don't fit into this world.

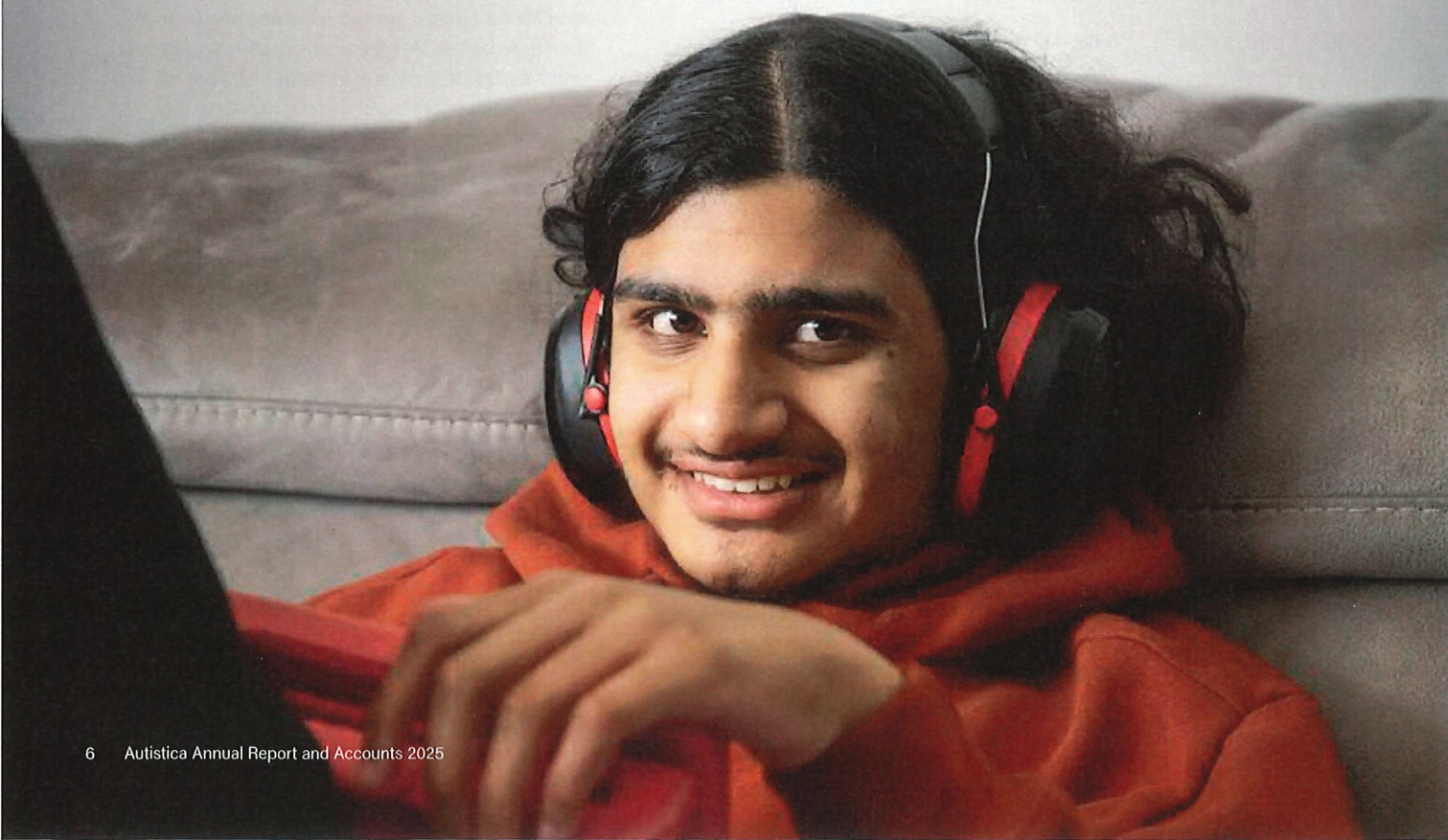
But it doesn't have to be this way.

We have six Goals for 2030 that set out our vision of a different world; one where autistic people can access the right support, live in an inclusive and accepting world, and find fulfilling and sustainable work. These goals are not only visionary and ambitious; they are also achievable.

Research and the development of evidence-based solutions is at the core of each of these goals, but so too is working in partnership and campaigning for change. Autistica works in partnership not only to achieve a step change in the amount of resource focused on autism research, but also to ensure that research funding is directed to the areas of greatest need. We act as the bridge between autistic people, the research community and other funders of autism science.

We also work with key partners in positions of influence over policy and execution to make sure that the evidence generated by the research we support is put into action. Because research without implementation can never result in impact.

Our unique approach is driven by and developed with autistic people and families. It can and will make more of a difference for autistic people in both the short and long term.



Our vision, mission, values and goals



Our vision

is a world where every autistic person lives a happy, healthy, long life.



Our mission

is to create breakthroughs that enable all autistic people to live happier, healthier, longer lives.

We do this by funding research, shaping policy and working with autistic people to make more of a difference.



Our values

We embrace diverse expertise

- Our team are **diverse** and we support them to be the best they can be.
- We collaborate as a team and with a wide range of stakeholders, always including autistic people.
- We believe that diversity of thought and experience is the only way we can make real and lasting change.

We challenge to find solutions

- We speak up when evidence suggests a need.
- We find solutions, however big or complex the problem.
- We influence change because we're trusted.

We act with urgency

- Research can take time, but that doesn't stop us from taking action now.
- We work hard, but efficiently.
- We are not afraid of taking risks and failure, we learn from it and move on quickly.
- We're driven by a shared aim of improving the world for autistic people.



Our Goals

By 2030:

all autistic people will have proven **support from day one**

the **employment rate** for autistic people will double

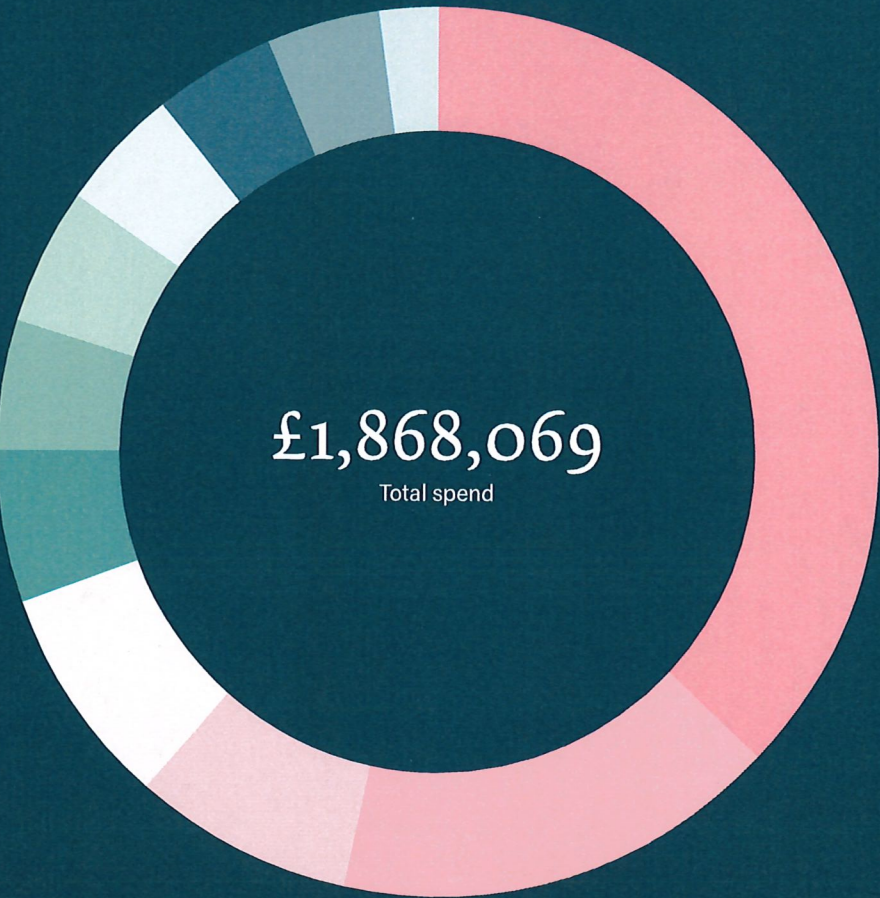
autistic people will have proven treatments for **anxiety**

public spaces will be more accessible for neurodivergent people

every autistic adult will be offered a yearly, tailored **health check**

attitudes to autistic people will change

2024-25 Charitable activities spend



£694,698

Changing attitudes
about autism

£304,589

Support from day one

£150,407

Overheads and
support

£148,081

Proven treatments
for anxiety

£103,277

Doubling
employment

£92,970

Governance

£91,246

Accessible public
spaces

£83,018

Tailored annual
health checks

£81,674

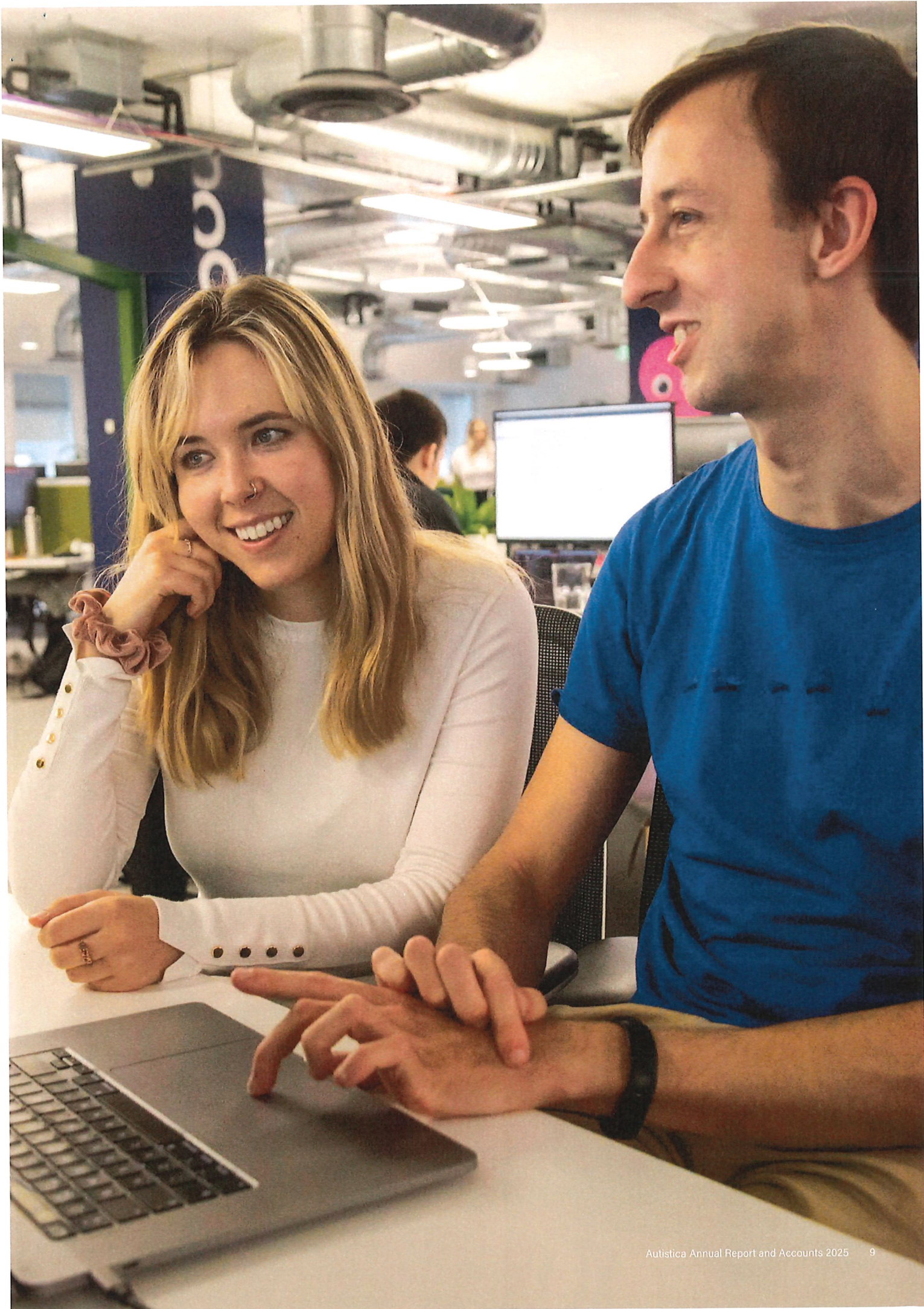
Research growth

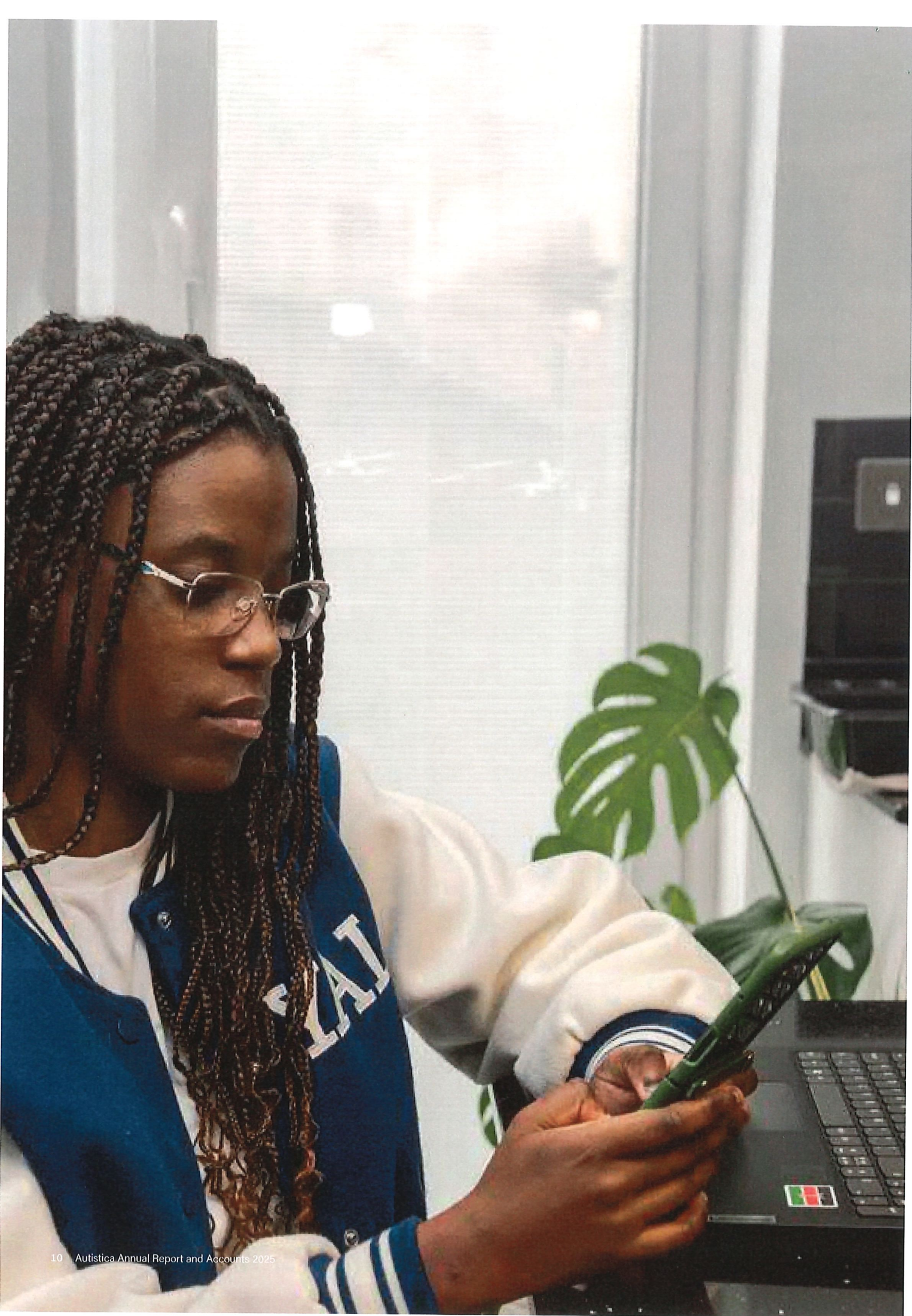
£80,149

Public affairs
& campaigns

£37,960

Embracing
Complexity





Our 2030 Goals drive everything we do from research through to policy, campaigning and partnerships. Here is an overview of the progress we have made this year in these areas.

Support from day one

- In December 2024, we launched the *Autistica Tips Hub*, a free app to help people find reliable autism tips and evidence-based resources. The community told us that searching for reliable information about autism online was often overwhelming. The Autistica Tips Hub features Everyday Tips, Professional Tips, and Mental Health and Wellbeing Tips. In the first three months the app had 2000 downloads.
- In October 2024 Autistica ran the report, *Not a Priority* which revealed a postcode lottery in autism diagnosis, with waiting lists reaching five and a half years in some areas. The process of requesting this information also highlighted a lack of information in many areas.

Meaningful, sustained employment

- The Neurodiversity Employers Index (the NDEI®) survey launched publicly in the summer of 2024 with 118 participating organisations of all sizes, spanning 10 different sectors.
- The findings which were published in the NDEI® Market report in December were widely publicised. The report revealed a number of insights including the proportion of companies that have a neuroinclusion strategy, reports of discrimination and the experiences of employees who request accommodations.

Proven treatments for anxiety

- We saw the successful launch of a research funding from the National Institute for Health Research (NIHR) which came out of the priority setting exercise we carried out in 2016 where anxiety was a top ten priority for autism research. This research aims to develop research into adapted Cognitive Behavioural Therapy for autistic adults.
- As part of the Autistica Tips Hub we have created a range of Mental Health and Wellbeing resources, for autistic people, their families and the professionals who support them.
- Our anxiety app *Molehill Mountain* remains a popular resource, supporting autistic people to learn about and manage their anxiety.

Making public spaces more accessible

- We have been working on a project with 650 autistic people and family members to understand the barriers to using public transport. A report of recommendations was released in May 2025 with significant engagement from transport companies across the UK.

Yearly, tailored health checks

- We are reaching the end of the trial of an annual GP health check for autistic people, co-funded by NHS England and led by Newcastle University. The results are due in late 2025.

Changing attitudes to autism

- Our campaign, *see us as individuals, not stereotypes*, ran during World Autism Acceptance week across digital billboards, and on social media with an amusing look at common myths. We worked with autistic people to develop messaging that would have cut-through with a non-autistic audience, focusing on stereotypes including empathy, sense of humour and small talk.
- We brought on board three celebrity ambassadors this year to support our work to change public attitudes. This is in addition to a number of online influencers who help to amplify our messaging.

Our research

“Being involved in research has had a significantly positive impact on my mental health and my self-worth. It is so empowering, and I would recommend it to anybody!”

Josh who took part in a diagnosis research project at the University of Birmingham

How we make a difference (our charitable activity)

- We shape research, projects, services, society, and policy
- We fund research, and projects
- We deliver research, products, and insights
- We disseminate research information to key audiences

Autistica's 2030 Goals set out ambitious programmes of work to make a difference to the everyday lives, wellbeing, and life outcomes of autistic people and their families. The methods underpinning our mission aim to shape research, services, society, and policy to improve the lives of autistic people and their families. We fund and deliver high-quality research and projects, develop innovative products and insights, and ensure that research findings reach the audiences who can use them to drive change. Our work is guided by our 2030 Goals to create breakthroughs in areas that matter most to the autistic community. These goals require a combination of innovative solutions, and research-led approaches, and government investment to services and systems that support long-term change that delivers support for autistic people and families. To meet them, we continue to evolve our ways of working to be more agile, proactive, and collaborative.

Our research strategy is grounded in a clear theory of change and driven by our mission to enable autistic people to live happy, healthy, long lives. We achieve this through strategic partnerships, independent research governed by strong ethical standards, and a focus on policy impact. We fund work that is community-prioritised, unique, and excellent, delivered by our in-house team, through partnerships, and via grant funding of academic and clinical research innovations.

Research Funding and development

Over the past year, Autistica made significant progress across our 2030 Goals, reinforcing our commitment to ethical, high-quality, and community-driven research. As a charity, we raised £1.85m to deliver our 2030 Goals projects. This funding helped to support our commitments to research grants and delivering high quality research in-house through our expert research team. In 2024, we made more of a difference to support autistic people and families by addressing creating best practice guidance for diagnostic assessment pathways, providing evidence-based tools and resources for support from day one, creating neuroinclusive employment and workplaces, designing a framework for neuroinclusive mental health services, identifying barriers to public transport, and supporting research on tailored health checks for autistic adults. These are some highlights from key areas of our work.

NDEI® survey and Market Report

Following the successful early access trial in October 2023 to April 2024, we completed the first annual data collection of the NDEI® in summer 2024. Our NDEI® Market Report 2024 highlighted key findings from the employers and employees who participated, across 118 UK organisations. The organisations featured in that report employ between 5 and 30,000 people and span 10 different sectors.

From the 2024 data, we identified several differences between the experiences of neurodivergent employees compared to their neurotypical colleagues. Critically, it was revealed that:

- Only 30% of participating organisations have a clear neuroinclusion goal and strategy in place.
- Almost one in three (29%) participating neurodivergent employees have experienced discrimination in the workplace related to their neurodivergence.
- Neurodivergent employees are less likely to feel comfortable requesting accommodations than their neurotypical colleagues. Accommodations can make a crucial difference in a neurodivergent individual's chances of success in a role.
- There is a strong desire from employees to take part in neurodiversity specific training, so that they can better support their colleagues.

The reception to the NDEI® Market Report 2024 was overwhelmingly positive, with extensive online coverage. You can read more about this in the section "Communicating to empower and create change".

Launch of Autistica Tips Hub

In December 2024, we launched the Autistica Tips Hub for autistic people, families, and professionals. The Tips Hub is a free app designed with and for autistic people and professionals, designed to help people find reliable autism tips and evidence-based resources. The app was created to address a priority need of the neurodivergent community, that it's often overwhelming to find reliable information online, such as for understanding autistic strengths and challenges, finding post-diagnosis knowledge and support, understanding mental health and finding evidence-based tools to support everyday life.

The Tips Hub was designed with, and for, autistic people, their families and professionals who work with autistic people. What really sets this app apart from other resources is that it was co-designed with autistic people and families and focused on providing high-quality evidence-based information on priority topics identified by autistic people and families. The information is not just for the community, but also for professionals to improve knowledge, understanding and acceptance of autistic people and, ultimately, improve access to services and support.

The Tips Hub is the convergence of three smaller hubs into one convenient app. The content found in the Tips Hub has been created with three distinct audiences in mind:

- Everyday Tips, which have been created specifically for autistic people and their families and are focused on the topics that autistic people have told us matter most to them. Everyday Tips cover everything from diagnostic and post-diagnostic support, through to financial well-being and resilience, gaming, and resources that assist with activities that someone may face day-to-day.
- Professional Tips, which have been specifically created for professionals who support autistic people and their families. These tips are designed to help professionals to be more inclusive in their work and services and cover a range of topics to better understand autism.
- Mental Health and Wellbeing Tips, for autistic people, their families and the professionals who support them. These tips are devised for people to better understand the complex challenges related to mental health and autism. This section includes proven tools and resources that can offer support or self-advocacy.

Partnerships – collaboration and commissioning funding

Our research partnerships remained strong, with 18 completed projects, 18 active ones, and over 30 grant applications submitted – leveraging a total value of £2.35m in research funding. Here are some of the key successes from our partnerships.

We advised London School of Economics (LSE), in collaboration with the Autism Alliance, to co-create a review of the economic costs of autism and publish a report on mitigations and interventions to better support health and wellbeing outcomes of autistic people and families.

We conducted a rapid systematic review of autism diagnostic screening and triage tools and created a guidance report, for NHSE, on the effective use and risks of these tools in autism assessment pathways.

Based on our 2017 James Lind Alliance research prioritisation, we saw the successful launch of a research funding call from the National Institute for Health Research (NIHR) Health Technology Assessment (HTA) Programme. The funding aims to develop research to address “clinical and cost-effectiveness of a NICE-recommended high intensity cognitive-behavioural therapy (CBT) protocol which has been adapted for autistic adults compared to the un-adapted equivalent”.

In partnership with the National Autistic Society, Autism Alliance, and Ambitious about Autism,

we supported quality assurance evaluation and monitoring of the Autism Central Peer Educator Programme for Parents, Carers and Personal Assistants. The programme, in its third year of service delivery in 2024, has provided 1-2-1 and group sessions for over 10,000 families across the country.

Autistica network and insight group

Our research is powered by the insights, voices, experiences, and expertise of autistic and neurodivergent people, their families, and a wide range of professionals. This year, we’ve been inspired by the generosity and enthusiasm of those who have helped shape our work – whether by sharing lived experience, offering professional insight, or co-producing research with us.

We’re especially grateful to our co-production partners, who played a vital role in shaping research design, delivery, and dissemination. Their input ensures our work remains grounded in real-world needs and priorities. Hundreds of autistic people and families took part in studies, shared feedback, and helped us build tools and resources that reflect what matters most to them. Together, this community continues to drive our mission forward, ensuring that everything we do is informed, inclusive, and impactful.

Research governance – our scientific review and expert review panels

To achieve our 2030 Goals, we know that how we work is just as important as what we work on. That’s why we’ve continued to evolve our research approach by embracing agile, proactive, and innovative ways of working that allow us to respond to emerging needs and opportunities.

This year, we embedded new governance structures across both our in-house and externally funded research to ensure consistency, rigour, and alignment with our values. These frameworks are designed to uphold the highest standards of ethical practice, scientific excellence, and real-world relevance.

Our research is guided by a robust framework that includes independent expert advisors, governance steering groups, and lived experience involvement panels. These groups provide critical oversight and insight at every stage – from research design and delivery to dissemination – ensuring that our work is not only methodologically sound but also meaningful to the autistic community. Their role as independent peer reviewers has been instrumental in shaping our research, driving continuous improvement, and ensuring that every project we fund or deliver offers value for money, measurable impact, and a clear contribution to our long-term goals.

“I was diagnosed later in life and if I had this app when I’d been diagnosed I probably wouldn’t have felt so alone and overwhelmed at the diagnosis.”

Tips Hub user

“I’m beyond proud that my wife and I are now official Ambassadors for Autistica, the UK’s leading autism research and campaigning charity.

Hopefully together we can try and change things to make sure the process becomes easier, families get the support they need, and kids can be comfortable being the people they truly are.”

George Lewis,
Autistica Ambassador

A portrait of George Lewis, an Autistica Ambassador, smiling and wearing a pink t-shirt with the Autistica logo. The logo is a black semi-circle with the word "autistica" in white lowercase letters.

autistica

We continue to work with government and NHS bodies to drive forward our 2030 Goals, and ensure they follow through on historic commitments that affect autistic people and families.

Driving public policy

This year, our original plan for engaging with the Government was completely turned on its head with the announcement of a snap election. The six-week timeframe between the start of the election campaigning period and election day itself meant that we needed to be reactive and ready to work with the incoming Government far faster than initially anticipated.

With the announcement of the newly elected Labour government bringing new opportunities to the table, Autistica proactively worked with The Autism Alliance UK, National Autistic Society, and Ambitious about Autism to create a joint submission to the 2024 Budget process led by the Treasury. This proposal called for the Government to prioritise autism in policy, reflecting the scale and significance of autism within the UK population, the unacceptable inequalities autistic people face, and the importance of positioning autistic people's experiences as the litmus test of public services. It also placed a great emphasis on the need for investment in 'what works' research led by the voices of autistic people.

Not A Priority: The crisis in autism assessment and support

In early 2024, Autistica made requests under the Freedom of Information Act to all 42 NHS Integrated Care Boards in England and 120 providers of NHS autism services.

This process revealed that many areas do not hold clear, retrievable information about autism assessment waiting times, or conversion rate to diagnosis; a problem exacerbated by increased commissioning of privately-run companies out of scope of the Act.

The key findings from the FOI request demonstrated very clearly that:

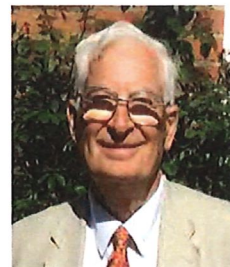
1. Both children and adults face a postcode lottery, with waiting lists reaching five to five and a half years in some areas.
2. The most frequently reported waiting time for an assessment outcome for children is 1-1.5 years. For adults, this rises to 2-2.5 years.
3. There is significant variation in conversion rates across the country for both children and adults, ranging from almost 100% down to the high teens.
4. Support after diagnosis is often significantly lacking and often relies heavily on signposting and basic information resources.
5. Around 1 in 5 children's assessment providers and 1 in 3 adult assessment providers offer no additional support after a diagnosis compared to the support already available with no diagnosis.

These findings formed the basis for a special report that highlights the assessment and diagnostic crisis currently facing the UK. *Not A Priority: The crisis in autism assessment and support* was subsequently picked up by a number of media outlets and was crucially highlighted in an article in The Guardian.

The findings included in the report were also crucial in informing the decision to create a joint letter from the Chief Executives of the National Autistic Society, Autism Alliance, Autistica, Ambitious about Autism and the Autism Centre of Excellence at Cambridge to Stephen Kinnock in October, following a report by the Children's Commissioner Dame Rachel De Souza, which described how long waits are 'robbing' children and young people of their childhood and potential.

"In my view, it's the leading charity for assisting autistic people through research. Autistica helps develop better government policies, and enables truly important research that brings about change and support for autistic people."

Sir Christopher Ball,
Autistica donor



We share the latest research and expert opinion in an accessible and engaging way on our website, and through our webinars, email news and social media content. This year we created a film to articulate the aims of our 2030 goals and launched a major attitude-change campaign. We also brought on board some high-profile ambassadors to share our messages with new audiences.

“I felt empowerment and I was so excited to be using the app. I don't know if everyone would feel the same levels of excitement but for me I truly did. I felt like each time I went into it I'd find something new”

Tips Hub user

Our World 2030: an award-winning film

This year, we were proud to bring to our community and supporters an award-winning short film that articulated our mission, vision and 2030 Goals: Our World, 2030.

Created with production company Neck of the Woods, the two-minute short film has been created to highlight the challenges faced by autistic and neurodivergent people and demonstrate the ways in which Autistica's groundbreaking research and ambitious 2030 Goals are enabling autistic people to live happier, healthier, longer lives.

Our World, 2030 was brought to life with a cast of neurodivergent actors who are passionate about Autistica's groundbreaking research. The cast included the new Autistica Ambassador Bradley Riches. *Our World 2030* won the £1-£2.5million category at the 2025 Smiley Charity Film Awards. The film was judged based on cinematography, script, acting, emotional response and concept and the judges said that *Our World 2030* “explains humanely and respectfully what it's like to be neurodivergent” and that it successfully “breaks down the clichés of charity films”. We have profiled the real-life stories of five of the actors featured in *Our World 2030*, which speak to their lived experiences and the realities they face when accessing public spaces, healthcare, and employment. You can find their stories on our website.

World Autism Acceptance Month

For World Autism Acceptance Month 2025, we launched a campaign in conjunction with creative agency House 337 that used humour to tackle outdated autism stereotypes head-on. Despite growing awareness, outdated assumptions and myths still shape how society sees autistic people. Our campaign, *see us as individuals, not stereotypes*, was a category-breaking push to get people laughing and, most importantly, seeing autistic people as individuals, not stereotypes.

The Out of Home billboards featured four common stereotypes that we wanted to subvert. These were displayed over the course of two weeks in London, Birmingham, Dundee, Newcastle, Leeds, Birmingham, Newcastle and Southampton, courtesy of support from media company Ocean Outdoors.

The film was directed by BAFTA-winning and Emmy-nominated filmmaker Sindha Agha, through the production company The Corner Shop. Of her involvement, Sindha said: “Our project was created by autistic creatives and their non-autistic collaborators who listened with open, curious minds. I'm really proud of the result.”

The campaign was received positively by the community and external audiences alike. It was chosen as Ad of the Day by UK media news website, The Drum, and was also curated as an Ads of the World Editors Choice for 2025.

Launch of Autistica Ambassadors programme

In May, we were thrilled to announce Bradley Riches as our first celebrity Autistica ambassador. Bradley is best known for his role as James McEwan in the Netflix drama series *Heartstopper*. He was also a contestant on *Celebrity Big Brother 2024*. Bradley has since been a massive champion of Autistica and has talked about his experience working with us on several television chat shows such as Lorraine and Jeremy Vine. He also featured as a main protagonist in *Our World 2030*.

In December, stand-up comedian, actor, writer and presenter George Lewis and education consultant Harriet Brettall were announced as Autistica's two newest Ambassadors. George and Harriet are parents of three children, two of whom are autistic, and they know first-hand how challenging it is to navigate the UK autism assessment and diagnostic process. We are so excited to work with George and Harriett to advocate for better diagnostic and educational outcomes for autistic children.

“I was first diagnosed with autism when I was nine years old. I didn’t use my voice as a form of communication. I was confused as to why I reacted and did certain things in different ways from everybody I knew. I felt like an alien...When I started performing and joined my local performing arts group, I slowly began to build confidence and understand that I was autistic.”

Bradley Riches,
Autistica Ambassador
(Pictured right)



NDEI® coverage and media influence

The first Neurodiversity Employers Index – NDEI® Market Report illustrates key insights and trends from the organisations that participated in this gold-standard evidence-based framework.

The market report garnered significant interest from media outlets across the UK, with 71 individual pieces of coverage across several publications, including the Financial Times, the Yahoo! Syndicate and the Microsoft News Network.

This report in conjunction with last year's Department for Work and Pensions-backed Buckland Review of Autism Employment has subsequently led to Autistica starting to position itself as thought leaders in neuroinclusive employment practices and had been referenced by multiple media outlets approaching the organisation for comment. Additionally, the report has introduced our new in-house training and consultancy offerings to a broad corporate audience.

Funding and support

The fundraising climate continues to be hard, with a record decline in donations in the UK in 2024. Despite this, we have had some wonderful financial wins this year, and continue to work hard in delivering exceptional stewardship to our current partners as well as securing new partnerships.

£478,537

Corporate

£405,852

Gifts in kind

£386,290

Major donor and special events

£303,305

Trusts

£93,391

Other income

£63,897

Challenge events

£53,203

Investments

£30,985

Legacy

£29,940

Individuals

Trusts & Foundations

We saw a decline in our gifts from Trusts & Foundations this year in contrast to our amazing financial results last year. That said, we secured a new multi-year gift from The National Lottery Community Foundation. We have delivered a key partnership with Motability Foundation to support research into the barriers autistic people face when accessing public transport with the report being publicised in June 2025.

Corporate

We're delighted to continue our work with the Aviva Foundation. The focus of our three-year partnership is on empowering autistic people to develop financial wellbeing and resilience, while supporting professionals to understand how to make financial products and services more inclusive to autistic people.

We continued to work closely with companies on our employment 2030 goal and are proud to continue working with London Stock Exchange Foundation on employability skills for autistic people.

With the support of our Autistica Play Ambassadors, we continued to work closely with the Games industry. We are especially grateful to our long-standing partner GamesAid, whose continued support is so crucial in helping us deliver our 2030 Goals. In December 2024, we once again took part in the Jingle Jam, uniting the world's best games, creators and their communities to make the world better for children and young people. In only two weeks, together we raised over £285,000.

Major Donors

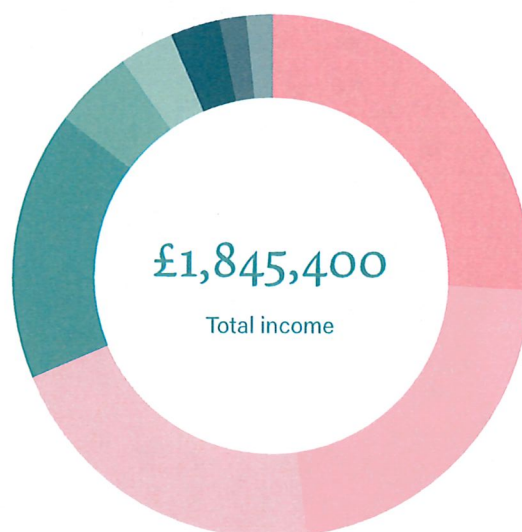
We held a Gala event at The Guildhall, London, in November to celebrate Autistica's 20th Anniversary, raising over £120k as well as opening up doors to new relationships. The event was a very special one, celebrating everything we have achieved so far, as well as our aspirations for the future. This year we have continued to work hard on widening our supporter networks which has also led to some wonderful new major donor relationships.

Community & Challenge Events

We have continued to benefit from supporters participating in our challenge events, with the London Marathon continuing to be our most popular. With this in mind, we have invested in more London Marathon places for 2026 so we can grow on this year's financial success.

Individuals & Legacies

Our individual supporters who make regular gifts continue to provide incredible unrestricted and sustainable support to the charity. Regular and unrestricted income is so important to us and we thank our supporters for their contributions. We also received our second legacy gift in Autistica's history, a hugely important gift, enabling us to plan for the future.



Looking ahead

In line with our 2030 Goals, these will be the core areas of focus for the charity over the coming year.

“My son Fred was diagnosed in 2010 when he was two and a half. We were given a pamphlet, a list of local special education needs schools and the number of an autism charity. That was it. Research is important so that you have proven support people can turn to.”

Jeff Saul, a star fundraiser who completed his 12th marathon for Autistica this year



Changing attitudes

We will continue our work to understand public attitudes and how to change them with public polling in May 2025. Using these findings, we will leverage our relationship with advertising agencies, PR firms, celebrities, influencers to run a major public campaign that helps to shift perceptions.

Accelerating our work on anxiety

We want to scope ways to make progress in the prevention of anxiety given the significant research we have undertaken or funded in this area. We also want to obtain funding to redevelop the already popular Autistica Molehill Mountain app.

Finding solutions for diagnosis & support

The topic of diagnosis is dominating the media and political debate. This feels like a crucial time to find sustainable ways to tackle the long waiting lists for diagnosis and crucially provide evidence based support to those who need it. We also plan to take a joined up approach to campaigning on this topic with other leading autism charities.

Growing the Autistica Tips Hub

We see the Tips Hub as a vital source of trusted information for the community that we serve. Over the next 12 months we want to add more resources and bring more people into the app, encouraging them to not just consume information, but also contribute.

Building on the success of the NDEI®

Following its launch we want to see new and returning companies from a range of sectors taking part in the NDEI®. We want to refine the commercial offer to these companies, which involves training and consultancy as an add-on to the Index. And we want to see a year-on-year improvement in neuroinclusion with the companies that we work with.

Growing income

Given the current financial pressures facing families, we will continue to focus on major donor and trust and foundation income. We'll also grow our income from challenge events, with more places in the 2026 London Marathon than ever before.

Strong governance

Over the last three years we have radically evolved to ensure that we can do higher quality work, at a lower cost while impacting our beneficiaries more rapidly and increasing our ability to fundraise. It is now critical that we have the processes in place to undertake research independently, and sustainably. This includes embedding robust ways of working, through agile programme management, and high-quality in-house research expertise, underpinned by strong research governance, compliance and ethical practice, and transparent financial management.

The trustees have referred to the Charity Commission's guidance on public benefit in relation to the charity's aims and objectives. The trustees consider it important to demonstrate to supporters and others interested in our work that the research we have funded will support breakthroughs, create tangible progress, and enhance understanding.

Autistic people and families are at the heart of work, our national research network and embedded within our wider governance processes. By involving our community, we can create breakthroughs that enable all autistic people to live happier, healthier, longer lives.

Autistic people and family members play an active role across our work. The Autistica Network provides autistic people with the opportunity to be involved in research as participants and advisers. It also gives researchers a valuable resource to recruit to their studies.

Our Insight Group provide more specialised input to our and others' work, including co-designing research studies, providing advice on how to best

involve autistic people in studies, and reviewing research proposals to help make sure we support only the best quality research.

We know how important it is that scarce resources are deployed on research that is not just important to families but is also of the highest quality, internationally competitive and does not inappropriately duplicate investment made elsewhere.

As a member of the Association of Medical Research Charities we are committed to the highest possible standards of research governance. Independent peer review underscores all the research that we fund, deliver and collaborate on.

Autistica is regulated by the Fundraising Regulator. We are committed to best practice in fundraising and customer service. We promise to keep our supporters informed about our work and to treat their information with respect.





“This research highlights key barriers to choosing public transport for a journey, including uncertainty, inconsistency, and overwhelming sensory environments and presents recommendations for change. User research like this is essential in shaping a more inclusive and accessible future for public transport.”

Chelsea Fleming, Innovation Manager at Motability who funded the Neurodivergence and Public Transport project.

Structure, governance and management

“Molehill Mountain is like a safety valve for me. If I feel my panic rising, I can pull out my phone and it's there. I can put whatever I want into it, and nobody's going to tell me that it's a ridiculous thing to be worried about.”

Margot, user of the Autistica app, Molehill Mountain

How we are governed

Autistica was registered as a charity in December 2004 and its governing document is its Memorandum and Articles of Association, which were adopted on 20 July 2004. Autistica is incorporated under the Companies Act 2006 as a company limited by guarantee having no share capital. For the purposes of this Act, the chair and other trustees (none of whom receives any remuneration) are the directors of the company. A full list of trustees, together with other legal and administrative information, can be found at the front of this report.

The board of trustees meets formally four times a year and additionally relies on sub-committees to provide further oversight of the work of the charity (see page 42). Each is chaired by a trustee. All key decisions, including the allocation of funds for research, are taken at full meetings of the trustee board.

On 31 March 2025 there were 9 members of our trustee board. Trustees may serve for up to two terms of three years and are appointed in accordance with the Memorandum and Articles of Association. Matthew Davies retired from the board in May 2024, and Matthew Harris and Jonathan Green retired in November 2024.

The following issues are addressed by the trustees during the year:

- developing and reviewing the organisational strategy
- reviewing progress against our business plan
- agreeing and monitoring an annual business and financial plan
- the award of all grants for research
- the risks the charity is facing in delivering its plans
- the impact of the charity's work

Each year the skills and expertise required within the trustee board are reviewed to help the charity deliver its objectives. If gaps are identified or a vacancy occurs, new trustees with the appropriate skills and experience are identified. All trustees are offered a full induction when they join, and trustee training is available to keep trustees up to date with the environment in which the charity operates.

How we are managed

The chief executive is responsible to the board of trustees for the management of the charity. The director of income generation, director of finance, director of external affairs and director of research report to the chief executive. Remuneration for senior staff is set at market rates and reviewed annually by the board.

The offices of the charity are registered in Islington.

Risk management

The trustees formally consider the major risks faced by the charity as part of a risk management strategy that comprises:

- an annual review of the risks faced by the charity in delivering its plans
- the establishment of systems and procedures to manage those risks identified in the review
- the implementation of procedures designed to minimise any potential negative impact on the charity should those risks materialise
- raising awareness, amongst staff and trustees, of the risk of fraud and the steps to mitigate that risk to the charity
- increasing team capacity to mitigate cyber fraud, seeking expert advice and raising awareness of risks among staff

The charity has identified a number of key risks this year, including cybersecurity; rising costs as a result of the high level of inflation, and; income diversification and improving national and international collaborations in autism research. Our loyal donor base and compelling external relationships put us in a strong position to maintain income and influence and continue supporting UK autism research. We actively seek new partnerships within and beyond autism science and build pro bono support to increase capacity.

Financial Performance

Total income for the year was £1,845,400 (2024: £2,995,880) the year-on-year fall in fundraising income is primarily due to the £1 million received from Dame Stephanie Shirley in 2023/24.

The cost of raising funds was £641,521 (2024: £476,955). We spent £1,868,069 (2024: £1,423,098) on charitable activities including £615,676 (2024: £699,626) on in-house Goals research and £1,252,393 (2024: £723,472) on external research grants.

The overall net expenditure on operating activities was £664,190 (2024: net income £1,095,827). This expenditure was planned following the net income in 2024 in order to deliver both our 2030 Goals and our overarching strategy.

Reserves

The Trustees review the reserves policy annually. The Trustees concluded that the charity should hold a level of free reserves sufficient to sustain operations during periods of reduced income and to ensure that liabilities associated with planned or unplanned cessation of activities can be discharged. This is a refinement from prior years, when the reserve level was set as equivalent to six months of operating costs, and in the view of the Trustees more closely aligns with the purpose for which reserves are required.

Consequently, at the 31st March 2025, the Trustees regard the target level of free reserves to be in the range from £600,000 to £700,000 (March 2024: £750,000). This reflects a range of risks to projected income and an estimate of the level of liabilities in the event of a cessation.

At 31 March 2025 the charity had free reserves excluding designated funds of £632,684 (2023-24: £1,089,441). Our designated funds were £448,678 (2023-24: £495,597). At 31 March 2025 the charity had restricted reserves of £899,893 (2023-24: £1,060,407).

Investments

Autistica follows a conservative policy in regard to the management of cash and investments.

The Charity should aim to have a balance in the current account of no more than three times the FSCS compensation limit currently set at £85,000. Recognising that balances can vary day to day, the absolute maximum to be held in the current account is £500,000.

Cash outside of the current account should be held in individual interest-bearing deposit accounts with authorised UK deposit takers which benefit from

the government Financial Services Compensation Scheme (currently up to £85,000), using the Insignis cash management platform. The maximum amount per deposit account should not exceed £100,000. These can be a mix of instant or close to instant access and longer-term access accounts.

A maximum of 50% of total cash or £1,100,000, whichever is lower, can be held in regulated money market funds with an AAA rating from Fitch and/ or S&P Global, provided that the funds offer instant or close to instant access.

A maximum of 25% of total cash or £750,000, whichever is the lower, can be held in equities or other funds in line with the asset investment policy. These should be managed by a regulated asset manager. At present we have no investment funds which relate to this element of the policy due to liquidating these funds in 2022-23.

The investment policy is reviewed annually at the Finance Committee and any updates reviewed by the Board of Trustees. The distribution of the cash balance is reviewed by the finance committee, which meets four times a year, and is included in the quarterly finance updates to the full Board of Trustees.

Going concern statement

The trustees have carefully considered the level of funds held and the expected level of income and expenditure for 12 months from the approval of these financial statements. The trustees have concluded that the budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

Approval

The report has been prepared in accordance with the Charities Statement of Recommended Practice (SORP) (FRS 102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to smaller entities. The trustees' report and financial statements were approved by the board of trustees on 25 September 2025.

On behalf of the Board



James Feeney
Treasurer
25 September 2025

Statement of trustee's responsibilities

Statement of disclosure to auditors

The trustees (who are also directors of Autistica for the purposes of company law) are responsible for preparing the trustees' annual report (including the strategic 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 financial year that give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP (FRS 102).
- make judgements and estimates that are reasonable and prudent.
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

Insofar as the trustees are aware:

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



Stephen Boyle

Chair of Trustees

25 September 2025



“We learned a huge amount from participating in the NDEI®. It was reassuring to know that we are doing some really good work. Our high score confirmed that we were on the right track. Taking part gave us the right toolkit to build on our work. It gave us a roadmap for what's next and a sense of excitement for what was possible.”

Helen Mariner, deputy chief executive of Active Oxfordshire (pictured below)



Independent auditor's report to members

Opinion

We have audited the financial statements of Autistica (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the 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 charitable company'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 other information comprises the information included in the Trustees Annual Report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 and the incorporated Strategic Report prepared for the purpose of company law for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report and the incorporated Strategic 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' Report and the incorporated Strategic Report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' responsibilities set out on page 24, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees 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.

Independent auditor's report to members continued

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 considered 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 and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

Extent to which the audit was considered capable of detecting irregularities, including fraud (continued)

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (ie. gives a true and fair view).

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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 and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Michelle Wilkes FCA *Azets Audit Services*
Senior Statutory Auditor, Chartered Accountants
For and on behalf of Azets Audit Services,
First Floor,
River House
1 Maidstone Road,
Sidcup, Kent,
DA14 5RH

Date: 2 October 2025

**Statement of Financial Activities,
including Income and Expenditure**
for the year ended 31 March 2025

				Year ended 31 March 2025	Year ended 31 March 2024
Income from	Notes	Unrestricted £	Restricted £	Total Funds £	Total Funds £
Donations	2	1,134,862	581,535	1,716,397	2,955,079
Other trading activities - Fundraising event		75,800	-	75,800	-
Investment Income		53,203	-	53,203	40,801
Total income		1,263,865	581,535	1,845,400	2,995,880
Expenditure on					
Costs of raising funds					
Costs of generating donations	3	566,149	-	566,149	455,859
Cost of events	3	75,372	-	75,372	21,096
		641,521	-	641,521	476,955
Expenditure on charitable activities					
Grants for Goals research	4	-	30,854	30,854	699,626
Research expenditure	4	1,126,020	711,195	1,837,215	723,472
		1,126,020	742,049	1,868,069	1,423,098
Total expenditure		1,767,541	742,049	2,509,590	1,900,053
Net movement in funds		(503,676)	(160,514)	(664,190)	1,095,827
Total funds brought forward		1,585,038	1,060,407	2,645,445	1,549,618
Total funds carried forward		1,081,362	899,893	1,981,255	2,645,445

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure is derived from continuing operations.

**Comparative Statement of Financial Activities,
including Income and Expenditure**
for the year ended 31 March 2024

				Year ended 31 March 2024
Income from	Notes	Unrestricted £	Restricted £	Total Funds £
Donations	2	2,040,621	914,458	2,955,079
Investment Income		40,801	-	40,801
Total income		2,081,422	914,458	2,995,880
Expenditure on				
Costs of raising funds				
Costs of generating donations	3	455,859	-	455,859
Cost of events	3	21,096	-	21,096
		476,955	-	476,955
Expenditure on charitable activities				
In-house Goals research	4	323,927	375,699	699,626
External research grants	4	536,941	186,531	723,472
		860,868	562,230	1,423,098
Total expenditure		1,337,823	562,230	1,900,053
Net movement in funds		743,599	352,228	1,095,827
Total funds brought forward		841,439	708,179	1,549,618
Total funds carried forward		1,585,038	1,060,407	2,645,445

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure is derived from continuing operations.

Balance Sheet

as at 31 March 2025

	Notes	£	2025 £	2024 £
Fixed assets				
Tangible assets	8		-	-
Current assets				
Debtors - amounts falling due within one year	9	234,858	253,014	
Cash at bank		2,110,235	2,786,820	
		2,345,093	3,039,834	
Creditors				
Creditors: amounts falling due within one year	10	(363,838)	(329,037)	
Net current assets			1,981,255	2,710,797
Total assets less current liabilities			1,981,255	2,710,797
Creditors				
Creditors: amounts falling due after one year	11		-	(65,352)
Net assets			1,981,255	2,645,445
Reserves				
Unrestricted funds - general			632,684	1,089,441
Designated funds	12		448,678	495,597
Restricted funds	13		899,893	1,060,407
Total funds	14		1,981,255	2,645,445

Approved by the board of trustees on 25 September 2025 and signed on behalf of the board

James Feeney
Honorary Treasurer
Company Registration Number: 05184164

Statement of Cash Flows
for the year ended 31 March 2025

	Notes	2025 £	2024 £
Net cash inflow / (outflow) from operating activities	15	(729,788)	1,145,447
Cash flow from investing activities			
Bank interest		53,203	40,801
Net cash from investing activities		53,203	40,801
Net increase in cash and cash equivalents		(676,585)	1,186,248
Cash and cash equivalents at beginning of year		2,786,820	1,600,572
Cash and cash equivalents at the end of the year		2,110,235	2,786,820

Notes to financial statements

for the year ended 31 March 2025

1. ACCOUNTING POLICIES

a) Basis of preparation

Autistica is a company limited by guarantee in the United Kingdom. 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 address of the registered office is given in the charity information on page 4 of these financial statements. The nature of the charity's operations and principal activities are set out on page 6.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Accounting Practice.

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

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

b) Income

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Donations and grants receivable are included in full in the Statement of Financial Activities when receivable.

Investment income is accounted for when received. Tax recoverable on investment income is accounted for on a receivable basis.

Other income is included in full in the Statement of Financial Activities when receivable.

Gifts in kind and donated services are included at the open market value of the goods or services provided.

c) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

It is categorised under the following headings:

- Raising funds are those costs incurred in attracting voluntary income.
- Expenditure on charitable activities includes expenditure associated with in-house goals research and external research grants. Grants payable are accounted for at the point that either conditions for receipt have been satisfied or the post being funded is filled.

d) Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

e) Tangible fixed assets

All assets costing over £5,000 are capitalised. Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives as follows:

• Computer equipment	33%	straight line
• Other equipment and fittings	25%	straight line

f) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

g) Going concern

The financial statements have been prepared on a going concern basis. The Trustees have carefully considered the level of funds held and the expected level of income and expenditure for 12 months from the approval of these financial statements. The Trustees have concluded that the budgeted income and expenditure is sufficient with the level of reserves appropriate for the charity, in the current circumstances, to be able to continue as a going concern.

Notes to financial statements

for the year ended 31 March 2025

h) Redundancy and Termination costs

Termination and redundancy costs are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

i) Judgements and key sources of estimation uncertainty

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Bad debts

Debtors are regularly reviewed for recoverability. Any debts which in the opinion of trustees are not recoverable are provided for as a specific bad debt.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

2. INCOME

	2025	2024
	£	£
Donated income	665,113	1,741,323
Gifts in kind	405,852	238,057
Challenge events	63,897	61,241
Unrestricted income	1,134,862	2,040,621
Restricted donations	581,535	914,458
Total Donations	1,716,397	2,955,079

	2025	2024
	£	£
Gifts in kind		
Charitable activities, administrative support costs	4,500	950
Charitable activities, publicity support	600	-
Charitable activities, disseminating information on autism and autism research	308,000	99,595
Costs of activities for generating funds, challenge events	92,752	137,512
	405,852	238,057

Event income, as shown in other trading activities on the Statement of Financial Activities, includes funds raised from the sale of tables at Autistica's 20th Anniversary Gala as well as winning bids from the auction held on the night. Donations received or pledged from the event are included in donations above.

Notes to the Financial Statements

for the year ended 31 March 2025

3. COST OF RAISING FUNDS

Costs of generating donations	2025	2024
	£	£
Website, database, literature and PR costs	11,448	19,249
Other fundraising expenses	100,406	23,118
Allocation of administrative support costs (note 6)	54,238	73,151
Staff costs (note 7)	400,057	340,341
	566,149	455,859

Cost of Events	2025	2024
	£	£
Challenge events costs	19,740	6,510
Other event costs	46,281	9,541
Allocation of administrative support costs (note 6)	9,351	5,045
	75,372	21,096

4. EXPENDITURE ON CHARITABLE ACTIVITIES

Grants for Goals research	Unrestricted	Restricted	2025	2024
	£	£	£	£
SHAPe	-	82,500	82,500	-
Call for Proposals (COMRAD)	-	-	-	19,913
Embracing Complexity	-	-	-	(260)
KTP	-	-	-	65,352
NIHR Goldsmiths	-	-	-	65,167
NIHR Bath	-	-	-	53,560
NIHR's Research Programme for Social Care	-	-	-	10,254
SCDA Homelessness	-	-	-	2,387
Committed grants from prior years - conditions not met or projects cancelled	-	(51,646)	(51,646)	(52,958)
Governance costs (Note 5)	-	-	-	32,705
Grant Administration costs (Note 6)	-	-	-	171,526
Staff costs (Note 7)	-	-	-	331,980
Total Grant expenditure	-	30,854	30,854	699,626

External research expenditure	516,839	248,583	765,421	358,786
Governance costs (Note 5)	92,970	-	92,970	32,705
Administration costs (Note 6)	121,568	-	121,568	-
Staff costs (note 7)	394,643	462,613	857,256	331,981
Total Research expenditure	1,126,020	711,195	1,837,215	723,472

	1,126,020	742,049	1,868,069	1,423,098
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Notes to the Financial Statements

for the year ended 31 March 2025

5. GOVERNANCE COSTS

	2025 £	2024 £
External audit	15,490	15,523
Trustees' liability insurance	3,530	3,274
Consultancy & recruitment costs	-	500
Other governance costs	-	426
Allocation of administrative support costs (Note 6)	1,870	2,522
Staff costs (Note 7)	72,080	43,165
	92,970	65,410

No Trustees were paid during this period (2024:nil). One Trustee received reimbursements for travel expenses and meeting costs totalling £585 (2024 : Two Trustees received reimbursements for travel expenses and meeting costs totalling £1,156)

Governance costs were allocated equally between activities in Charitable Activities (Note 4).

6. ADMINISTRATIVE SUPPORT COSTS

The following administrative support costs are allocated between other categories of expenditure as detailed below.

Costs are attributed directly where possible and the balance is allocated based on time spent by trustees, staff and consultants.

	2025 £	2024 £
Telephone	2,423	-
IT Expenditure	34,201	30,631
Stationery, copying, postage and other office expenses	5,875	5,356
Staff recruitment and professional development	25,269	35,706
Rent and rates	55,718	77,351
Accountancy	550	45,202
Other	14,904	14,716
Staff costs (note 7)	48,087	43,282
Total support costs	187,027	252,244

These are divided:

Generating donations (Note 3)	54,238	73,151
Events (Note 3)	9,351	5,045
Charitable activities (Note 4)	121,568	171,526
Corporate governance (Note 5)	1,870	2,522
	187,027	252,244

Notes to the Financial Statements

for the year ended 31 March 2025

7. STAFF COSTS

	2025 £	2024 £
Salaries	1,211,038	947,748
Social security costs	133,667	104,817
Pension costs	32,776	26,095
Redundancy Costs	-	12,089
	1,377,481	1,090,749
These are allocated:		
Generating donations (Note 3)	400,057	340,341
Charitable activities	857,256	663,961
Corporate governance (Note 5)	72,080	43,165
Administration - support costs (Note 6)	48,087	43,282
	1,377,480	1,090,749

The charity employed 20 full-time and 10 part-time staff members during the year to 31 March 2025 (2024: 16 full-time and 5 part-time). Staff costs are allocated between the various activities according to time spent.

	2025 no.	2024 no.
The amounts disclosed above include the following number of highly paid employees:		
£60,001 - £70,000	1	1
£70,001 - £80,000	1	1
£90,001 - £100,000	1	-

The total amount of employee benefits received by key management personnel is £440,050 (7 employees) (2024 - £344,280 (5 employees)). The charity considers its key management personnel to comprise those individuals listed on page 3.

8. TANGIBLE FIXED ASSETS

	Computer equipment	Other equipment and fittings	Total
Cost	£	£	£
As at 1 April 2024 and 31 March 2025	2,760	1,285	4,045
Depreciation			
As at 1 April 2024 and 31 March 2025	2,760	1,285	4,045
Net book value at 31 March 2025 and 31 March 2024	-	-	-

Notes to the Financial Statements

for the year ended 31 March 2025

9. DEBTORS

	2025 £	2024 £
Trade Debtors	26,144	47,719
Other debtors	28,341	-
Prepayments and accrued income	180,373	205,295
	234,858	253,014

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade creditors	131,194	40,566
Other creditors	13,158	8,315
Grant commitments (see Note 11 below)	185,658	246,427
Accruals and deferred income	33,828	33,729
	363,838	329,037

11. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2025 £	2024 £
Grant commitments (see table below)	-	65,352

	Less than 1 yr £	More than 1 yr £	Total £
At 1 April 2024	246,427	65,352	311,779
Grant provision released (conditions not met)	(7,889)	(25,390)	(33,279)
Commitments now due within one year	20,959	(20,959)	-
Paid in year	(73,839)	(19,003)	(92,842)
As at 31 March 2025	185,658	-	185,658

Notes to the Financial Statements

for the year ended 31 March 2025

12. DESIGNATED FUNDS

Current year	Balances b/f £	New designations £	Designations released £	Balances c/f £
Unfunded projects scheduled for 2025-2026	495,597	448,678	(495,597)	448,678
	495,597	448,678	(495,597)	448,678

Unfunded projects scheduled for 2025-2026

Amounts have been designated from general unrestricted reserves at 31 March 2025 to cover unfunded expenditure for planned and budgeted projects taking place in 2025-2026

Prior year	Balances b/f £	New designations £	Designations released £	Balances c/f £
Unfunded projects scheduled for 2024-2025	-	495,597	-	495,597
	-	495,597	-	495,597

Unfunded projects scheduled for 2025-2026

Amounts have been designated from general unrestricted reserves at 31 March 2025 to cover unfunded expenditure for planned and budgeted projects taking place in 2024-2025

13. RESTRICTED FUNDS

Current year	Balances b/f £	Income £	Expenditure £	Transfers £	Balances c/f £
Support from day one	288,196	196,169	(314,843)	(13,284)	156,238
Doubling employment	31,029	97,080	(28,603)	-	99,506
Proven treatments for anxiety	187,526	91,000	(148,081)	14,822	145,267
Accessible public spaces	103,067	103,067	(91,246)	583	115,471
Tailored annual health checks	150,715	(4,345)	(366)	2,232	148,236
Changing attitudes about autism	9,999	-	-	-	9,999
Embracing Complexity	130,705	40,208	(126,754)	-	44,159
Research growth	159,170	58,356	(32,155)	(4,354)	181,017
Total restricted funds	1,060,407	581,535	(742,049)	-	899,893

Prior year	Balances b/f £	Income £	Expenditure £	Transfers £	Balances c/f £
Support from day one	355,034	264,246	(331,084)	-	288,196
Doubling employment	43,250	20,000	(32,221)	-	31,029
Proven treatments for anxiety	-	202,772	(15,246)	-	187,526
Accessible public spaces	-	111,492	(8,425)	-	103,067
Tailored annual health checks	181,000	4,345	(34,630)	-	150,715
Changing attitudes about autism	9,999	-	-	-	9,999
Embracing Complexity	118,896	57,642	(45,833)	-	130,705
Research growth	-	253,961	(94,791)	-	159,170
Total restricted funds	708,179	914,458	(562,230)	-	1,060,407

See explanatory notes on page 39

Notes to the Financial Statements

for the year ended 31 March 2025

Restricted funds are funds where the donor has specified the funds must be spent on a particular project as listed below.

Support from day one

Many autistic people and families fight for a diagnosis expecting it will unlock the support that they need. But most will receive no support at all. This affects them for years to come. They are unable to reach their full potential in education, work, and relationships. They go on to face avoidable challenges in everyday life and their mental and physical health suffers. This is a practical plan to ensure every autistic person receives support from day one

Doubling employment

Fewer than 3 in 10 autistic people have a job, one of the lowest employment rates of all disabled groups. Autistic people are also more likely to be in roles below their skill level or in unstable employment. Being unemployed excludes people from society. It limits their means to support themselves or become financially resilient to live autonomously and plan for the future, and severely negatively impacts their mental health and life outcomes.

Proven treatments for anxiety

Nearly half of all autistic children have an anxiety disorder and 7 in 10 autistic adults have one or more mental health conditions across their lifetime. Without the right support early on, this anxiety can remain with them for life and lead to further mental health problems. The healthcare system is set up to accept anxiety as part of autism but we disagree. Tackling anxiety is one of the most important things we can do to change the life chances and life expectancy of autistic people. Our goal is to fund and shape research that informs evidence-based treatments for anxiety that are specifically designed for autistic people. Our plan sets out our commitments to achieve this goal alongside the UK government, National Health Service (NHS), and specialist services. We have set out practical steps to prevent anxiety and promote good mental health from the start, and better understand the experiences of autistic people in inpatient care to prevent crises.

Accessible public spaces

Too many neurodivergent people are overwhelmed by public spaces. That is because they experience differences in the way they process sensory information, such as sound and light. Environments can impact life chances if schools, workplaces, and healthcare services are inaccessible. And autistic people can lack independence and become isolated if they cannot go shopping or enjoy sports and leisure facilities. But small adaptations can go a long way in making an environment safe and accessible, even enjoyable and engaging. By 2030 we aim to have adapted existing public spaces so that they are more inclusive for neurodivergent people. We are also working with industry partners on new developments that are designed with neurodiversity in mind.

Tailored annual health checks

Autistic people experience poorer health than the rest of the population, and tragically many die early. The failure of health and social care forces many to live difficult lives with health problems that can be prevented or treated. Autism is linked with many

common health problems. Many autistic people find it difficult to communicate their needs and access healthcare. They may struggle with interoception - the ability to identify and describe physical sensations, or have sensory sensitivities, and difficulties processing information and communicating their needs. If we can prevent health issues by spotting them earlier with an annual health check, we can stop the flow of tragic headlines and enable autistic people to live happier, healthier, longer lives.

Changing attitudes about autism

How you are perceived and understood matters. It affects your ability to form friendships and relationships, get a job, get the support you need, and live the life you want to lead. Many autistic people feel the need to mask their differences and 'act' their way through life to fit in and access things the rest of us take for granted. We want to build a society that respects and understands difference, and diversity. Our goal is to change attitudes toward autism and neurodiversity.

Embracing Complexity

Our vision is a world inclusive for neurodivergent people. Embracing Complexity brings together organisations working to facilitate evidence-based inclusion of neurodivergent people.

Research growth

Research funding in the year enabled the creation of new roles within the Autistica team to facilitate knowledge sharing and develop skills and capacity building across the wider organisation to achieve our 2030 Goals in a sustainable way. The funding supports salary costs to facilitate 1 year of R&D with practical outcomes to achieve our 2030 Goals. These resources enable us to carry out key projects through in-house research and development activities to drive forward our goals with agile and accelerated development.

Notes to the Financial Statements

for the year ended 31 March 2025

14. ANALYSIS OF NET FUNDS 2025

	General £	Restricted £	Total £
Debtors	134,032	100,826	234,858
Bank at cash and in hand	1,110,873	999,362	2,110,235
Creditors : Due within one year	(163,543)	(200,295)	(363,838)
Creditors : Due after one year	-	-	-
	1,081,362	899,893	1,981,255

ANALYSIS OF NET FUNDS 2024

	General £	Restricted £	Total £
Debtors	141,429	111,585	253,014
Bank at cash and in hand	1,526,220	1,260,600	2,786,820
Creditors : Due within one year	(117,287)	(211,750)	(329,037)
Creditors : Due after one year	34,676	(100,028)	(65,352)
	1,585,038	1,060,407	2,645,445

15. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 £	2024 £
Net movement in funds	(664,190)	1,095,827
Bank interest	(53,203)	(40,801)
Decrease in debtors	18,156	16,357
(Decrease)/increase in creditors	(30,551)	74,064
Net cash flow from operating activities	(729,788)	1,145,447

16. RELATED PARTY TRANSACTIONS

An amount of £3,500 was received as donations from related parties during the year. There were no conditions attached to the donations. (2024: None).

17. GUARANTEE

Autistica is a company limited by guarantee. The Memorandum of Association prohibits any income or property of the company being paid or transferred to the members. Members of the company undertake to contribute a maximum of £1 to cover its liabilities.



Committees and advisory committees

Committees and advisory committees

Finance Committee

James Feeney (Chair)
Stephen Boyle
Katherine Hudson
Jeff Saul

Projects sub-committee

Stephen Boyle
Prof Jonathan Green (Chair)
Caroline Copley
Katherine Hudson
Prof Anna Remington
Prof Will Mandy

Nominations Committee

Lynn Hawkins (Chair)
Stephen Boyle
Katharine Harle

Scientific and Expert Review Panel

Prof Emily Simonoff (Chair)
Prof Sarah Parsons (Vice Chair)
Prof Dermot Bowler
Leneh Buckle
Gyll Curtis-Machin
Prof Lucy Henry
Prof Mark Brosnan
Dr Hannah Hobson
Dr Catherine Jones
Claudia Klaver
Dr Ewelina Rydzewska

Expert advisory groups (in-house research)

Dr Ian Male
Dr Louisa Thomas
Dr Michael Absoud
Kelly Scargill
Bernie Ennis
Teresa Kippax
Chloe Redfern
Lee Foster
Nick Ollerenshaw
Eric Heath
Jenny Shorthouse
Marc Goblot
Jess Jones Nielson
Michael Earl
Sandy Bering
Prof Terry Brugha
Dr Anna Crabtree
Dr Will Farr
Fay Hendry
Prof Rosa Hoekstra
Prof Patricia Howlin
Sarah Jackson
Prof Will Mandy
Prof Mark Mon-Williams
Dr Raja Mukherjee
Dr Heidi Phillips
Prof Andrew Pickles
Dr Venkat Reddy
Dr Marion Rutherford
Dr Louise Rutter
Dr Sam Tromans
Dr Lucy Waldren
Ann Wilson

Thanks

Thank you to the autism community and all the supporters who make our work possible

We were very grateful for significant support in 2024-25 from:

Trusts & Foundations

Caretech Foundation
David and Ruth Lewis Family Charitable Trust
Edith Murphy Charitable Trust
The Grace Trust
The Motability Foundation
The National Lottery Reaching Communities Fund
The Souter Charitable Trust
The Waterloo Foundation

Major donors

2030 Club Members
Adrian Binks and Lisa Wood
Philip Astley - in memory of Janet Margaret Astley
Dame Stephanie Shirley
Our 20th anniversary gala committee and the generous supporters who made this event a success

Ambassadors

Bradley Riches
George Lewis and Harriet Brettall

Corporate

Aviva Foundation
House 337
MediaCo
Ocean Outdoor
Shift post
The Cornershop
Time Based Arts
Wave Studios

Games

Autistica Play Ambassadors
GamesAid
Jingle Jam

autistica

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London EC1Y 0TH
info@autistica.org.uk
autistica.org.uk

Registered in England.
Company No. 05184164
Charity No. 1107350

Can you help us with our mission?

We can't achieve our 2030 Goals alone.

We need to work in partnership with others who have the power to change laws, transform support and fund innovation.

Contact **info@autistica.org.uk** if you share our vision and want to work together.

Thank you.

