

THE PHOENIX SCHOOL FOR AUTISM CHARITABLE TRUST

TRUSTEES' REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2025

Charity No: 1144395

THE PHOENIX SCHOOL FOR AUTISM CHARITABLE TRUST

REPORT AND ACCOUNTS

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THE PHOENIX SCHOOL FOR AUTISM CHARITABLE TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2025

The Trustees present their report and accounts of the Charity for the year ended 31 March 2025.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Trust Deed, the Charities Act 2011 and guidance issued by the Charity Commission.

OUR PURPOSE AND ACTIVITIES

The Trust was formed to advance the education of people with autism and/or language, communication or interaction difficulties, particularly those currently or previously attending or supported by Phoenix School.

It also aims to support international work with link organisations working with people with autism and / or language, communication or interaction difficulties.

Grant making policy

Grants are awarded after submission of applications to the Trust. Applications are assessed to establish whether they are in the Charity's objectives and the Trustees review applications that meet their requirements in terms of the benefit given. Grants have been paid during the year of £15,000 (2024– £15,000).

ACHIEVEMENTS AND PERFORMANCE

Teacher Training Programme

The Trust administers the Trainee Teacher Bursary in partnership with Phoenix School and the London East Teacher Training Alliance (LETTA). In July 2024, three trainees successfully completed the programme, with two moving directly into teaching posts at Phoenix School in September 2024. A further three trainees joined in September 2024 and are on track to complete their training by July 2025. All three have already been offered teaching positions at Phoenix School, subject to the successful completion of their programme.

Many other trainees within the LETTA programme undertake placements at Phoenix School during their rotations, gaining valuable experience in working with children with autism. These placements enable trainees to apply specialist knowledge and skills in their future mainstream teaching settings and some of these trainees later apply to work at Phoenix School.

This initiative plays a pivotal role in ensuring Phoenix School has both the teaching capacity and the specialist expertise needed to meet the complex needs of children with autism. The bursary programme not only offers a proven pathway for recruiting high-quality teachers but also strengthens the professional development of existing staff. At a time when schools nationally face significant challenges in teacher recruitment and retention, Phoenix School stands out for maintaining a full complement of teaching staff.

Equally important, the programme creates a structured career pathway for support staff aspiring to enter teaching. By nurturing talent internally, the school fosters loyalty, builds staff morale, and secures long-term workforce sustainability. This approach ensures Phoenix School can continue providing consistent, high-quality teaching and serves as a model of innovative practice in teacher recruitment and development.

Many programme alumni continue their careers at Phoenix School, while others take their specialist expertise into mainstream and special schools across the UK.

THE PHOENIX SCHOOL FOR AUTISM CHARITABLE TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2025

Model school in Sylhet, Bangladesh

Phoenix Sylhet, established in September 2019 through a partnership between Phoenix School, Apasen UK, and Apasen International, stands as a pioneering model special school in Bangladesh. It is among the first of its kind in the region, demonstrating what high-quality provision for children with special educational needs can look like.

The project involved developing purpose-built facilities, including specialist classrooms and an outdoor play area, and recruiting and training teachers and teaching assistants to deliver a curriculum tailored to children with autism and other learning needs.

The Executive Headteacher and staff of Phoenix School in London continue to provide vital support through weekly online meetings, curriculum development, and visits to Sylhet. Parents of Phoenix students have also contributed through fundraising initiatives to meet specific needs, reinforcing the strong sense of community ownership behind the project.

Phoenix Sylhet has faced significant challenges, including the Covid-19 pandemic, severe flooding, and recent political instability in Bangladesh. These setbacks have slowed progress towards financial independence, making additional support essential. The Trust has committed to funding the school for the 2025/26 academic year, with future requirements to be reviewed.

Phoenix Sylhet is transforming the lives of children and families in Sylhet and establishing itself as a flagship project of international collaboration — demonstrating how expertise, innovation, and community commitment can deliver lasting change and inspire similar initiatives across Bangladesh.

Youth Club and Holiday Scheme

In the past year, 66 Phoenix students and alumni participated in the Phoenix School Youth Club. Provision included a holiday club during every school break (excluding Christmas), 30 Thursday sessions, and 30 Saturday sessions.

A highlight of the year was a residential trip for ten young people to two villas in the Cambridgeshire countryside, featuring a day trip to Cambridge, swimming, and a BBQ at sunset.

Saturday sessions offered a wide range of community and leisure visits, including Stamford Bridge Stadium, Dreamland in Margate, Gravity in Stratford, and pumpkin picking in Epping. Thursday sessions featured themed evenings with activities such as cooking, games, music, and movies, providing both enjoyment and opportunities to build independence.

THE PHOENIX SCHOOL FOR AUTISM CHARITABLE TRUST

TRUSTEES' REPORT (Cont/d)

FOR THE YEAR ENDED 31 MARCH 2025

Public benefit statement

In shaping our objectives for the year and planning our activities, Trustees have considered the Charity Commission's guidance on public benefit, including the guidance "public benefit: running a charity" (PD2). The achievements and activities above demonstrate the public benefit arising through the Charity's activities.

FINANCIAL REVIEW

The trust is in a very healthy financial state with the increase in reserves of around £10,000 this year. The Trustees can be very satisfied with the Trust's financial position with a total cash balance amounting at the year-end 31 March 2025 to £179,180 (2024 - £168,345)

RESERVES POLICY

It is the policy of the Trustees to maintain reserves at a sufficient level to enable activities in the medium term. Reserves are set at the level required to guarantee the continuation of activities despite any unexpected shortfalls in income. The Trust has set aside some of its reserves for the operating costs of Phoenix Sylhet. The Trust is committed to fund a further £15,000 in 2025/26, with a possible extension of funding a further three years, totalling £45,000.

With expected reductions in education funding, the Trust will explore how it can use of its reserves to develop and maintain out of school activities at Phoenix School and to support the school with any other activities that it may be able to fund. The Trust will review this on an ongoing basis.

PLANS FOR FUTURE PERIODS

Teacher Training Programme

The current three trainees will complete their programme in July 2025. A further three trainees are due to begin in September 2025. The Trust remains committed to continuing this initiative as a proven pathway for recruiting and retaining teachers to work with children with autism.

International programme: Model School in Sylhet, Bangladesh

The Trust, alongside Apasen International, has committed to funding Phoenix Sylhet for another year while supporting the development of a sustainable long-term funding model. Parents and staff continue to play an active role through fundraising initiatives.

In 2025, Apasen International plans to submit a new application to the Bangladesh Government for a further three years of programme funding from 2026. This next phase is critical to consolidating Phoenix Sylhet's role as a national model of inclusive education, setting standards of practice, and inspiring similar initiatives across Bangladesh.

Youth Club and Holiday Scheme

The Trust will continue to support the Youth Club and Holiday Scheme, which offers young people with autism opportunities to develop social and life skills while enhancing well-being through engaging activities. Provision will continue to include cooking and arts sessions, off-site visits, and residential experiences.

The project has benefited from grant funding, including £15,000 from the John Laing Charitable Trust, £6,000 from the Clifford Chance Foundation, and £20,000 from DFN Project Search, with Phoenix School funding staffing costs. The Trust will seek longer-term funding partnerships to ensure the sustainability and future development of this vital provision.

Risk management

The financial operating risk of the Trust is managed by regular financial reporting at Trustee meetings, analysing existing liabilities, projected income and forecast costs. These figures are updated as necessary over the course of the financial year.

THE PHOENIX SCHOOL FOR AUTISM CHARITABLE TRUST

TRUSTEES' REPORT (Cont/d)

FOR THE YEAR ENDED 31 MARCH 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Trust was formed through the establishment of a Trust Deed dated 3rd March 2010 and amended on 2nd December 2014 and 22nd March 2016. It was registered as a charity on 21st October 2011 under charity number 1144395.

Organisation

The Board of Trustees administers the charity. The Trustees meet termly to review the affairs of the charity and to consider grant applications which are only paid to a beneficiary upon the approval of the Trustees.

The Trust supports Phoenix School's work with the local community and follows the school's financial management protocols.

Appointment of Trustees

There are currently four Trustees, all of whom are either part of the local community or a member of staff or a governor of the Phoenix School. Any new Trustee must have some connection with either the local community or the school.

REFERENCE AND ADMINISTRATIVE DETAILS

Charity Number: 1144395

Trustees Stewart Harris MBE – Chair
Matthew Snow (Appointed on 08 July 2025)
Jonathon Caunt
Veronica Armson

Principal Office: Phoenix School, 49 Bow Road, London E3 2AD

Independent Examiner: David Terry
Ramon Lee Ltd, 93 Tabernacle Street, London EC2A 4BA

Bankers: NatWest Plc, Stratford Broadway Branch,
Ground Floor, Gredley House, 1-11 Broadway, London E15 4BQ

Website: www.phoenix.towerhamlets.sch.uk

THE PHOENIX SCHOOL FOR AUTISM CHARITABLE TRUST

TRUSTEES' REPORT (Cont/d)

FOR THE YEAR ENDED 31 MARCH 2025

STATEMENT OF TRUSTEES' RESPONSIBILITIES


The Charity Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations and the provisions of the Trust Deed. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

APPROVAL

This report was approved by the Board and signed on its behalf by:

Signed by:

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STEWART HARRIS MBE (CHAIR)
TRUSTEE

Date: 26 November 2025

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE PHOENIX SCHOOL FOR AUTISM CHARITABLE TRUST

I report on the accounts of the Trust for the year ended 31 March 2025, which are set out on pages 7 to 10.

This report is made solely to the charity's Trustees, as a body, in accordance with the Charities Act 2011. My work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's Trustees as a body, for my Independent Examination, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity's Trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trustees' accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed by:

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D TERRY – Chartered Accountant
RAMON LEE LTD
93 TABERNACLE STREET
LONDON EC2A 4BA

Date: 26 November 2025

THE PHOENIX SCHOOL FOR AUTISM CHARITABLE TRUST

RECEIPTS AND PAYMENTS ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
<u>Receipts</u>					
Grants and donations	2	2,643	35,000	37,643	35,631
Rental income		24,100	-	24,100	11,050
Investment income		6,515	-	6,515	1,164
Total Receipts		33,258	35,000	68,258	47,845
<u>Payments</u>					
Charitable activities:					
Bursaries		-	32,200	32,200	41,000
Grant funded activity	3	15,439	8,386	23,825	26,413
Governance costs	4	1,398	-	1,398	1,296
Total Payments		16,837	40,586	57,423	68,709
Net of Receipts/(Payments)		16,421	(5,586)	10,835	(20,864)
Cash Funds Last Year End		142,534	25,811	168,345	189,209
Cash Funds This Year End		158,955	20,225	179,180	168,345

The notes on pages 10 to 12 form part of these accounts


THE PHOENIX SCHOOL FOR AUTISM CHARITABLE TRUST

STATEMENT OF ASSETS AND LIABILITIES

AS AT 31 MARCH 2025

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Cash Funds					
Cash & Bank	3	158,955	20,225	179,180	168,345
Total Cash Funds		158,955	20,225	179,180	168,345

Approved by the Trustees on 26 November 2025 and signed on their behalf by:

Signed by:

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STEWART HARRIS MBE (CHAIR)

THE PHOENIX SCHOOL FOR AUTISM CHARITABLE TRUST

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES

The receipts and payment accounts have been drawn up as a summary of the receipts and payments made during the year by the charity. Amounts are included as received by the charity or as cheques are drawn. The accounts and statements do not include accruals and prepayments in respect of income and expenses.

The receipts and payments accounts and statements of assets and liabilities have been prepared following the guidance for accounting for smaller charities issued by the Charity Commission.

2. GRANTS AND DONATIONS

	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
<u>Grants and Donations</u>				
Trainee Teacher - Bursary Scheme				
Phoenix School	-	35,000	35,000	35,000
Youth Club and Holiday Scheme				
Clifford Chance Global Foundation	-	-	-	531
Other Donation	2,010	-	2,010	-
Sylhet donations	633	-	633	100
	<u>2,643</u>	<u>35,000</u>	<u>37,643</u>	<u>35,631</u>

Donation income in 2024 totalling £35,631 was attributed to unrestricted funds of £100 and restricted funds of £35,531.

3. ANALYSIS OF GRANTS

	2025 £	2024 £
<u>Grants paid</u>		
Apasen International	15,000	15,000
	<u>15,000</u>	<u>15,000</u>
<u>Other charitable expenses</u>		
Phoenix Sylhet School expenditure	439	310
Youth Club and Holiday Scheme	8,386	11,103
	<u>8,825</u>	<u>11,413</u>
	<u>23,825</u>	<u>26,413</u>

THE PHOENIX SCHOOL FOR AUTISM CHARITABLE TRUST

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2025

3. GOVERNANCE COST

	2025	2024
	£	£
<u>Governance Costs</u>		
Independent examiner's fees	1,398	1,296
	<u>1,398</u>	<u>1,296</u>

4. MOVEMENT IN FUNDS

	Balance as at 01.04.24 £	Receipts £	Payments £	Balance as at 31.03.25 £
Restricted funds				
Phoenix School	7,000	35,000	32,200	9,800
Youth Club and Holiday Scheme	18,811	-	8,386	10,425
Total restricted funds	<u>25,811</u>	<u>35,000</u>	<u>40,586</u>	<u>20,225</u>
Unrestricted funds				
General funds	142,534	33,258	16,837	158,955
Total unrestricted funds	<u>142,534</u>	<u>33,258</u>	<u>16,837</u>	<u>158,955</u>
Total funds	<u>168,345</u>	<u>68,258</u>	<u>57,423</u>	<u>179,180</u>

THE PHOENIX SCHOOL FOR AUTISM CHARITABLE TRUST

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2025

4. MOVEMENT IN FUNDS (Continued)

Movement in funds – previous year

	Balance as at 01.04.23 £	Receipts £	Payments £	Balance as at 31.03.24 £
Restricted funds				
Phoenix School	13,000	35,000	41,000	7,000
Youth Club and Holiday Scheme	29,383	531	11,103	18,811
Total restricted funds	<u>42,383</u>	<u>35,531</u>	<u>52,103</u>	<u>25,811</u>
Unrestricted funds				
General funds	146,826	12,314	16,606	142,534
Total unrestricted funds	<u>146,826</u>	<u>12,314</u>	<u>16,606</u>	<u>142,534</u>
Total funds	<u>189,209</u>	<u>47,845</u>	<u>68,709</u>	<u>168,345</u>

Description, nature and purpose of restricted funds:

Phoenix School – Grant provided to pay for the bursary scheme for trainee teachers.

Youth Club and Holiday Scheme– Grant provided for a Youth Club and Holiday Scheme for young people with autism. The Project encourages young people to develop their social and life skills whilst improving their wellbeing through participating in activities in the local community. Activities include cooking, physical activities, off-site and residential trips.

5. RELATED PARTY TRANSACTIONS

During the year, a restricted grant of £35,000 (2024 – £35,000) was received from Phoenix School where Veronica Armson and Jonathon Caunt are governors. The grant was utilised for LETTA programme for teacher trainees.

The Youth Club is an out-of-hours service run by Phoenix School. During the year, the charity expended £8,386 (2024 - £11,103) for Youth Club.

Youth Club and LETTA are funded via PSACT, with Phoenix School providing funding and oversight.

None of the Trustees received any remuneration during the year (2024 – Nil).

There were no other related party transactions for the year ended 31 March 2025.

THE PHOENIX SCHOOL FOR AUTISM CHARITABLE TRUST

MINUTES OF A BOARD MEETING

HELD AT: Phoenix School, 49 Bow Road, London E3 2AD

HELD ON: 26 November 2025

PRESENT: Stewart Harris MBE – Chair
Matthew Snow
Jonathon Caunt
Veronica Armson

The minutes of the last board meeting had been signed by the Chair of that meeting as a true record of that meeting.

Accounts


The draft accounts of the charity, together with the draft report of the Trustees and a letter of representation to the accountants in respect of the year ended 31 March 2025 were laid before the meeting.

IT WAS RESOLVED that the Report of the Trustees and Accounts for the year ended 31 March 2025 be and are hereby approved.

IT WAS RESOLVED that the Trustees should sign the Report of the Trustees, the Balance Sheet of the Accounts and also sign the letter of representation to the accountants.

Any other business

There being no other business the meeting was closed.

Signed by:

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STEWART HARRIS MBE
CHAIR

The Trustees
The Phoenix School for Autism Charitable Trust
Phoenix School, 49 Bow Road,
London E3 2AD

Ramon Lee Ltd
93 Tabernacle Street
London
EC2A 4BA

26 November 2025

Dear Sirs

We hereby confirm to the best of our knowledge and belief, having made appropriate enquiries of other officials of The Phoenix School for Autism Charitable Trust, the following representation given to you in connection with your independent examination of the Financial Statements for the year ended 31 March 2025.

- (1) We acknowledge as trustees our responsibility under the Charities Act 2011 for preparing financial statements, which you have drafted on our behalf, which show the financial position of the charity as at 31 March 2025 and the results of its operations for the year then ended and for making accurate representations to you.

We confirm that the charity is entitled to exemption from audit and at no time fell into an excluded category. No member has requested an audit.

- (2) We confirm that all accounting records have been made available to you for the purpose of your independent examination of the financial statements and that all the transactions undertaken by the charity have been properly reflected and recorded in the accounting records or other information provided to you. All other records and related information, including minutes of all trustees, management and members' meetings, have been made available to you.
- (3) We confirm that, at the balance sheet date, the charity had no liabilities or provisions other than those recognised and no contingent liabilities.
- (4) We confirm that there had been no events since the balance sheet date which require disclosure, or which would materially affect the amounts in the financial statements.
- (5) We confirm that the charity has not contracted for any capital expenditure other than as disclosed in the financial statements.
- (6) We have advised you of any and all laws and regulations considered central to the operation of the charity or which provide a legal framework within which the charity conducts its operations and confirm that there has been no possible or actual instance of non-compliance with those laws and regulations.
- (7) We confirm that, having considered our expectations and intentions for the next twelve months, and the availability of working capital, the charity is a going concern. We confirm that the disclosures in the accounting policies are an accurate reflection of the reasons for our consideration that the financial statements should be drawn up on a going concern basis.
- (8) We confirm that we have disclosed to you all related party transactions relevant to the charity and that we are not aware of further related party matters that require disclosures other than those already disclosed in the financial statements.
- (9) We confirm that all grants, donations and other income, including that subject to special terms or conditions or received for restricted purposes, have been notified to you. There have been no breaches of terms or conditions during the period regarding the application of such income.

- (10) We acknowledge our responsibility for the design and implementation of internal controls to prevent and detect fraud. We confirm that we have disclosed to you the results of our own assessment of the risk of fraud in the charity.
- (11) We confirm that there have been no actual or suspected instances of fraud involving trustees, management or employees who have a significant role in internal control or that could have a material effect on the financial statements. We also confirm that we are not aware of any allegations of fraud by former trustees, employees, regulator or others.
- (12) We confirm that we are not aware of any matters of material significance that should be reported to the Charity Commission.

Yours faithfully

Signed by:

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STEWART HARRIS MBE
CHAIR

26 November 2025