

PACT FOR AUTISM

England & Wales · Charity number 1148170

Details

Status	Registered
Legal form	Charitable company
Company number	08076243
Registered	2012-07-17
Register	View on the Charity Commission register

Contact

Address
Pact For Autism
Office 50
Latton Bush Centre
Southern Way
Harlow
ESSEX

Phone 01279430300

Email info@pactforautism.org.uk

Website www.pactforautism.org.uk

Activities

Objects: PROVIDING FOR AND ADVANCING THE NEEDS AND WELFARE OF CHILDREN AND YOUNG ADULTS WITH AUTISM OR OTHER DISABILITIES AND THEIR FAMILIES WHO LIVE IN HARLOW AND THE SURROUNDING AREAS, IN PARTICULAR:A) SUPPORTING PARENTS OF CHILDREN WITH AUTISM (AND / OR OTHER DISABILITIES).B) IMPROVING PEOPLE'S UNDERSTANDING OF AUTISM.C) RAISING AWARENESS OF THE SPECIALISED EDUCATIONAL NEEDS OF CHILDREN WITH AUTISM (OR OTHER DISABILITIES).D) RAISING AWARENESS THAT CHILDREN WITH AUTISM (AND OTHER DISABILITIES) CAN PROGRESS WHEN EDUCATIONAL NEEDS ARE MET AND THE CORRECT SUPPORT IS GIVEN.E) IMPROVING ACCESS TO LOCAL SPORT AND LEISURE ACTIVITIES FOR CHILDREN WITH AUTISM (AND OTHER DISABILITIES).F) IMPROVING OPPORTUNITIES FOR WORK, SPORT AND LEISURE ACTIVITIES FOR ADULTS WITH AUTISM (AND OTHER DISABILITIES).G) IMPROVING THE LIVES OF PEOPLE WITH AUTISM AND THEIR FAMILIES.

Activities: PACT for Autism support families affected by Autism and other disabilities. See www.pactforautism.org.uk for further details.

Classification

- **How:** Provides Services
- **What:** Disability
- **Who:** People With Disabilities

Geography

- Essex
- Hertfordshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-05-31	£100,398	£102,183	-	-
2024-05-31	£135,600	£105,045	-	-
2023-05-31	£82,602	£80,589	-	-
2022-05-31	£66,026	£56,557	-	-
2021-05-31	£54,035	£43,370	-	-

Trustees

Name	Role	Appointed
Chloe Rich	Chair	2023-11-30
Andrew Peter McIntyre		2022-11-24
Deborah Hannam		2023-11-30
Samantha Draper		2023-11-30
WENDY DOROTHY DUNLOP		2012-06-01

PACT FOR AUTISM

England & Wales - Charity number 1148170

Accounts



PACT for Autism

Charity Registration Number 1148170
Company Registration 08076243

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MAY 2025



PACT for Autism

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PACT for Autism

LEGAL AND ADMINISTRATIVE INFORMATION FOR THE YEAR ENDED 31 MAY 2025

Trustees: Chloe Rich (Chair)
Wendy Dunlop (Treasurer)
Andrew McIntyre
Debbie Hannam
Sam Draper
June Fleming (retired June 2024)
Julia Carr (retired March 2025)

Other members: June Fleming (appointed as Patron July 2024)
Selina Avery (Co-opted)
Vern Lacey (Co-opted retired November 2024)
Aimee Carr (Co-opted retired November 2024)

Registered company number: 08076243

Registered charity number: 1148170

Premises: Office 50
Latton Bush Centre
Southern Way
Harlow
CM18 7BL

Independent Examiner:
Community360
Winsley's House
High Street
Colchester
Essex, CO1 1UG

Bankers: Lloyds Bank
East Gate Harlow

PACT for Autism

Trustee Annual Report FOR THE YEAR ENDED 31 MAY 2025

The Trustees are pleased to present their Annual Directors' Report together with the Financial Statements of the Charity for the year ending 31 May 2025 which are also prepared to meet the requirements for the Directors' Report and Accounts for Companies Act purposes. The Financial Statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Chair's Report

This year has been one of both achievement and transition for PACT for Autism. As Chair, I am immensely proud of the commitment, compassion and resilience shown by our staff, volunteers and trustees as we continued to support autistic children, young people, adults and their families across Harlow and surrounding areas.

Demand for our services has continued to grow, reflecting both an increasing awareness of autism and the very real need for accessible, lived-experience support within our community. Despite operating within a challenging funding landscape, the charity has delivered a wide and meaningful programme of connection, wellbeing and inclusive activities. These achievements are only possible because of the dedication of the people who make up PACT.


This year also brought significant change with the resignation our Charity Manager. Although Kevin Gay formally tendered his resignation in January 2025, he very kindly remained with PACT for Autism for the entirety of this reporting period and beyond, providing the Trustees with much needed time to prepare for his departure and ensure continuity for the charity. I would like to place on record the Board's sincere thanks to Kevin Gay for his leadership, commitment and hard work during his time with PACT for Autism. Kevin played a key role in developing services, strengthening partnerships and guiding the charity through a period of growth. We are grateful for his contribution and wish him every success for the future. The Trustees are currently reviewing and reshaping our senior staffing arrangements to ensure the charity remains strong, sustainable and well placed for the next chapter.

During the year, Julia resigned from the Board of Trustees. Julia brought valuable insight to the Board. On behalf of the Trustees, I would like to thank Julia sincerely for her time, energy and commitment, and we wish her all the very best in her future endeavours.

Thank you is a phrase that appears often in our reports, but it is never routine. My heartfelt thanks go to our staff team and volunteers, whose professionalism, empathy and lived experience sit at the heart of everything we do. I also thank my fellow Trustees for giving their time, skills and care so generously, ensuring strong governance and shared accountability.

Finally, I would like to thank our funders, donors, partners and supporters. Your belief in PACT for Autism enables us to continue providing essential services and creating spaces where autistic people and their families feel understood, supported and connected.

As we move into the next year, we do so with optimism, reflection and determination. Change brings opportunity, and the Trustees remain fully committed to ensuring PACT for Autism continues to thrive and serve its community with integrity and purpose.



Chloe Rich
Chair

PACT for Autism

Trustee Annual Report FOR THE YEAR ENDED 31 MAY 2025

Legal and Administration

PACT for Autism is a registered charity limited by guarantee, originally established as PACT Harlow, in December 2005. The Charity is run by a small team of staff and volunteers, most of whom are parents of autistic individuals, as well as professionals with a special interest in Special Educational Needs and Disabilities (SEND).

Our Purpose and Activities

The purpose of the Charity is to provide for, and advance the needs and welfare of autistic children, young people and adults, along with their families and carers who live in Harlow and surrounding areas.

In particular:

- Connecting parents and carers of autistic children, young people and adults.
- Improving people's understanding and acceptance of autism.
- Raising awareness and acceptance of the Special Educational Needs and Disabilities (SEND) of autistic children and young people.
- Improving access to sport and leisure activities for autistic individuals.
- Improving opportunities for work, sport and leisure activities for autistic children, young people and adults.
- Improving the lives of the autistic community, including their families and carers.

Plans For Future Periods

We look forward to the coming year when we aim to:

- Secure further essential funding grants to sustain and grow essential support services to our beneficiaries.
- Review and reorganise the Charity's front facing service roles and appoint a Community Services Manager.
- Expand the Art Empowerment project to our adult groups.
- Provide connection for parents and carers, as well as autistic individuals.

Achievements and Performance

PACT for Autism is a charity founded by a group of parents of autistic children. Our charity is unique in that all trustees, staff and volunteers have lived experience of autism and neurodiversity, and that diagnosis is not required for access to our services. This report shows a summary of the main achievements of PACT for Autism, and the work carried out to improve the outcomes of our beneficiaries and communities.

Connecting parents and carers of autistic children, young people and autistic individuals

PACT for Autism [Accept](#) | [Explore](#) | [Connect](#)

We are a small charity dedicated to achieving our aims by connecting with parents, carers, autistic individuals, families, the wider community, organisations and services.

➤ **Connection Services**

During the year ending 31 May 2025, the number of individuals registered to receive PACT services grew to 2,184 (27% increase).

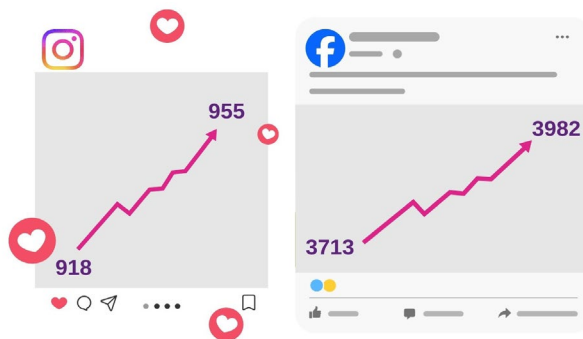
PACT for Autism

Trustee Annual Report FOR THE YEAR ENDED 31 MAY 2025

- Registered individuals are sent our monthly **newsletter** via email, informing them of upcoming events as well as regular PACT services.
- Our information services improved with the launch of a new and much improved **website** and customer relations management (CRM) system in March 2025. Anyone can contact PACT, using our online form.



- **Monthly Cuppa and Connect** sessions for family members and carers where the PACT Team provide information, share knowledge and links to other community services, as well as making friends with other families.
- **Walk and Talk Wellbeing** monthly sessions provide an accessible way to share experiences and connect with other individuals and the PACT Team, whilst enjoying a walk around Harlow Town Park.
- Drop-in sessions take place at **local schools** and colleges, providing help and information to parents and staff in both primary and secondary settings.
- **Autistic Adults Connect** with the PACT Team, meeting online and face to face, often with guest speakers as suggested by the group.
- **Neurodivergent Adults Drop-in Sessions** in partnership with Rainbow Services, at Harlow Town Park.
- PACT For Autism has seen an increase in followers on **social media** platforms, Instagram 955 (4% increase) and Facebook 3,982 (7% increase). Both these sites are vital for reaching individuals needing information without or before registering with PACT.



PACT for Autism

Trustee Annual Report FOR THE YEAR ENDED 31 MAY 2025

➤ Training and Workshops

During the year, PACT provided the following training opportunities to our registered parents and carers:

- **Can't Not Won't** workshop delivered by Dreambox in person (9 attendees) and again online (11 attendees) during April 2025.
- 2 x sessions of **'Everyday Support Strategies for Parents / Carers'** by Dreambox (29 attendees & 16 attendees).
- **'Supporting Learning at Home'** by Dreambox in person session, held in November 2024.
- **'Autistic Children Toileting Strategies'** by ClearSteps Consultancy session delivered online (18 attendees).
- **'SEND Support and One Planning'** webinar training delivered in collaboration with Families in Focus (15 attendees) held in April 2025.

The sessions below were held for our autistic adult groups:

- **'Spikey Profiles / Processing Styles'** an online webinar in collaboration with Rainbow Services and United in Kind, delivered by No Drama Lamas (21 attendees).
- Our Adult group requested a talk be held about being an autistic adult, with the event open to the public, to improve people's knowledge, understanding and acceptance.

Improving people's understanding and acceptance of autism

At PACT for Autism, we are always looking for ways to educate and enlighten the public about Autism.

- **PACT staff provide talks** upon request, usually informally held at **local schools**. These are always from a 'lived experience' point of view, providing unique insights to parents, carers and professionals where they can learn together.
 - In addition to this, PACT delivered a talk and ran a **'Comfy Clothes'** campaign at local schools, highlighting the sensory world and the daily difficulties autistic children experience.
- PACT delivered talks to the following **organisations**:
 - Essex County Council during 'Carers Week'
 - HCRG Care Group autism outreach services (40 attendees)
- One of the highlights of the year was a talk open to the public, featuring **Dean Beadle** and **Robyn Steward** about their experiences of autism through puberty and adulthood. This was held at Passmore Comprehensive School and had 71 attendees.



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Trustee Annual Report FOR THE YEAR ENDED 31 MAY 2025

PACT staff and volunteers **attend many events** where you will see us at a stall, welcoming conversations and connections with members of the public and providing insights into lived experiences of autism. Here are a few of the many places you may have seen us during this year:

- Harlow College Information Event
- ICE Communication event at Hylands Park, Chelmsford
- West Essex SEND Roadshow held in Harlow
- Learning Disability Festival in Harlow Town Park
- Essex Local Offer SEND Roadshow in Stansted
- Harlow Pride event

Improving opportunities and access to sport and leisure activities

PACT for Autism actively seeks out opportunities for autistic children and adults to enjoy access to local activity and leisure facilities. This year has seen arrange of activities provided by our charity.



Regular activities for PACT registered families and individuals include the following:

➤ **Indoor Soft Play at Wild n Wacky, Harlow**

This essential twice monthly family activity continues to be extremely popular, and an easy way to join PACT and meet the staff and volunteers. Families can connect and many friendships are formed in this private hire opportunity where everyone can relax in a safe and friendly environment.

➤ **Gaming experiences at Gamers Cage, Harlow**

Our monthly Gamers Cage sessions in Harlow Town Centre were set up for children aged 8-15 years and became so popular that we now hold an additional session specifically for the over 16s. Parents and carers can relax in the Café where they can chat to staff and other parents.

➤ **PACT Art Empowerment**

Monthly sessions were set up for Female, Transgender and Non-binary individuals. A space for Parents / Carers to get a cuppa and chat to each other, and our team while the session goes ahead.

Last year, we extended the service into two sessions, 11-16 years and 18-25 years, and this year we held our first **Art Empowerment Exhibition**. **Harlow Civic Centre** welcomed over 40 visitors who attended and admired the wonderful artwork by the group. This was open to the public so also provided valuable insights to further understand the challenges faced by our young people.

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Trustee Annual Report FOR THE YEAR ENDED 31 MAY 2025

➤ **Swimming experiences**

A monthly session at a local school (Freshwaters Primary) pool provides an opportunity for short term swim experiences for children who cannot easily attend a public swimming pool. The shallow, warm water is an ideal introduction for getting water confident in a safe environment.

➤ **Wellbeing Gong Bath**

This year we introduced monthly Gong Bath sound and wellbeing sessions, designed for deep relaxation for parents and carers, and Neurodivergent adults. The session is held on a Sunday evening for restoration and preparation before a new week begins!

Trips and Other Events

- PACT privately hired **Ware Lido** where 37 PACT families enjoyed swimming and pool activities in the outdoors during August 2024.
- A taster session of **Quasar** was held in November 2024 for PACT families to have use of the facility in Harlow, privately hired to relax and have fun.
- PACT attended the Harlow Playhouse **panto** on 2nd January 2025, with 339 ticket holders enjoying the private showing for our PACT families.
- A taster session was held at indoor **bounce park** Urban Limitz, Harlow Leisurezone, for individuals over 15 years. 17 attendees enjoyed the private session held in December 2024.
- The Annual **Fun Swim Trip** to Colchester Leisure World is always a highlight on the PACT calendar, this year 64 attendees enjoyed the private hire of this leisure facility in April 2025.
- The annual PACT **Grandparents** Afternoon Tea event was held at Harlow College in May 2025, and was enjoyed by all those Grandparents who have, and still do, support PACT families.
- PACT secured a group booking for 45 tickets to the Relaxed Performance of 'Sister Act' in London's Dominion **Theatre** on 2nd July 2024 which was enjoyed by all the children, young people and families attending.



Grants, Donations and Fund Raising

PACT for Autism's vital operations is entirely dependent on securing these essential grants, donations and fund raising. In this section we recognise the importance of expressing how grateful we are for all contributions and say a big **THANK YOU** to all contributors. We cannot do it without you.

PACT for Autism

Trustee Annual Report FOR THE YEAR ENDED 31 MAY 2025



During this financial year, PACT acknowledged the date that it was formed in December 2005, as PACT Harlow. We **launched an appeal to raise £20,000 for the 20 years** since formation! The appeal started in January 2025.

➤ Grants

The Charity carried forward remaining grants from the prior year and secured two additional grants this financial year, which have ensured that our on-going work can continue to support parents, carers and autistic individuals.

- In June 2024 we gratefully received **£16,700 from NHS Herts and West Essex ICB** which funded a significant part of our services, including support and connections meetings, workshops and leisure activities for families who have been, or going through, the JADE Diagnostic Pathway for an autism diagnosis.
- **Capital Group** remain a regular and major supporter of PACT, and we are delighted to have received **£18,750** in November 2024, secured by our Trustee Board Member, Andrew McIntyre whose adult daughter is herself autistic. Her mother is also a Co-founder of the Charity.

➤ Donations

PACT received some amazing donations this financial year:

- **£9,000** donation was received in June 2025 from Harlow Council's Charity of the Year (split with another local charity), raised by **Chair of the Council, Andrew Johnson**.
- **£19,090** donation was received in June 2025 **from Essex Community Foundation** to provide support for families on the JADES Pathway for Autism Diagnosis.
- £1,000 was received from Community Foundation TK Maxx Homesense.
- £750 donation from Porchway Masons, courtesy of Kevin Gay.
- Many other donations were made by local organisations, as well as individuals and in memorial. Our sincere thanks to every one of you.

➤ Fund Raising

PACT held several fund-raising events as part of its '20th Anniversary' Year, set to end in December 2025, including:

- Comfy Clothes Day at local schools in May 2025 raised £855
- Harlow War memorial Quiz night in February 2025 raised £828

Many people actively carry out fundraising activities for PACT, and we are very grateful to everyone. Here are a couple of key fund raisers during the year ending 31 May 2025:

- Iain Freeman raised over £2.5k running the London to Brighton Marathon!
- Kelly Lundi carried out a family hiking expedition and raised almost £1.5k



PACT for Autism

Trustee Annual Report FOR THE YEAR ENDED 31 MAY 2025

Trustees and Governance

PACT for Autism's governing document is its 'Memorandum of Association'. The liability of the members is limited to a sum not exceeding £10, being the amount that each member undertakes to contribute to the assets of the Charity in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member.

PACT for Autism is governed by the Board of Trustees. The Directors of the Charity are trustees and are referred to as such throughout the Annual Report and Accounts. There are currently five trustees who cover a breadth of skills, four of whom are parents of young autistic adults and our Chair is an autistic adult. All trustees give their time voluntarily and receive no monetary benefits from the Charity.

The Trustees may by ordinary resolution appoint a person who is willing to be a trustee either to fill a vacancy or become an additional trustee. At a general meeting, a person may be appointed trustee if he or she is recommended by the Trustees in accordance with the Articles, or is a member qualified to vote at the meeting nominates a person in accordance with the Articles.

Trustees' Responsibilities in Relation to the Financial Statements

The Charity Trustees (who are also the Directors of PACT for Autism for the purposes of Company Law) are responsible for preparing a Trustees' Annual Report and Financial Statements in accordance with the applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the Charitable Company and of the incoming resources and application of resources, including income and expenditure, for that period. In preparing the financial statements, the Trustees are required to:

- Select suitable accounting policies and the apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and accounting estimates that are reasonable and prudent
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business

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

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

PACT for Autism

Trustee Annual Report FOR THE YEAR ENDED 31 MAY 2025

Statement as to disclosure to our auditors

In so far as the Trustees are aware at the time of approving our Trustees' Annual Report:

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

Staff and Volunteers

PACT for Autism has seven part time paid staff and a small, dedicated team of volunteers, working on a regular basis. The Trustees express deepest thanks to the Charity Manager, Kevin Gay (resignation notice provided in January 2025, last day worked 31 October 2025) and his team including Lisa Gay, Kim Darby, Emma Berou, Ruth Bolwerk, Rita Dovey and Jo Perring, together with the energy and enthusiasm of our volunteers Alison Doe, Tess Miller, Kath Rencontre, Nikki McIntyre, Callum Gay, Olivia Bolwerk, and Charlie Doe. This small team of highly motivated, committed individuals work together to deliver the objectives of the Charity.

Pay Policy for Senior Staff

No member of staff receives an FTE salary over £60,000 p.a. A market rate, based on the size of the Charity, is used to set all salary scales. Pay rates are reviewed annually in line with inflation.

Risk Management

The Trustees regularly review the risks facing the organisation. The principal risks during the financial period ending 31st May 2025 were the sustaining of funding streams to maintain existing services with the increased staffing levels this year, in addition to the recruitment of a new Charity Manager by the end of 2025. The Trustees regularly review controls, including the budget, to sustain the required levels of services.

Public Benefit

The Trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit in making decisions on the activities undertaken by PACT for Autism. Our information and support services are provided free of charge to neuro diverse families and individuals, with just a small contribution requested towards the cost of heavily subsidised leisure activities and events. Our autism awareness talks are tailored to meet the needs of the audiences and often open to the wider public.

Reserves Policy and Going Concern

The Trustees regularly review the Charity's financial reserves to ensure that the minimum policy requirements of 6 months running costs for reserves is achieved. This is held within the designated funds. The Trustees increased the designated funds to £72,562 (prior year £64,820) to reflect the increase in staffing. There are plans to utilise reserves in the next financial year, while we recruit for a new Charity Manager who can source new funding streams.

The accounts are prepared on a Going Concern basis.

PACT for Autism

Trustee Annual Report FOR THE YEAR ENDED 31 MAY 2025

Investment Powers and Policy

The Trustees have kept available funds in an interest-bearing deposit account. Total interest received during the year totalled £1,409.

Small Companies Provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Signed by order of the Trustees



**Chloe Rich
Chair**

Date: 06/01/2026

PACT for Autism

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MAY 2025

	Notes	Unrestricted Fund £	Designated Fund £	Restricted Fund £	2025 Total £	2024 Total £
Incoming resources from generated funds						
Investment income	2	1,409	-	-	1,409	1,246
Incoming resources from charitable activities	3	64,115	-	34,874	98,989	134,354
Total incoming resources		<u>65,524</u>	<u>-</u>	<u>34,874</u>	<u>100,398</u>	<u>135,600</u>
Resources expended						
Raising funds	4	1,201	-	-	1,201	15,188
Charitable activities	5	66,108	-	34,874	100,982	89,857
Total resources expended		<u>67,309</u>	<u>-</u>	<u>34,874</u>	<u>102,183</u>	<u>105,045</u>
Net incoming resources before transfers		<u>(1,785)</u>	<u>-</u>	<u>-</u>	<u>(1,785)</u>	<u>30,555</u>
Gross transfers between funds		<u>(7,742)</u>	<u>7,742</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net income for the year		<u>(9,527)</u>	<u>7,742</u>	<u>-</u>	<u>(1,785)</u>	<u>30,555</u>
Total funds brought forward at 1 June 2024		22,487	64,820	-	87,307	56,752
Total funds carried forward at 31 May 2025		<u>12,960</u>	<u>72,562</u>	<u>-</u>	<u>85,522</u>	<u>87,307</u>

Notes on pages 14 - 16 form part of these financial statements

PACT for Autism

BALANCE SHEET AS AT 31 May 2025

	Notes	2025 £	2024 £
Fixed assets			
Computerised Software	7	3,600	-
Current assets			
Debtors	8	2,191	3,451
Cash at bank and in hand		96,655	97,761
		<u>98,846</u>	<u>101,212</u>
Creditors: amounts falling due within one year	9	16,924	13,905
Net current assets / (liabilities)		81,922	87,307
Total assets less current liabilities		<u><u>85,522</u></u>	<u><u>87,307</u></u>
Funds of the charity			
Unrestricted Funds:	10	12,960	-
Restricted Funds	10	-	-
Designated Funds	10	72,562	87,307
Total Funds		<u><u>85,522</u></u>	<u><u>87,307</u></u>

For the year ended 31 May 2025 the company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to small companies regime.

The directors declare that they have approved the accounts above.



Chloe Rich (Chair)

Date 08/01/2026

PACT for Autism

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MAY 2025

3. Incoming resources from charitable activities	Unrestricted Fund	Restricted Fund	Total 2025	Total 2024
	£	£	£	£
Donations & legacies	38,792	-	38,792	34,690
Fundraising	2,994	-	2,994	1,063
Trading income	-	-	-	22,591
Income from Charity Services	3,579	3,550	7,129	7,007
Grants	18,750	31,324	50,074	69,003
	64,115	34,874	98,989	134,354
2024	101,161	33,193	134,354	

4. Raising funds	Unrestricted Fund	Restricted Fund	Total 2025	Total 2024
	£	£	£	£
Charity Ball	-	-	-	14,500
Charity promoted events	726	-	726	472
Online giving website service	475	-	475	216
	1,201	-	1,201	15,188
2024	15,188	-	15,188	

5. Charitable activities	Unrestricted Fund	Restricted Fund	Total 2025	Total 2024
	£	£	£	£
Direct costs				
Charitable activities	9,381	12,239	21,620	22,627
Salaries	45,536	20,206	65,742	55,424
Support costs				
Rent and Rates	3,836	-	3,836	3,660
Office expenses	359	-	359	728
Travel & Subsistence	260	516	775	945
Insurance	763	-	763	526
Training	846	17	863	1,163
Professional Fees	609	-	609	702
Office phone and broadband	462	-	462	649
Finance charges - booking tool	332	893	1,225	1,274
IT Costs - Software applications	1,228	205	1,433	619
Office equipment	1,157	798	1,955	1,131
Depreciation - computer software	900	-	900	-
Accountancy & Companies House	439	-	439	409
Total	66,108	34,874	100,982	89,857
2024	56,663	33,193	89,856	

6. Key Personal & Staff

During the year total remuneration of £20,451 was paid to key management personnel. The remuneration of key management personnel is decided upon and authorised by the trustees.

An average of 7 staff were employed during the year with no member of staff receiving remunerations of over £60,000.

PACT for Autism

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MAY 2025

7. Fixed Assets	<u>Intangible Asset</u> <u>Computerised</u> <u>Software</u>
Cost	£
At the beginning of the year	-
Additions	4,500
At the end of the year	<u>4,500</u>
Depreciation	£
At the beginning of the year	-
Depreciation	900
At the end of the year	<u>900</u>
Net book value at beginning of the year	-
Net book value at end of the year	<u><u>3,600</u></u>

8. Debtors	Total 2025	Total 2024
	£	£
Debtors	770	1,796
Prepayments	1,421	1,655
Total	<u>2,191</u>	<u>3,451</u>

9. Creditors: amounts falling due within one year	Total 2025	Total 2024
	£	£
Accruals	595	695
Creditors	1,529	1,547
Deferred income (Grants)	14,800	11,663
Total	<u>16,924</u>	<u>13,905</u>

10. Analysis of Funds	Opening	Income	Expenditure	Transfers	Closing
	£	£	£	£	£
Unrestricted funds	22,487	65,524	(67,309)	(7,742)	12,960
Designated Funds					
Personnel Fund	64,820	-	-	7,742	72,562
Restricted Funds					
Activities and Support	-	22,863	(22,863)	-	0
Adult Role	-	12,011	(12,011)	-	-
Total Restricted	-	34,874	(34,874)	-	0
Total	<u>87,307</u>	<u>100,398</u>	<u>(102,183)</u>	<u>-</u>	<u>85,522</u>

11. None of the Trustees (or any persons connected with them) received any remuneration during the year.

12. Going concern

The charity is operating on a going concern basis.

13. Related parties

There were no related parties within the year.

PACT for Autism

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 MAY 2025

I report on the accounts of PACT for Autism for the year ended 31 May 2025 which are set out on pages 12 to 16.

Respective responsibilities of trustees and examiner

The Charity's Trustees are responsible for the preparation of the accounts. The Charity's Trustees consider that an audit is not required for this year (under section 144 (2) of the Charities Act 2011 (The Act) but that an independent examination is needed.

It is my responsibility to:

- Examine the accounts under section 145 of the Charities Act,
- To follow the procedures laid down in the General Directions given by the Charity Commissioners (under section 145(5)(b) of the Charities Act, and
- To state whether particular matters have come to my attention.

Basis of independent examiner's Statement

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes considerations of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In the course of my examination, no material matters have come to my attention 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; or
- the accounts did not comply with the applicable requirements concerning the form and content of the accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair' view which is not a matter considered as part of an independent examination.

I 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.

David Courtier FMAAT AATQB for and on behalf of:
Community360

Winsley's House, High Street, Colchester, Essex



Date

21/01/2026

PACT FOR AUTISM

England & Wales - Charity number 1148170

Accounts

PACT for Autism

Charity Registration Number 1148170

Company Registration 08076243

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MAY 2024



PACT for Autism

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Balance Sheet	33
Notes forming part of the financial statements	34-36
Independent Examination report	37

PACT for Autism

LEGAL AND ADMINISTRATIVE INFORMATION FOR THE YEAR ENDED 31 MAY 2024

Trustees: Chloe Rich (Chair)
Julia Carr (Vice Chair)
Wendy Dunlop (Treasurer)
Andrew McIntyre
Debbie Hannam (appointed November 2023)
Sam Fancett (appointed November 2023)
Julie King (retired November 2023)
June Fleming (retired June 2024)

Other members: June Fleming (appointed as Patron June 2024)
Selina Avery (Co-opted)
Vern Lacey (Co-opted)
Ryan Carr (Co-opted retired November 2023)
Aimee Carr (Co-opted retired November 2023)

Registered company number: 08076243

Registered charity number: 1148170

Premises: Office 50
Latton Bush Centre
Southern Way
Harlow
CM18 7BL

Independent Examiner:
Community360
Winsley's House
High Street
Colchester
Essex, CO1 1UG

Bankers: Lloyds Bank
East Gate Harlow



Trustees Annual Report
1st June 2023 – 31st May 2024

PACT for Autism

Report of the Trustees

Year ending 31 May 2024

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ending 31 May 2024 which are also prepared to meet the requirements for the directors' report and accounts for Companies Act purposes. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Chair's Report

As the newly appointed Chair of PACT for Autism, I am honoured to present this year's annual report, capturing our achievements, challenges, and aspirations for the future. I would like to take this opportunity to thank Julia Carr for her service as Chair, Julia remains on the board as a trustee.

Over the past year, PACT has remained steadfast in our commitment to support, advocate for, and enrich the lives of autistic and neurodivergent individuals and their families. The dedication of our team, including staff, volunteers, and trustees, has been pivotal in enabling us to meet rising demand, adapt our services, and continue to advocate for the inclusion and acceptance of neurodivergent individuals.

This year also marks the retirement of June Fleming as a trustee after years of unwavering dedication to PACT. June has been a cornerstone of our charity, contributing significantly to its growth and success. To recognise her exceptional commitment, we are delighted to announce that June has been appointed as our first Patron—a new level of membership that honours those who have gone above and beyond in supporting PACT. June's contributions over the years have been invaluable, and we are deeply grateful for her continued association with the charity in this new role.

The past year has seen a surge in requests for support and a growing recognition of the importance of neurodiversity in our communities. In response, PACT has expanded its outreach, added new services, and developed valuable partnerships with local organisations, health services, and educational institutions. These collaborations are essential to our mission, as they allow us to drive meaningful change and address the evolving needs of our community.

I would also like to extend my heartfelt thanks to Kevin, our Charity Manager, whose leadership and vision have been pivotal in navigating this year's challenges and successes. Alongside Kevin, our dedicated staff and volunteers have worked tirelessly to deliver meaningful support and services to those who rely on us. Their compassion, resilience, and commitment are the driving forces behind PACT's impact.

Our efforts are made possible by the generosity of donors and the commitment of grant-giving bodies, whose support allows us to not only sustain our current programs but also to innovate and expand our offerings. From the success of our annual charity ball to the essential funding from community grants, we are deeply grateful for the resources that empower us to continue making a difference.

As we look ahead, our focus remains on securing sustainable funding, enhancing support services, and raising awareness within our communities. With an increasing number of individuals seeking assistance, we are determined to grow our volunteer base, expand our team, and strengthen our ability to meet the needs of those we serve.

Thank you for your continued support and belief in the vital work we do. Together, we are building a more inclusive world where neurodivergent individuals are respected, empowered, and celebrated.

Chloe Rich
Chair of Board of Trustees

Legal and Administration

PACT for Autism is a registered charity limited by guarantee, originally established as PACT Harlow in December 2005. The charity is run by a small team of staff and volunteers, most of whom are parents of autistic individuals, as well as professionals with a special interest in Special Educational Needs and disabilities (SEND).

Our Purpose and Activities

PACT is increasingly aware of language preferences within our communities and the need to embrace those changes. There is a real need for all organisations to be more aware of neurodiversity and the neurodivergent community, in its entirety. Our ongoing desire is to continue highlighting the need for all of society to understand how the entire autistic spectrum and all neurodivergent individuals are perceived, accepted and acknowledged. It is essential that these differences are seen, more as a neurological difference and a unique way the world is experienced than, how they are often perceived within the medical model, as a disorder.

The purpose of the charity is to provide for and advance the needs and welfare of autistic and neurodivergent children, young people and adults, along with their families and carers who live in West Essex and further afield.

In particular:

- Supporting parents and carers of autistic and neurodivergent individuals.
- Improving people's understanding and acceptance across the autistic and neurodivergent spectrum.
- Raising awareness of the Special Educational Needs and Disabilities (SEND) of autistic and neurodivergent children and young people.
- Improving access to sport and leisure activities for autistic and neurodivergent individuals.
- Improving opportunities for work, sport and leisure activities for autistic and neurodivergent children, young people and adults.
- Improving the lives of the autistic and neurodivergent community, including their families and carers.

Plans For Future Periods

We look forward to the coming year when we aim to:

- Secure further essential funding grants to sustain and grow essential support services to our beneficiaries.
- Improve support services, health equalities and working opportunities for all autistic and neurodivergent individuals.
- Increase paid staffing hours and volunteer base to sustain growth and meet the needs of the autistic and neurodivergent community.
- Continue to raise public awareness and acceptance of autism and neurodiversity, reaching out to all areas of the community, with our extended talks service and new awareness package.
- Continue to grow our ongoing works and influence with education, health, local authority and social care across all ages and support needs.
- Further Increase the charity's beneficiaries.

Achievements and Performance

The charity has had another challenging but equally rewarding year, much has been down to the hard work and dedication of the entire PACT team, staff, volunteers and trustees.

We still see increasing numbers of families and individuals seeking a diagnosis and appropriate support. Key plans for our future are always to build resources and capacity within the charity, and with numbers rising across all areas of need, this year was essential to continue with this ethos. We have continued to work closely with many other organisations, local authorities and health partners to improve processes and work streams. However, there are still many challenges to get everything working together and for the improvements being made, to be felt by the communities which they are intended to support.

PACT for Autism continues to see rises in our registrations, and other contacts seeking support and information. These contacts include professionals working across many partner agencies, seeking better understanding and knowledge, so that they can better support families and individuals.

We have sort new funding streams by reaching out to local authorities and health partners for the essential funding required to keep up with the increased demand, in addition to changes in the landscape since the end of the COVID pandemic; something still impacting on our neurodivergent communities. This essential funding has allowed us to slowly increase resources and support, enabling us to reach those people in desperate need of support. We continue to see that our small charity is making a huge difference.

The PACT support team has continued to step up to the new challenges. One of our longest serving support staff member retired this year which required us to rethink some of the direction of travel and seek out new opportunities from within the community. We were thrilled to appoint Emma, who is a mum to two young neurodivergent individuals, and has a husband with ADHD diagnosis. Previously a head teacher with many years of teaching experience, Emma has brought a diverse set of skills to the charity, with experience and knowledge in home schooling, gender challenges and understanding around neurodivergent adults

New funding being received this year has enabled us to grow staff resources and provide opportunities to build resilience within the team. We started to design a specific adult-focussed service which required appointing an additional member of staff to investigate the key areas of adult support, diagnosis, and relevant organisations for signposting. We were grateful for the funding which allowed us to start investing in this area with this new adult-focused role within the charity.

Our activities have grown and improved to meet the needs of a wider age range as we are now supporting families and individuals across all ages, something that is quite unique but essential.

PACT continues to be fully embedded into meetings with health commissioners and organisations commissioned to provide services. We are well respected across this landscape and often invited to join new projects and steering groups designed to improve and hold to account those delivering services. PACT front line staff having lived experience remains at the heart of everything, ensuring that feedback and updates are provided to our families and individuals, and improvements and changes to services are fully understood and challenged if things are not working well. Through co-production and co-working we continue to help to build knowledge and evidence through the lived experiences of our children, young people and adults using the ethos of 'nothing is done for them, without them'.

The achievements and success we have shown over this reporting period could not have happened without a dedicated and committed work force, enthusiastic volunteers and the engagement of an amazing community.

Families (and Carers), Children and Young people

Support and Services

This reporting period has not been without challenges, but we have met them head on and built on another rewarding year with many achievements, adapting to the increased demand and continually ensuring we offer the best possible support in all areas of need.

PACT staff have again achieved an amazing amount of work this year, to finely balance many complex needs and to deliver support in a way that is appropriate and effective to everyone's needs.

Level of Increasing Support

We still experience an increasing number of requests and registrations for our services, not only from parents and carers, but from individuals and professionals struggling with the amount of need and potential lack of appropriate support and services on offer. These needs range from families with children and young people requiring support around education, social care, benefits, behaviour, for pre and post diagnosis support. This also includes adults looking at their own neurodivergence, late diagnosis and associated mental health challenges, peer to peer support, assistance with benefit forms and review meetings.

Many people feel encouraged to register with us as it gives added benefits of access to regular 'what's on' and community information emails. Those same families and individuals can then access our activities and events, as many of them are funded and designed exclusively for PACT registered families and individuals.

Numbers of people	31st May 2022	31st May 2023	% increase 1yr (2yrs)	Number increase 1yr (2yrs)	% increase 1yr (2yrs)
Contacting PACT through our social media / Website	1189	1638	2025	387 (836)	24% (70%)
Registering with PACT to receive direct support / services	981	1341	1710	369 (729)	28% (74%)

Newsletter

The PACT monthly newsletter continues to go from strength to strength and is continually adapted to needs, providing access to new and updated services. Requests for more and new events and activities have significantly increased. PACT newsletters are the best way to keep families updated on PACT events and activities, and to ensure new information and services are shared. The newsletter is sent via email to all registered individuals.

PACT Website

This is an area we are still looking to improve, to ensure a 'one stop shop' for information, events, activities, and fund-raising opportunities etc. This is an ongoing project and one we hope will be developed and improved during the next reporting period.

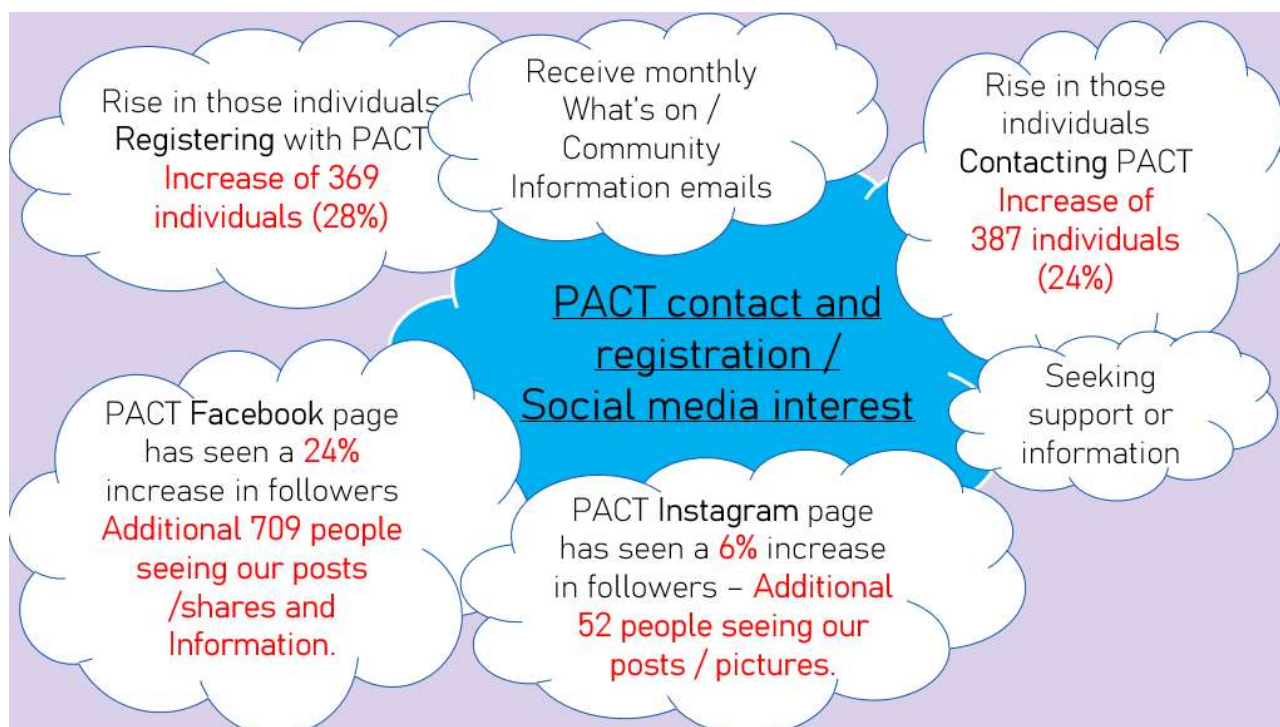
Social Media

Our social media platforms continue to see increased numbers seeking information and support, as well as visuals shared from other sites.

- Our Facebook page is by far the most popular, and the platform most used to share our activities, news and wider relevant information.

We fully understand that communication via social media is vital and often the quickest way to provide information to the widest audience.

Number of people following PACT	31 st May 2022	31 st May 2023	31 st May 2024	Number increase 1yr (2yrs)	% increase 1yr (2yrs)
Facebook	2,422	2,990	3,699	709 (1,277)	24% (53%)
Instagram	709	860	912	52 (203)	6% (29%)



PACT Website

This is an area we are still looking to improve, to ensure a 'one stop shop' for information, events, activities, and fund-raising opportunities etc. This is an ongoing project and one we hope will be developed and improved during the next reporting period.

Support and Information Phone Lines

This essential service remains in place but with changes implemented to manage increased use and provide measures to protect the wellbeing of our support staff. We continue to acknowledge that this remains a lifeline for many families and individuals, but we made the difficult decision to remove mobile phone numbers from public view, to maintain control of capacity and resources. A new method of contact was set up utilising our website to give people access to a contact form. The form collects detailed information, which is then triaged to staff who can then deliver appropriate support. If a phone call is still required then an appointment is arranged, and PACT make the call to the individual.

Telephone helplines are services we have seen many other charities stop providing. However, with control measures in place, we are still able to deliver this essential 'one to one' support service.

Support Groups and Training Workshops

The PACT support team are constantly looking at the best way to deliver a range of support across a variety of platforms, as well as much needed and requested face to face sessions, to ensure accessibility for all. Staff continually seek the most appropriate delivery method as well as offering more diversity content often led by need, and at the request of the families and individuals who we support. We continually look to get feedback from families and individuals, allowing us to plan for the most appropriate support, with the most appropriate services.

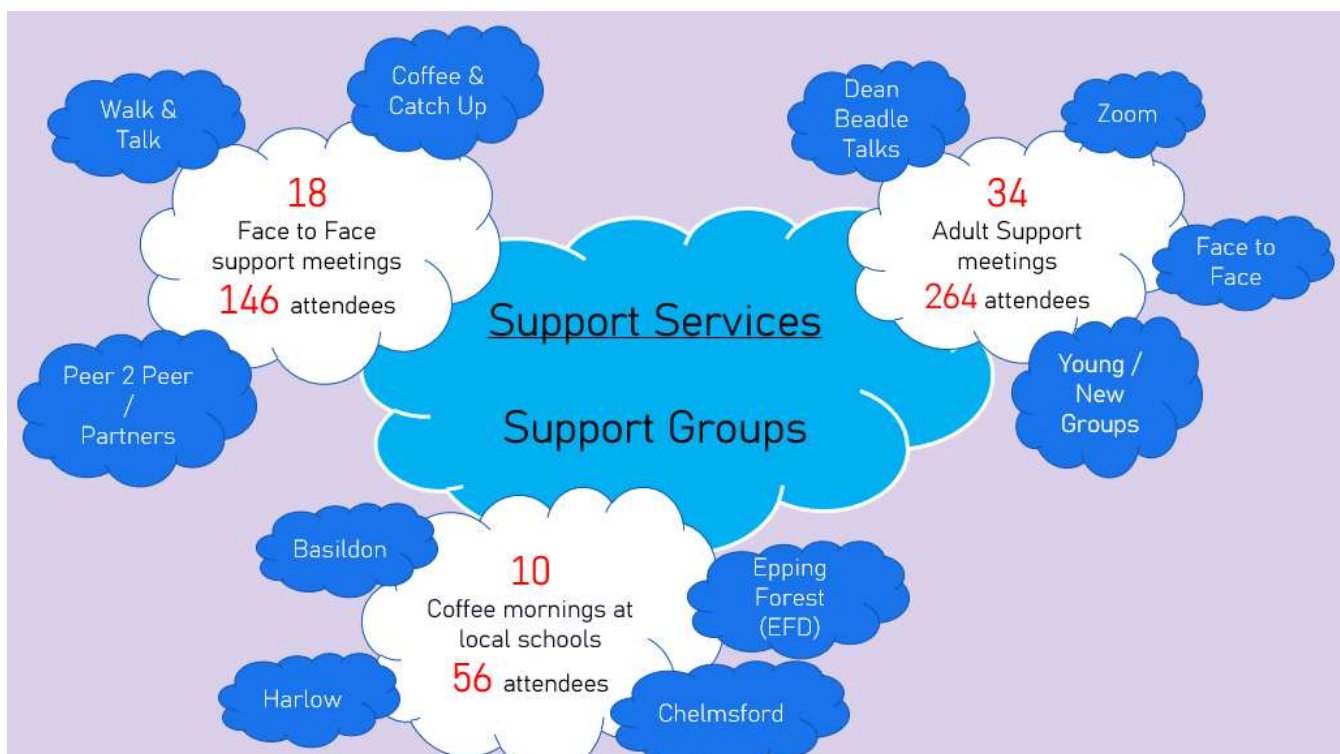
Parent / Carer drop-in sessions have increased, giving options to discuss areas of concern and support needs, allowing friendship groups to develop, and peer to peer support networks flourish. We are delivering more coffee mornings in both primary and secondary schools across the west quadrant of Essex. This not only gives access to parents for support and information sharing but also to staff working alongside them.



We started to provide 'Walk and Talk' sessions in a local park, allowing people to meet up, with the benefits of getting out in the open air and increasing exercise, all great for mental wellbeing. We are also offering 'Pop Up' coffee and catch-up sessions, spreading our support across all areas of West Essex. Many of these sessions are now themed and can include invites to professionals or other organisations, to increase the knowledge and understanding of those more complex areas of need.



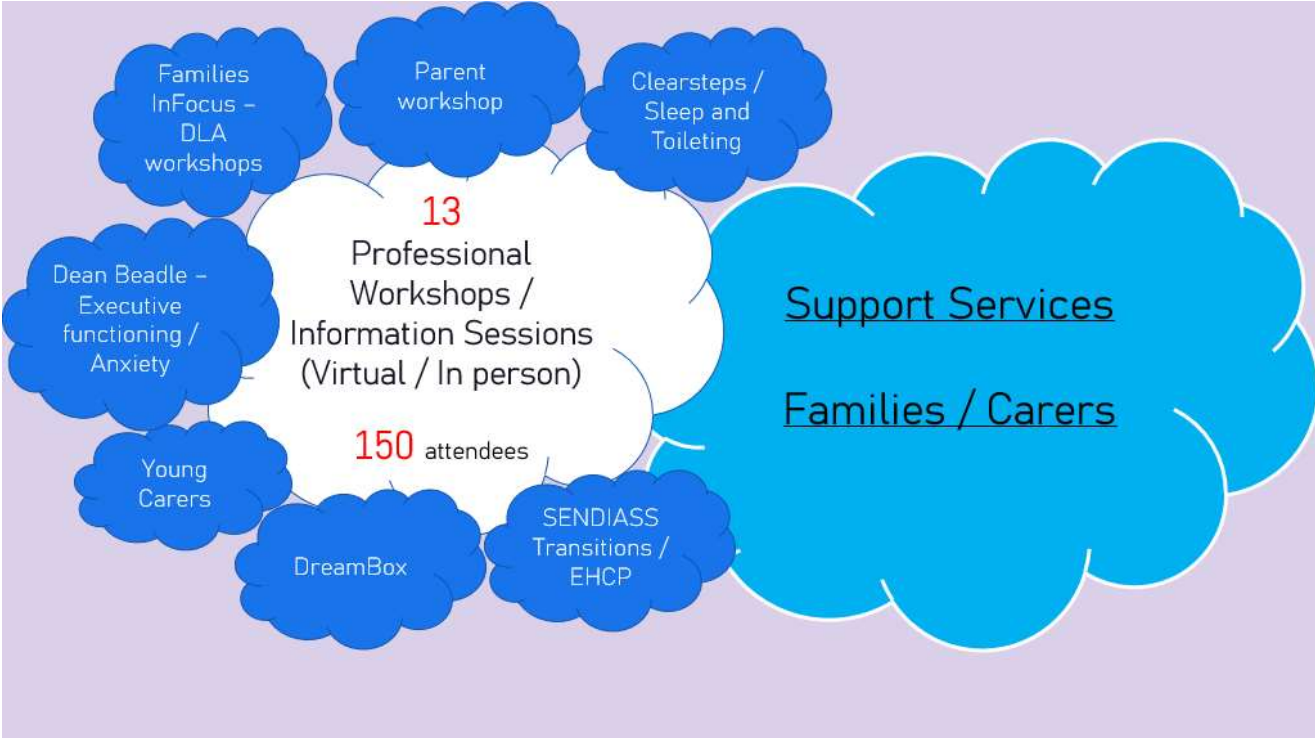
PACT networking provides opportunities for us to call on specialist knowledge available and have this delivered straight from the source. This not only supports families and individuals but also helps the professionals from within the services, by improving knowledge and gaining valuable experiences. We have developed new groups to better support family members of autistic and neurodivergent individuals and, through the diagnosis process, are now looking to seek diagnosis for themselves. Support sessions are available for different age ranges, allowing freedom of topics to be discussed as we are identifying that all these groups are having very different needs and varied discussion topics.



During this period, we were aware that one of our longest serving staff members was to retire, Debbie Hannam. Not only was she one of the founding members, a hugely influential and integral part of the team but also developed and delivered our talks and training services. We reached out to Essex Community Foundation to help fund our Activities and Events Coordinator role to take on the additional Talks role. With a career history of primary school teacher and experience in delivering training, together with lived experience of having two neurodivergent children, Ruth has embraced the newly expanded role at PACT, allowing a continued seamlessly ongoing service.

PACT continues to offer a range of workshops and talks from a lived experience perspective. These have included several workshops to various organisations including Young Carers, We are purple and Anglia Ruskin University (nursing staff).

Other workshops and professional speakers are invited to introduce specific support and services to PACT families and individuals, for example, SENDIASS and Families InFocus, who continue to be support partners and have developed a range of topics.



Adult Support

PACT continue to support an increasing number of adults who are exploring their own neurodivergence or seeking support around pre or post diagnosis. The PACT support team are increasing their own knowledge whilst linking with appropriate organisations and support services.

We continually strive to upskill our knowledge and understanding of the different pathways and support services being offered. We have forged new ties and connections with adult social care, employment support, mental health services and different teams within local authority and health teams. These connections made a huge difference to the support we can provide, as we have autistic individuals who can offer a voice and a different level of experience. We have learnt with them and from them, whilst continuing to support them. Our support groups also provide an opportunity to develop much needed 'peer to peer' support and friendships.

During this reporting period it was decided that we needed to develop and grow this area of support, as it was becoming unsustainable in its current format. We approached Essex Community Foundation to explore the possibilities of employing an additional member of staff to concentrate and coordinate our adult support, allowing us much more flexibility and capacity to manage this growing area of need. We were successful in securing £10,000 to help set this in motion and with the additional support of Essex County Council who agreed to match fund this project, we had the funds for recruitment.

Our adult Support groups continually asked for more face-to-face interaction, we listened and delivered, with a variety of sessions at suitable, local locations. This was a good example of where we had asked for feedback on what the group needed and worked together with them, to provide the right service to meet needs. We continually look at ways to support more people and create bespoke groups, including helping some group members with increased self-support and advocacy. Our adult group have worked closely with Healthwatch Essex and represent PACT on a disability forum, discussing some really impactful subjects and offering that essential, lived experience.



Adult Christmas Cruise with Canalability



This trip was so popular on the previous occasions, we had to do it again. A private hire to ensure a safe and accessible trip to unwind and enjoy the pleasures of the local canals and wildlife. Food was provided and some quiet Christmas songs, everyone was happy. Some great headwear was worn, and certificates awarded for those who helped navigate the local waters.

Collaboration / Support / Talks

PACT collaborated with local charities Rainbow services (our local Community Voluntary Services hub) and United in Kind, to set up a Neurodiverse meet up in the park. This was a safe meeting space where we could all connect, inform and explore different ways to support each other and share experiences. With a small funding pot and free use of a local community space, we created a place for new and existing adult group members to explore their own Autistic identity and have control on what the group wanted to explore. This included how they wanted the group to develop, inviting guest speakers into their environment to better understand services and share their own lived experiences, with the aim to better inform change and improvements. The group had the opportunity to invite Dean Beadle back to talk about his experiences, notably Autistic Joy and Anxiety.



Do you think Differently?
Are you a Neurodivergent Adult?

No Diagnosis required

Dyslexia ADHD Autism Dyspraxia

Come along to our different ability lead group, and meet up with like-minded people?

Date: The first Saturday of the month
Time: 10.30 - 12.30
Venue: Harlow Town Park
The Learning Centre (Next door to Sparlers House Cafe)
Parking: Nettesswell Cross Car Park, Harlow CH20 2QB (Next to the Greyhound Pub)

For further information please contact Kelly on 07849 087787 or kelly@rainbowservices.org.uk

PACT for Autism | Rainbow | United in Kind

Leisure and Well Being Activities

PACT for Autism actively explore opportunities and seek out any leisure and wellbeing activities that could be accessible to our autistic community. We also link with other sport activities that our communities could benefit from, and actively encourage, support and share details.

This year, with Ruth gaining momentum with her role, we had the opportunity to connect with local services and organisations to improve our network and reach into our communities. This has allowed us to expand our activities and add a variety of events alongside the monthly activities that remain the centre of our support and connection strategy.

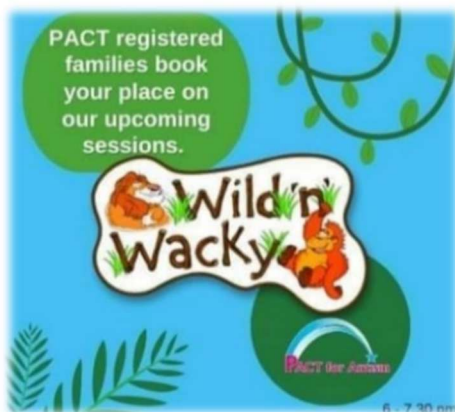
Ruth continues to explore and reach out, as our activities and events coordinator, and has shown an amazing ability to connect and arrange a variety of sessions that have proved extremely popular.

Regular PACT activities

Wild and Wacky Soft Play

This essential monthly inclusive family activity continues to be extremely popular for our PACT families. This is a place where many of our new families are introduced to PACT and receive helpful 'face to face' support from PACT staff and volunteers as well as developing friendships and peer networks to support each other into the future.

We hold regular sessions each month, alongside some additional celebrations during Easter and Christmas school holidays.





Wild n Wacky
PACT Christmas Party

We had the return of our Amazing and ever popular 'Wild n Wacky' Christmas party. **47** children along with their families enjoyed an amazing evening with a very special 'Guest appearance' party food and an early Christmas gift.



Gamers Cage

Our Gamers cage sessions continue to run and have become so popular that we have introduced two sessions for our younger group as well as looking at the opportunities of an adult group. This activity continues to be a favourite for our young people, allowing parents and carers to have their own space in the café, where they can link in with PACT staff and volunteers, meet and chat with others, or just have time for themselves. Gamers Cage also included a Christmas session where pizza and a small gift were provided.

GAMERS CAGE

8 -16 years
 16 plus years

Art Empowerment (Art Therapy)

PACT Art Empowerment sessions have continued to be well attended, a place where we offer support for teenage girls, non-binary, and young women who are struggling through education, late diagnosis and often dealing with identity and sexual orientation challenges. We further identified that a younger age group could also benefit from these unique sessions, so have increased the availability and started to offer sessions across two age ranges: 11 – 16yrs and 18 – 25yrs. All the private hire and staffing for these sessions, along with our trained art therapist Hannah, are now being funded by the West Essex Clinical Commissioning Group (CCG - NHS).



Freshwater Swimming

PACT families have been requesting access to suitable swimming opportunities since other local options had closed (after the pandemic) or were inaccessible. PACT decided to look into taster sessions by privately hiring a small local school pool, with the addition of specialised staff to ensure safety. This proved such a success that we had further sessions throughout the year and have now established this as a regular activity under the funding grant from the West Essex CCG.



Other Trips and Events

Ice Skating Chelmsford

During this reporting period we were thrilled to be approached by a local transport company A2B cars, who wanted to support us as their 'Charity of the Year.' One of the events they wanted to fund was an ice skating trip to Chelmsford. They would supply cars and drivers to transport families to and

from the venue. The event was offered to families and an amazing 52 children, young people and families attended, slipping and sliding their way to a very successful trip.

Colchester Swim Trip

One of our most popular trips was repeated this year, and after receiving feedback last year we also gave families the option of travelling by coach or meeting up at the venue. Additional staffing and capacity allowed us to book 2 of these sessions so that many more families could experience this special fun filled event.

Over the two trips, 103 PACT family members took us up on the offer and were treated to private use of this amazing leisure facility, safely and securely. Families often feedback that they cannot access swimming for their children and young people, so this private hire and fun venue is perfect, and often sold out within days of advertising.





**PACT for Autism
Annual Panto Trip
Harlow Playhouse.**

261 tickets, with Goody bags, for our families to enjoy an amazing show.

Beauty and the Beast

Thank you, **Tony Batten**, for all the fundraising you have done to make this one possible.



**Relaxed performance show - Sister Act – Dominion
Theatre.**

Taking 45 children, young people and families to an amazing, relaxed performance. What a Show!!



Autism Awareness and Acceptance

Talks and Training Workshops

PACT Talks and Awareness workshops have always been very popular. This year our amazing Talks & Training lead Debbie Hannam took early retirement and will be sadly missed. However, with targeted funding, we were able to take an opportunity to review these workshops and develop a plan bringing in fresh perspectives and experiences.

PACT Talks are always delivered from a unique perspective of lived experience and learned knowledge, collected and researched over many years. We also utilise the opportunity of continued support to one of our Autistic adults to further develop the 'Theory and Experience' Talks that were becoming more popular, especially in the young person and adult sectors. Initially these workshops continued to be led and developed by Debbie, but then we started to transition to our new lead Ruth Bolwerk, who was already

Grandparents Tea Party

This wonderful event has returned, generous funding has given PACT the opportunity to give our grandparents, often the unforgotten carers within our families, to not only connect to other grandparents but also just to enjoy a tasty afternoon tea, supplied by our own college students who run a community restaurant within Harlow College. This reporting period allowed us to run two of these wonderful events that not only bring our older carers together, gives us the ability to give a big thank you and raise a little bit of money through our exciting raffles.



running our events and activities. Ruth brought a fresh perspective to these talks with a different layer of lived experience through her two young children but also through professional experience of previously being a schoolteacher and SENDCO.

Since December 2023 Ruth has taken the Talks lead, further developed them and they continue to be a request of many schools and health sectors seeking knowledge and understanding from a lived experience perspective. We continue to deliver these talks to schools, organisations and other charities, to improve knowledge and bring greater understanding of autism and neurodiversity.

We are always looking to improve our talks and range of workshops. This work is designed to give individuals, families and carers as much confidence and understanding as possible, to improve lives of our autistic community and to put self-advocacy at the forefront of our ongoing mission.

We have continued to support Essex Young Carers with workshops and talks, not only to improve staff awareness and understanding but also the young carers themselves, giving them additional confidence in understanding the challenges that Autism and Neurodiversity can bring to a family. We

have delivered talks to Anglia Ruskin University nursing training, schools and other educational establishments.

All opportunities for talks and training workshops are shared via PACT social media sites and the newsletter sent to all PACT registered individuals.



'The experience v The Theory' developed and delivered by our own Ruth Bolwerk, continues to be popular. Offering a personal insight into her lived experience of being a mother to 2 x neurodivergent young persons (the theory), together with Deb, an autistic female with a late diagnosis and many related mental health challenges (the experience).

A real and powerful training package!! This unique insight into two very different autistic perspectives, delivers some really important information and strategies for professionals working with neurodivergent people. This continues to be delivered online with the possibility of some face-to-face sessions being considered.

Autism
The Experience vs The Theory

This 2-hour talk will give you a candid insight into autistic life from two different perspectives.
Questions are very welcome!

I am the Events, Activities, Talks & Training Officer at PACT for Autism
My Knowledge comes from a lived experience as mum to Jack who is autistic & Olivia who is Neurodivergent.
I also have a background in education previously as a SENCO and I have a depth of knowledge around education, especially Special Educational Needs and Disabilities (SEND) provision.

My autistic identity was confirmed when I was 47 following a long history of mental health disorders.
I have a BA (Hons) degree in Psychology and mental health and a desire to improve the quality of life for the autistic community and those who support us.
PACT for Autism have provided this platform, and ongoing support, so my voice can be heard. I can't claim to represent the entire autistic community, but I hope my own experiences will help create acceptance of autistic difference.

"the presentation was really impactful and interesting for me. I don't know anyone who is autistic so this was a real eye-opener and made me understand autism A LOT more."

"I gained an understanding of some of the difficulties which autism can present that are not necessarily obvious"

Roadshows, Networking and Community events.

We continue to work closely with the Essex Family Forum (EFF) through our Charity Manager, Kev Gay who is in his second year as chair of the Essex Family Forum Management Committee. This has given our charity more opportunities and exposure across the wider area of Essex. We have a great relationship with our West EFF family champion lead Stacey Gladden, to ensure the experiences and feedback from our SEND families have a conduit to inform and improve services within education, health and social care.

We continue to be involved and have close working with as many charities as possible, reaching out and sharing resources and ideas to better support the widest range of our community, not only sharing specific knowledge and experiences but allowing joint working and resourcing where possible to better manage costs and capacity across the third sector organisations.



The whole team at the West SEND Roadshow – Harlow Hotel.

Helping families and professionals meet the team and have a better understanding of what support can be offered.

PACT attending the ICE Communication annual event at Hylands park. Some great guest speakers including Andrew Whitehouse. Highlighting our services and networking with many other organisations and individuals.



PACT as a key partner, working together with many other organisations, on this year's **Neurodiversity Celebration Week.**

Neurodiversity Celebration

EFF – West lead Stacey Gladden
 PACT – manager / EFF Management committee chair - Kev Gay
 Autism central (peer educator)/ EFF management committee member Ange Neale

Working together to support and inform at the **West SEND roadshow in Uttlesford**



MyOTAS My Own Time And Space | EJ Group



Harlow Community Day – Harlow Museum

The team out raising awareness and sharing experiences.

Harlow Family Fund Day

The team out raising awareness working closely with Essex Carers Network and some of the ASL / Bridget's team providing great entertainment.



PACT was delighted to be chosen as one of the **Harlow Councils Gems of Harlow**. In recognition of the hard work and dedication to the communities of Harlow.

Here is Debbie Hannam receiving the award from Chair of the council Cllr Andrew Johnson and Dan Swords leader of the Council.



One of our longest serving volunteers and trustee, June Fleming was recognised in the Harlow Council Civic and Community awards and here seen receiving that accolade with the Chair of the council Cllr Andrew Johnson



PACT Community Engagement

All PACT staff continue to be proactive and extremely busy! Not only have they been planning and running all the support services and activities throughout this reporting period, but also attending meetings and networking across all areas of education, health, social care and local authorities, as well as building relationships with other organisations and charities.

- PACT charity manager, Kev Gay is in the second year of his chair responsibilities for the Essex Family Forum Management Committee, continuing increased exposure to information and projects across Southend, Essex and Thurrock (SET), representing both organisations across a range of subject matters. This has been one of the biggest drivers for PACT, extending their exposure and influence within the wider Essex footprint, by being a key partner in areas of improvement for education, improvements to social care and health inequalities of SEND children and young people.
- Member and attendance of the Essex SEND information and advice support steering group meetings (**SENDIASS**).
- Close ties and regular meetings with the **SEND facilitator** team in the West of Essex supporting schools and families (previously specialist teacher teams).
- Regular meetings and member of the **West Essex ASD steering group** with regular updates and helping to inform improvements within the West **JADES** (Journey of Diagnosis and Early Support) pathway services.
- Close ties with the **West Essex Voluntary Community Groups** (Rainbow services / VAEF / Uttlesford UVCS).
- Regularly attend the West Essex Children and Families partnership network, including Board meetings. This is a networking forum designed to introduce and build stronger ties among organisations and charities to share projects, ideas and encourage working together.
- Member of the **All-Age Autism partnership board** (Eastern region) and **All-Age Autism wider network group** (Essex). These groups seek ways to improve the lives of neurodivergent people across all areas of need encouraging the inclusion of the 'actually autistic' voice and embedding the ideal of 'Nothing about us without us.'
- Member of the **ECVYS** (Essex council For Voluntary Youth Workers) attending regular meetings.
- Member of a project led by ECVYS supporting and advising Essex Police on '**Violence and Vulnerability**' in communities.
- Close ties and working with **Families in Focus / Family Solutions / Essex Carers Network**.
- Close working relationships and regular signposting to **Local linked support - Community Agents**, a service set up to help adults who are autistic or may have a learning disability.
- PACT continue to be an integral part of the Stansted Airport Disability Forum, **SAFE (Stansted Accessibility for Everyone)** and continue to support all the organisations working within the aviation industry.
- Regular meetings and good working relationship with the various **Clinical Commissioning Groups** across Essex especially with the **West CCG commissioner** for children and young people.
- Working closely with **Summit** services who have secured the contract for pre and post diagnostic support for Autistic adults. We hope to build on this relationship, and along with our adult group representatives, ensure that ongoing support is effective and appropriate for all.

Grants, Fund Raising and Donations

Annual Charity Ball

The PACT for Autism Annual Charity Ball has always been the major fund-raising event for many years and enabled us to ensure continued support and delivery of essential services for our entire Autistic and Neurodiverse communities.

This year was another amazing event with some top acts performing and a very special guest!

PACT for Autism charity ball '007 Licence to Thrill' 2024



215 guests enjoyed a night of fun and entertainment with amazing company and a little bit of fundraising through the raffle and auction.....What a night! Over **£9,000** was raised, which is a great achievement and will help keep services growing to meet the needs of our very special communities.

Grants

The charity managed to secure several grants this year, which have ensured that our ongoing work can continue with the additional opportunities to build services and continue to support individuals, families and professionals.

PACT for Autism would like to particularly thank the following organisations their amazing support.

- **Capital Group** – A major supporter of PACT and continues to support our charity each year through their Employee Support Scheme. An **£18,000** grant was secured by our Trustee board member Andre McIntyre, who is a father to an autistic adult daughter.

- **Essex Community Foundation**– Grant received for start-up funding for our Adult Lead Support role **£10,000**
- **Essex County Council** – Agreed to ‘match fund’ our Adult Lead Support role to continue and develop this role **£10,000**
- **West Essex Clinical Commissioning Group (NHS)** – A grant was received to support all areas of support, workshops and activities for families who have been, or are currently accessing the JADES diagnostic pathway for an autism diagnosis. This funding will be used for private hire our Wild n Wacky adventure play sessions, Gamer’s cage and Art Empowerment venues, as well as running of our support and information mobile phone service. PACT is an identified support network for families at any stage of autism assessment or diagnosis in West Essex. A grant of **£16,700** was received and will be used for enhanced services in the next financial year.
- **Nuveen EU charity Committee** grant to cover core funding **£8,100**.

Other Donations and Fundraising

Huge thanks to **Tony Batten (The Walking Dad)** who AGAIN committed himself to completing a number of walking challenges throughout the year. Tony also found other ways to raise money including a disco at a local pub (raising an additional £250) and helping out at a school fete. A dad of 4, one of which once told him ‘**You can’t do it dad**’ which spurred on these epic endurance challenges.

Tony Batten – The Walking Dad.




Gatwick Airport to Harlow Civic Centre
51 miles



24 hours on a treadmill
63 Miles



**Over
£3000
raised
!!!** 🙌




11/1/2024
6

Thank you to the PACT Team of **Andrew McIntyre, Lucy White, Ruth Bolwerk, Ilona Alaburda and Kevin Gay** who, as 'The PACT Plodders' raised **£2,410** by walking the 25km Thames Bridge Walk



Thank you to **Greenway Business Centre** who raised funds throughout the year with several activities and events raising an amazing **£768.50**



A massive thank you to Cllr Andrew Johnson who chose PACT alongside another local charity (Plant Pots and Wellies) to be the Harlow Council Chair charities of the year.

Several events were arranged including a golf match (won by the PACT Team!), civic dinner and quiz night. The years fundraising amounted to an amazing **£18,000** to be split equally between the two charities.



Essex Lottery – Regular monthly donation received from 7 supporters generating approx. **£260** per year.

Many generous ‘one off’ and anonymous donations received through PayPal and JustGiving.

Donations were also received from the following organisations:

Pitney Bowes – Employee volunteer recognition and employee giving matching scheme

PACT for Autism express our deepest thanks to all those who provided grants, made donations, and raised money for us this year.

Thank you!

PACT for Autism

Trustees and Governance

PACT for Autism's governing document is its Memorandum of Association. The liability of the members is limited to a sum not exceeding £10, being the amount that each member undertakes to contribute to the assets of the charity in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member.

PACT for Autism is governed by the board of trustees. The directors of the charity are trustees and are referred to as such throughout the annual report and accounts. There are currently six trustees who cover a breadth of skills, five of whom are parents of young autistic adults. All trustees give their time voluntarily and receive no monetary benefits from the charity.

The trustees may by ordinary resolution appoint a person who is willing to be a trustee either to fill a vacancy or become an additional trustee. At a general meeting a person may be appointed trustee if he or she is recommended by the trustees in accordance with the Articles or is a member qualified to vote at the meeting nominates a person in accordance with the Articles. The maximum number of trustees is 7.

Trustees' Responsibilities in Relation to the Financial Statements

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

Company law requires the trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including income and expenditure, for that period. In preparing the financial statements, the trustees are required to:

- Select suitable accounting policies and the apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and accounting estimates that are reasonable and prudent
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business

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

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

Statement as to disclosure to our auditors

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

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

themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Staff and Volunteers

PACT for Autism has five part time paid staff and a small, dedicated team of volunteers, working on a regular basis. The trustees express deepest thanks to the Charity Manager Kevin Gay and his team including Lisa Gay, Kim Darby, Emma Berou and Ruth Bolwerk, together with the energy and enthusiasm of our volunteers Mike Doe, Alison Doe, Kath Rencontre, Callum Gay, Deb Butler, Michelle Freeman, Nikki McIntyre and Tess Millar. This small team of highly motivated, committed individuals work together as a team to deliver the objectives of the charity.

Pay Policy for Senior Staff

No member of staff receives a FTE salary over £60,000 p.a. A market rate, based on the size of the charity, is used to set all salary scales. Pay rates are reviewed annually in line with inflation.

Risk Management

The trustees regularly review the risks facing the organisation. The principal risks during the financial period ending 31st May 2024 were the increased demand on services and support for neuro diverse families and specifically adults, along with sustaining funding streams to maintain existing services. The trustees regularly review controls, including the budget, to sustain the required levels of services.

Public Benefit

The trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit in making decisions on the activities undertaken by PACT for Autism. Our information and support services are provided free of charge to neuro diverse families and individuals, with just a small contribution requested towards the cost of heavily subsidised leisure activities and events. Our autism awareness talks are tailored to meet the needs of the audiences and often open to the wider public.

Financial Review

PACT for Autism's turnover for the year ending 31st May 2024 was £135,600 (prior year £82,602). Expenditure was £104,905 (prior year £80,589). This resulted in a surplus for the year of £30,695 (prior year £2,013). The increased income was in part due to additional grants received to fund the newly created Adult Services role. Donations increased, as more fund-raising activities re-established following the lifting of restrictions since the global pandemic.

Reserves Policy and Going Concern

The trustees regularly review the charity's financial reserves to ensure that the minimum policy requirements of 6 months running costs for reserves is achieved. This is held within the designated funds. The trustees increased the designated funds to £87,447 (prior year £56,752) with plans to utilise a significant amount in the next financial year, for improving website and database facilities and further increasing adult services to meet the growing needs from neurodivergent adults.

The accounts are prepared on a Going Concern basis.

Investment Powers and Policy

The trustees have kept available funds in an interest-bearing deposit account. Total interest received during the year totalled £1,246.

Small Companies Provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Signed by order of the Trustees



.....
Chloe Rich
Chair

Date 27.01.2025

PACT for Autism

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MAY 2024

	Note	Unrestricted Fund £	Designated Fund £	Restricted Fund £	2024 Total £	2023 Total £
Incoming resources from generated funds						
Investment income	2	1,246	-	-	1,246	266
Incoming resources from charitable activities	3	101,161	-	33,193	134,354	82,336
Total incoming resources		<u>102,407</u>	<u>-</u>	<u>33,193</u>	<u>135,600</u>	<u>82,602</u>
Resources expended						
Costs of generating voluntary funds	4	15,188	-	-	15,188	12,690
Charitable activities	5	56,663	-	33,193	89,857	67,899
Total resources expended		<u>71,851</u>	<u>-</u>	<u>33,193</u>	<u>105,045</u>	<u>80,589</u>
Net incoming resources before transfers		<u>30,555</u>	<u>-</u>	<u>-</u>	<u>30,555</u>	<u>2,013</u>
Gross transfers between funds		(8,068)	8,068	-	-	-
Net income for the year		<u>22,487</u>	<u>8,068</u>	<u>-</u>	<u>30,555</u>	<u>2,013</u>
Total funds brought forward at 1 June 2023		-	56,752	-	56,752	54,739
Total funds carried forward at 31 May 2024		<u>22,487</u>	<u>64,820</u>	<u>-</u>	<u>87,307</u>	<u>56,752</u>

Notes on pages 34 - 36 form part of these financial statements

PACT for Autism

BALANCE SHEET AS AT 31 May 2024

	Notes	2024 £	2023 £
Current assets			
Debtors	6	3,451	4,857
Cash at bank and in hand		97,761	72,888
		<u>101,212</u>	<u>77,745</u>
Creditors: amounts falling due within one year	7	13,905	20,994
Net current assets / (liabilities)		87,307	56,752
Total assets less current liabilities		<u><u>87,307</u></u>	<u><u>56,752</u></u>
Funds of the charity			
Restricted Funds		-	-
Designated Funds	8	64,820	56,752
Unrestricted Funds			
Total Funds		<u><u>87,307</u></u>	<u><u>56,752</u></u>

For the year ended 31 May 2024 the company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to small companies regime.

The directors declare that they have approved the accounts above.



Chloe Rich (Chair)

Date 27.01.2025

PACT for Autism

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MAY 2024

1. Accounting policies

1.1 Basis of the preparation of the accounts

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement on Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)-(Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Cash flow statement

The directors have taken advantage of the exemption in Financial Reporting Standard 1 (revised) from including a cash flow statement in the financial statements on the grounds that the company is small.

1.2 Incoming Resources

Income from donations and grants, including capital grants, is included in incoming resources when these are receivable.

When donors specify that donations and grants, including capital grants are for a particular restricted purpose, this income is included in incoming resources of restricted funds when receivable.

1.3 Resources expended and recognition of liabilities

All expenditure is incurred on an accruals basis. The majority of costs are directly attributable to the specific charitable activities.

Liabilities are recognised on the accruals basis in accordance with normal accounting principles.

1.4 Fund Accounting

Funds held by the Charity are either:

Unrestricted general funds - these are funds which can be used in accordance with the charitable objects at the discretion of the Trustees.

Designated funds - these are funds set aside by the trustees out of unrestricted funds for specific future purposes or projects.

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

1.5 Taxation Status

The company is a registered charity and is not subject to Corporation tax on its charitable activities.

2. Investment income

	Unrestricted Fund £	Restricted Fund £	Total 2024 £	Total 2023 £
Interest receivable	1,244	-	1,244	264
	<u>1,244</u>	<u>-</u>	<u>1,244</u>	<u>264</u>

PACT for Autism

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MAY 2024

3. Incoming resources from charitable activities	Unrestricted Fund £	Restricted Fund £	Total 2024 £	Total 2023 £
Donations & legacies	34,690	-	34,690	21,405
Fundraising	1,063	-	1,063	495
Trading income	22,591	-	22,591	22,841
Income from Charity Services	4,446	2,561	7,007	4,507
Grants	38,371	30,632	69,003	33,088
	101,161	33,193	134,354	82,336
2023	60,464	21,827	82,336	

4. Costs of generating voluntary funds	Unrestricted Fund £	Restricted Fund £	Total 2024 £	Total 2023 £
Charity Ball	14,500	-	14,500	12,443
Charity promoted events	472	-	472	31
Online giving website service	216	-	216	216
	15,188	-	15,188	12,690
2023	12,690	-	12,690	

5. Charitable activities	Unrestricted Fund £	Restricted Fund £	Total 2024 £	Total 2023 £
Charitable activities	11,880	10,747	22,627	14,071
Insurance	526	-	526	727
Rent and Rates	3,660	-	3,660	3,482
Office expenses	728	-	728	954
IT Costs - Software applications	619	-	619	470
Travel & Subsistence	544	401	945	1,239
Training	1,163	-	1,163	92
Professional Fees	702	-	702	563
Office phone and broadband	649	-	649	647
Finance charges - booking tool	876	398	1,274	950
Salaries	34,302	21,122	55,424	42,063
Staff & volunteers promotional uniform	-	-	-	2,250
Office equipment	606	525	1,131	51
Accountancy & Companies House	409	-	409	340
Total	56,663	33,193	89,857	67,899
2023	45,252	22,647	67,899	

PACT for Autism

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MAY 2024

6. Debtors	Total 2024 £	Total 2023 £
Debtors	1,796	28
Prepayments	1,655	4,829
Total	<u>3,451</u>	<u>4,857</u>

7. Creditors: amounts falling due within one year	Total 2024 £	Total 2023 £
Accruals	695	556
Creditors	1,547	2,576
Deferred income (Grants)	11,663	17,862
Total	<u>13,905</u>	<u>20,994</u>

8. Designated Funds

The designated funds are represented as below:

	£
Personnel Fund (incl addtl roles 2024)	<u>64,820</u>
Total	<u>64,820</u>

9. None of the Trustees (or any persons connected with them) received any remuneration during the year

10. Going concern

The charity is operating on a going concern basis.

11. Related parties

There were no related parties within the year.

12. Key Personal

During the year total remuneration of £20,868 was paid to key management personnel. The remuneration of key management personnel is decided upon and authorised by the trustees.

PACT FOR AUTISM

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 MAY 2024

I report on the accounts of PACT for Autism for the year ended 31 May 2024 which are set out on pages 32 to 36.

Respective responsibilities of trustees and examiner

The Charity's Trustees are responsible for the preparation of the accounts. The Charity's Trustees consider that an audit is not required for this year (under section 144 (2) of the Charities Act 2011 (The Act) but that an independent examination is needed.

It is my responsibility to:

- Examine the accounts under section 145 of the Charities Act,
- To follow the procedures laid down in the General Directions given by the Charity Commissioners (under section 145(5)(b) of the Charities Act, and
- To state whether particular matters have come to my attention.

Basis of independent examiner's Statement

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes considerations of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In the course of my examination, no material matters have come to my attention 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; or
- the accounts did not comply with the applicable requirements concerning the form and content of the accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair' view which is not a matter considered as part of an independent examination.

I 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.

David Courtier FMAAT AATQB for and on behalf of:
Community360

Winsley's House, High Street, Colchester, Essex



Date

27/01/2025

PACT FOR AUTISM

England & Wales - Charity number 1148170

Accounts

PACT for Autism

Charity Registration Number 1148170

Company Registration 08076243

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MAY 2023



PACT for Autism

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PACT for Autism

LEGAL AND ADMINISTRATIVE INFORMATION FOR THE YEAR ENDED 31 MAY 2023

Trustees: Julia Carr (Chair)
Wendy Dunlop (Treasurer)
June Fleming
Julie King
Andrew McIntyre (appointed 24/11/2022)

Selina Avery (Co-opted)
Ryan Carr (Co-opted)
Aimee Carr (Co-opted)
Vern Lacey (Co-opted)
Chloe Rich (Co-opted)

Registered company number: 08076243

Registered charity number: 1148170

Premises: Office 50
Latton Bush Centre
Southern Way
Harlow
CM18 7BL

Independent Examiner:
Community360
Winsley's House
High Street
Colchester
Essex, CO1 1UG

Bankers: Lloyds Bank
East Gate Harlow



Trustee Annual Report

Year ending 31 May 2023

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ending 31 May 2023 which are also prepared to meet the requirements for the directors' report and accounts for Companies Act purposes. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Chair's Report

Once again, this reporting period has been a challenging one for PACT as a charity and for the community that we support. While the world has moved out of the tight restrictions imposed by the COVID 19 pandemic, we still found ourselves in a time of uncertainty both economically and in wider contexts. This uncertainty impacts PACT and the charity sector, but more significantly impacts the lives of the autistic and neurodivergent community which PACT works with and who find a lack of certainty hard to deal with. The PACT team of staff and volunteers has, once again, risen to the challenge and continued to adapt and innovate, to provide an excellent level of support.

PACT has continued to respond to the need of support for those who identify as autistic or neurodivergent, and their family, carers and friends, and this need continues to grow. In the 12 months to 31st May 2023, the number of people contacting PACT online rose by 38%, and the number of people registering with PACT to receive support or services rose by 37%, clearly evidencing the continuing and ever-growing need for the services PACT provides.

Throughout this reporting period PACT has had to be innovative and creative in the ways in which we support our community, and the ways in which we raise the necessary funds to be able to offer this support. PACT's Charity Manager Kevin Gay, along with his highly dedicated team, continue to be outstanding in the way they responded to both these challenges.

This year we were able to secure much needed grants totalling £33,088, and express gratitude and thanks, particularly to Capital Group and West Essex Clinical Commissioning Group (NHS). In addition to these important grants, our funding was helped enormously by donations and fundraising by many individuals and organisations, totalling an incredible £21,405! PACT could not survive without

the money provided by these amazing grant providers and fund raisers. On behalf of all the people who we support, we would like to say a huge thank you!

The financial support provided means that PACT's amazing team of staff and volunteers can continue to offer support and can respond to the ever-changing needs of our wonderful community. PACT is only as strong as our staff and volunteers, and they all continue to go above and beyond what anyone could expect of them. There are no words to express how important they are to the continuing successful running of our charity PACT for Autism.

Legal and Administration

PACT for Autism is a registered charity limited by guarantee, originally established as PACT Harlow in December 2005. The charity is run by a small team of staff and volunteers, most of whom are parents of autistic individuals, as well neuro divergent adults, and professionals with a special interest in Special Educational Needs and disabilities (SEND).

Objectives and Activities

The purpose of the charity is to provide for and advance the needs and welfare of autistic and neurodivergent children, young people and adults, along with their families and carers who live in Harlow, West Essex and surrounding areas.

PACT is increasingly aware of language preferences within our communities and the need to embrace those changes. There is a real need for all organisations to be more aware of neurodiversity and the neurodivergent community, in its entirety. Our ongoing desire is to continue highlighting the need for all of society to understand how the entire autistic spectrum and all neurodivergent individuals are perceived, accepted and acknowledged. It is essential that these differences are seen more as a neurological difference and a unique way the world is experienced, rather than how they are often perceived within the medical model, as a disorder.

Summary of our objectives:

- Supporting parents and carers of autistic and neurodivergent individuals.
- Improving people's understanding and acceptance across the autistic and neurodivergent spectrum.
- Raising awareness of the Special Educational Needs and Disabilities (SEND) of autistic and neurodivergent children and young people.
- Improving access to sport and leisure activities for autistic and neurodivergent individuals.
- Improving opportunities for work, sport and leisure activities for autistic and neurodivergent children, young people and adults.
- Improving the lives of the autistic and neurodivergent community, including their families and carers.

The charity's activities and services which strive towards achieving these objectives are shown in detail, later in this report.

Achievements and Performance

At last, we have moved out of one of the most challenging periods, not only for PACT for Autism and the entire third sector, but most importantly, for our autistic communities. The challenges have not completely gone away and there are still some tough times ahead as we move out of a very

structured and controlled period, into a more open and, for our autistic community, increasingly uncertain times.

The schools are now back open and where home schooling suited many of our autistic children and young people, new struggles are starting to emerge, and many families are finding that the changes are increasingly more difficult to accept. Working environments are now requiring people to return to the workplace and home working is not as widespread as before, impacting on individuals and families. The challenges of facing the financial and economic hardships are now becoming more common place, families and individuals are seeking more support than ever.

During this year PACT became fully embedded into meetings with health commissioners and other organisations commissioned to provide services. This meant that we were at the forefront of understanding the impact of the significant increases in families and individuals seeking a neurodivergent diagnosis, together with the rise in numbers and complexities of mental health challenges. Many support services are challenged by the volume of people seeking support, the capacity needed, and / or fully understanding the complex nature of individual neurodivergence. When services and support agencies struggle to meet demand, it falls upon third sector organisations to fill more of the gaps. By PACT working closely with these agencies, and understanding the local issues, it has enabled us to build strong relationships with other professionals, sharing our knowledge and experiences to help them understand some of the complexities facing our autistic communities.

The PACT support team stepped up to the challenge of receiving a huge increase in families and individuals contacting us for support with an array of new issues that have begun to surface. Debbie Hannam and Kim Darby continue to expand their breadth of knowledge and expertise to meet the increased volume and complexities, continuing to offer an outstanding support service to families and individuals. We found that our children and young people can be extremely resilient when given the right support. Forward planning and understanding the challenges of our communities enabled PACT to put support in the right place at the right time.

PACT support staff continue to build knowledge and expertise from the evidence of the lived experiences of our children, young people, and adults attending support sessions. By PACT partnering with other relevant agencies across local authorities, education, health and social care, this engagement ensures co-production and co-working, using the ethos of 'nothing is done for them, without them'. We continue to work closely with local authorities and health & social care leaders, to ensure that the voice of autistic and neurodivergent people is at the forefront of their plans, and that they are building the right support in the right environment.

At the beginning of the reporting period, we found that families were desperately seeking face-to-face support again, and opportunities to allow their children to engage with others and get back out into the big wide world. As a result, PACT decided to invest in increased staffing, and as activities was the area families were asking for, we created a new Activities & Events role. We welcomed Ruth Bolwerk to our team, someone who had been volunteering with us for many years. As a mother to an autistic son, and a daughter on the diagnostic pathway, Ruth knew the charity well and understood the challenges facing our neurodivergent children and young people. Ruth has successfully increased the number and variety of charity activities and events, catering for all needs whilst constantly exploring new opportunities for our PACT families.

There is still much more work to be done and we continue to plan for growth and sustainability for the long term. The achievements and success we have shown over this reporting period could not have happened without a dedicated and committed team, along with the engagement of an amazing community.

Plans For Future Periods

We look forward to the coming year when we aim to:

- Secure funding to sustain and grow essential support services for beneficiaries.
- Improve support services, health equalities and working opportunities for all autistic and neurodivergent individuals.
- Increase staffing hours and volunteer base to sustain growth and meet the needs of the autistic and neurodivergent community.
- Continue to raise public awareness and acceptance of autism and neurodiversity, reaching out to all areas of the community, with our extended talks service and new awareness package.
- Continue to grow our ongoing works and influence with education, health, local authority and social care across all ages and support needs.
- Further Increase the charity's beneficiaries.



Services and Activities

Support Services

PACT support staff, themselves being parents of autistic young adults, have continued to balance the many challenges we have all faced together, whilst continuing to keep PACT families and vulnerable individuals safe, providing the support needed to increase confidence and mental wellbeing across our communities.

We still experience an increasing number of referrals and requests for our services, not only from parents and carers and autistic individuals, but also professionals struggling with the amount of need versus the appropriate support and services available. These needs range from families with children and young people needing support around education, social care, benefits, behaviour, as well as pre and post diagnosis support. This also includes adults looking at their own neurodivergence, late diagnosis and associated mental health challenges, peer to peer support, and assistance with benefit forms and review meetings.

The numbers of people contacting us for help and support increased month on month and the number of people registering with us also continues to rise sharply. Many people feel encouraged to register with us to gain the added benefits of access to regular 'what's on' and community information emails. Those same families and individuals can then access our activities and events, as many of them are funded and designed exclusively for PACT registered families and individuals.

Numbers of people	1st June 2021	31st May 2022	31st May 2023	Number increase 1yr (2yrs)	% increase 1yr (2yrs)
Making contact with PACT through social media / website	850	1189	1638	449 (788)	38% (92%)
Registering with PACT to receive direct support / services	732	981	1341	360 (609)	37% (83%)

Social Media Interaction

Our social media platforms have experienced increased numbers seeking information and support, or just keeping up to date with PACT services and other useful information shared from other sites. We fully understand that social media is a vital communication channel and often the quickest way to share information to a wide audience. We continue to improve our social media skills to maximise the systems available.

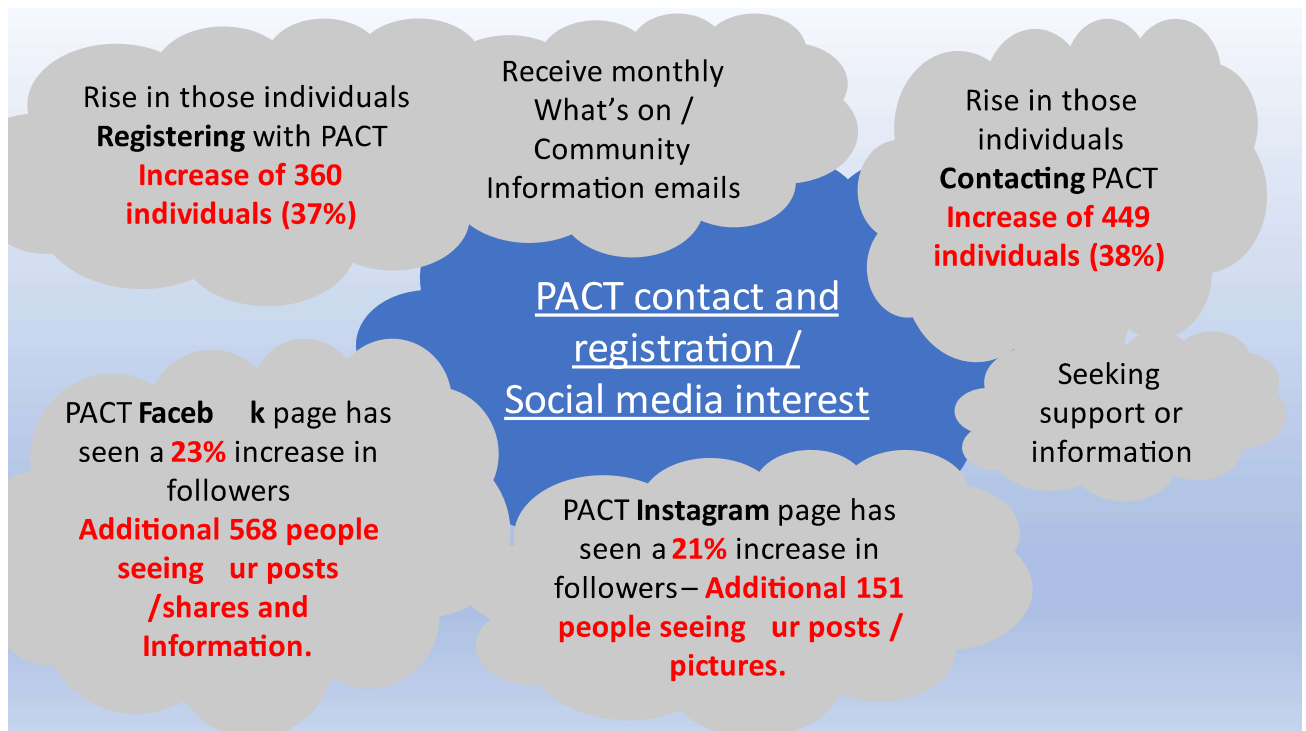
Number of people following	1st June 2021	31st May 2022	31st May 2023	Number increase 1yr (2yrs)	% increase 1yr (2yrs)
Facebook	1999	2422	2990	568 (991)	23% (49%)
Instagram	531	709	860	151 (329)	21% (62%)

Support and Information Phone Lines

This essential service has never stopped and has been a lifeline for many families and individuals. The main reason people are using this phone service is to reach out for specific support at a time that suits them. A phone conversation enables staff to fully understand situations and help formulate a plan, which may

include signposting to other relevant services and organisations. With all calls being handled by Kim and Debbie, it may also have just been the place that person felt safe to talk or share a particularly challenging experience, having confidence that the person on the end of the phone understood them, through having lived experiences and in-depth knowledge.

This is a service that many other charities have stopped offering but something that we see as essential. It allows greater access to those people who may not have internet access, ability to travel or find it hard to cope with online (virtual) contact.



Newsletter

The PACT monthly newsletter is sent via email to all registered individuals, and it continues to go from strength to strength, continually adapting to the evolving needs for access to new and updated services. Requests for more events and activities have substantially increased. The newsletters are the best way to keep families updated on PACT events and activities as well as sharing new information on other services being made available.

PACT Website

This is an area we are still looking to improve upon, with the aim of providing a 'one stop shop' for people seeking support, information, events, activities, and fund raising opportunities. This is an ongoing project, staff working closely with the IT company, who we have had a long-standing relationship with and continue to provide support.

Support Groups and Training Workshops

The PACT support team are constantly looking at best ways to deliver a range of support across a variety of platforms as well as much needed face to face sessions, to ensure accessibility for all. Staff continually seek the most appropriate delivery method according to their audiences, as well as offering more diversity in content, which is often led by the need at the time, and at the request of the families and individuals we support.

Parent / Carer drop-in sessions have increased, giving opportunities to discuss any areas of concern and support needs, as well as allowing friendship groups to develop and peer to peer support networks to flourish. We started 'Walk and Talk' sessions in a local park, encouraging people to meet up, with the benefits of getting out in the open air and increasing exercise, all great for mental wellbeing. We also started offering 'Pop Up' coffee and catch-up sessions, spreading our support across all areas of West Essex.

PACT continually seek feedback from families and individuals, allowing us to plan for the most appropriate support, with the most appropriate services. Our networking continually improves, giving us the ability to call on the specialist knowledge that is available, and allowing us to deliver information straight from source. This not only supports families and individuals but also the professionals from within the services, improving their knowledge and experiences.

We have now developed new groups to better support partners as well as parents & carers of autistic and neurodivergent individuals that, through the diagnosis process and support, are now looking to seek diagnosis for themselves. Support sessions are also available for different age ranges, allowing freedom of topics to be discussed as we are identifying that all these groups are having very different needs and varied discussion topics.

We continue to offer a range of workshops with invited professional speakers, who introduce specific support and services, for example:

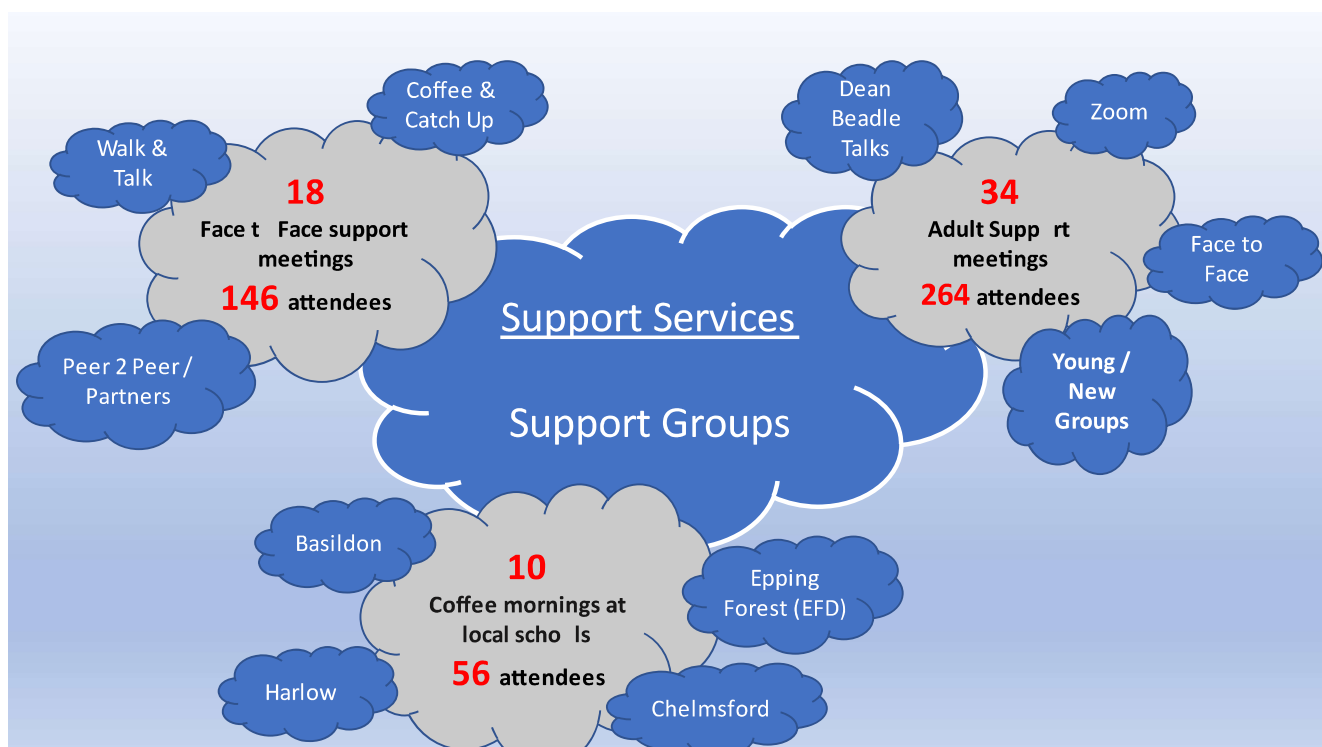
- SENDIASS training on Educational and Health Care Plans (EHCP) with transition planning
- Families in Focus workshop on Disability Living Allowance (DLA)
- The amazing Dean Beadle workshop on 'Executive Functioning and Anxiety'



Adult Support

PACT continue to support an increasing number of adults who are questioning their own neurodivergence or seeking support around pre or post diagnosis. The PACT support team are increasing their own knowledge along with experiential learning, whilst linking with appropriate organisations and support services. We continually strive to upskill our knowledge and understanding of the different pathways and support services being offered, forging new ties and connections with adult social care, employment support, mental health services and different teams within local authority and health teams. These connections have made a huge difference to the support we can provide, as we now have autistic individuals who can offer a voice and a different level of experience. We have learnt with them and from them, utilising their highly individualised knowledge and experience, whilst continuing to provide them with the support they need. This helps others within our support groups develop much needed 'peer to peer' opportunities.

- Our adult Support Groups continually asked for more face-to-face interaction. We listened and delivered a variety of sessions at suitable, local locations. Constantly seeking feedback on their needs meant that we could offer a more bespoke service, developed by the groups themselves.
- We looked at ways to support more people and started creating bespoke groups for new joiners but included some of the other group members to help with increased self-support and advocacy.
- Our adult group have worked closely with Healthwatch Essex and they represent PACT on a disability forum, discussing some really impactful subjects and offering essential lived experience.



Thank you to
West Essex Clinical Commissioning
Group (NHS)
for funds towards all our support
services

Sports and Leisure Activities

PACT for Autism actively seek and support any sports and leisure activities that could be accessible to our autistic community. We took the decision to increase staffing in this area of significant need, coming out of the pandemic restrictions. Families and individuals were asking for, and needing help, to integrate back into groups settings and much needed peer contact, which had become so important before the period of lock downs and restrictions. Ruth joined PACT as our new Activities and Events lead and has been able to connect with local providers, arranging a variety of sessions that have proved extremely popular.

This addition to staff resources has proved to be one of the best and most timely decisions made by the charity, as we were struggling with limited capacity to return to activities whilst still delivering all the other support services.

We have been able to expand our network and signpost to many organisations that are looking to improve sport and leisure access for all abilities. If an opportunity is discovered, we reach out and link with organisers, find out how the activities are run, and seek ways to improve, ensuring we offer awareness and training to all staff and volunteers involved. This not only benefits PACT service users, but everyone in our community.

This photo shows our activities lead Ruth seeking new and exciting opportunities with linked support at Harlow Leisurezone.



Art Empowerment (Art Therapy)



Our weekly Art Empowerment sessions are held in Harlow for neurodiverse young women, girls, and those who identify as non-binary. These sessions have continued to be well attended, and a place where we can offer support for teenage girls and young women who are struggling with education, late diagnosis and often dealing with identity and sexual orientation challenges. We identified that a younger age range could also benefit from these unique sessions, so we increased availability by starting sessions across two age ranges: 11 – 16yrs and 18 – 25yrs. This has worked well and something that will continue and develop.

All the private hire and staffing of these sessions, along with our trained art therapist Hannah are now being funded by a grant through the local (West Essex) Clinical Commissioning Group (CCG - NHS).

Wild and Wacky Soft Play

This ever popular and essential monthly family activity is now back on, and better than ever. This is a place where many of our new families are introduced to PACT and receive helpful 'face to face' support from PACT staff and volunteers, as well as developing relationships and peer networks to support each other into the future.

We also had the return of our Amazing 'Wild n Wacky' Christmas party that 85 children and their families could enjoy with a very special 'guest appearance', party food and an early Christmas gift. We also had some face painting and entertainment from some Disney 'Frozen' characters.



Gamers Cage

These bi-weekly sessions have also been re-introduced, for young people over the age of 12 years (including siblings), providing them with a safe place to do something they enjoy, whilst parents and carers enjoy a cuppa and a chat with PACT staff, volunteers and other families.

As a result of having the additional staff and capacity, along with generous funding allowed us to run 2 x Christmas parties to enable the two age ranges to enjoy an extra special Gamers Cage session, including food and a small gift.



**Thank you to
St James Place
for funding towards all festive
celebrations**



Colchester Swim Trip

One of our most popular trips was once again possible this year, giving our families the option of a coach or to meet up at the venue. Again, our extra staffing and capacity allowed us to book 2 two of these sessions so that many more families could experience this special fun filled event.



72 PACT family members enjoyed private use of this amazing leisure facility, safely and securely. Families often tell us that they cannot access swimming for their children and young people, so this private hire fun venue is perfect, and often sold out within days of advertising.

We also had some sponsorship from Town Travel Harlow who kindly provided transport for those families who do not drive, and struggle with the coach journey. Here is one of our families with our volunteer Michael, making use of this amazing service.

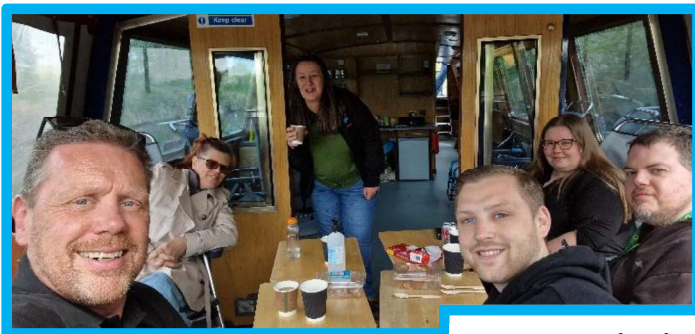
CanalAbility



As a result of some vital funding from MIND (West Essex), we were able to organise an amazing day out, on the fully assessable 'CanalAbility' boats.

We took two canal boats along the River Stort for a relaxing trip, with lunch included. One boat was booked as a family boat, exclusively for autistic adults who wanted to bring their family. The second boat was for just the adult support group.

This is an activity we had enjoyed before, and it was such a great and calm experience, that it was requested again!



**Thank you to
Mind (West Essex)
for funding towards our Adult
groups**

Ice Skating

During this reporting period we were approached by a local transport company A2B cars, who had selected PACT as their 'charity of the year.' One of the events they were keen to fund was an ice skating trip to Chelmsford, a brand new activity for PACT families to experience. A2B supplied cars and drivers to transport families to the venue. The event was attended by 52 amazing children and young people with their families, slipping and sliding their way to a highly successful trip!



Autism Awareness

Talks and Training Workshops

PACT Talks and Awareness workshops have always been popular, and never more so as we have returned to the classrooms and workplaces. These talks are delivered from a unique perspective of lived experience and learnt knowledge researched and collected over many years. Led by our Talks and Training lead Debbie Hannam, we have delivered these talks to schools, charities, and other organisations, to improve knowledge and bring greater understanding of autism and neurodiversity.

We are always looking to improve our talks and range of training workshops. Our training is designed to give individuals, families and carers as much confidence and understanding as possible, to improve the lives of our autistic community, and to put self-advocacy and empowerment at the forefront of our ongoing mission. Working closely with partners, charities, and other organisations, our talks ensure delivery of a diverse range of information coming from speakers within depth knowledge and understanding.

We have continued to support Essex Young Carers with workshops and talks, not only to improve staff awareness and understanding but also the young carers themselves, giving them additional confidence in understanding the challenges that Autism and Neurodiversity can bring to a family.



All our training workshops are advertised on social media sites as well as through our newsletter, ensuring that as many families and individuals as possible get the opportunity to attend.

PACT Talks

‘The Theory and the Experience’ talk, developed and delivered by our own Debbie Hannam, continues to be popular. Offering a personal insight into her lived experience of being a mother to Luke, her young adult autistic son (the theory), together with Deb, an autistic female with a late diagnosis and many related mental health challenges (the experience). A real and very powerful training package!!

This unique insight into two very different autistic perspectives, delivers some really important information and strategies for professionals working with neurodivergent people. This talk continues to be delivered online as well as some face-to-face sessions being made available when necessary.



The Theory & The Experience

This 2-hour talk will give you a candid insight into autistic life from two different perspectives.
 The aim of this talk is to enable you to support and understand autistic individuals.
 Questions are very welcome!

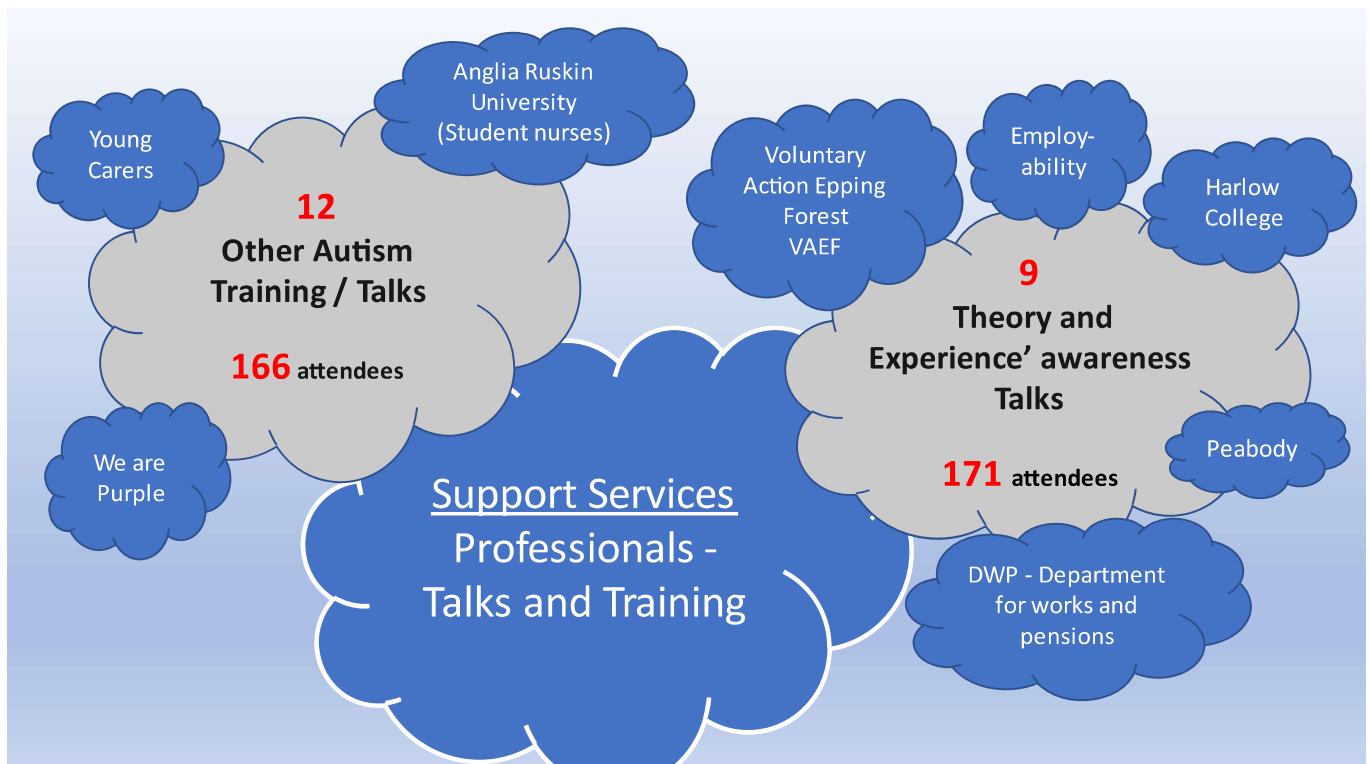


My name is Debbie Hannam.
 I am the Support, Talks & Training Officer at PACT for Autism
 My knowledge comes from a lived experience as a parent to Luke an autistic adult who was diagnosed in 2001 aged 2 ½.
 I am passionate about helping other parents/carers/adults & professionals.
 I have found true friendships in the autistic community, they have inspired and educated me



My name is Deb Butler.
 I am an autistic adult with a desire to improve the quality of life for the autistic community.
 I was diagnosed aged 47 after a long history of multiple mental health disorders.
 I have a first-class BA (Hons) in psychology & mental health.
 I am supported by PACT for Autism.

"The training was outstanding. Both Debbie and Deb have vast knowledge and personal experience of Autism, which provided valuable insights into those who are autistic and those who support (and work with) members of the autistic community."



PACT Community Engagement

All PACT staff have been extremely busy! Not only have they been planning and running all the support services and activities throughout this reporting period, but also attending meetings and networking across all areas of education, health, social care and local authorities, as well as building relationships with other organisations and charities.

PACT Charity Manager Kev Gay was invited to join the **Essex Family Forum** Management Committee and soon became Chair of Essex Family Forum. This role has provided increased exposure for PACT, to information and projects across Essex, with Kev being able to represent both organisations across a range of subject matters. This has been a key driver for PACT to be able to make an impact on services and activities within the wider Essex footprint and become an important partner in areas of improvements in education, social care and health inequalities of SEND children and young people.

Essex Family Forum partnership working resulted in an amazing new book, written by parents for parents. This was developed in collaboration with three organisations: Essex Family Forum, MyOTAS and SEND Essex. With our close ties to these organisations, we were able to share this book widely to every family that we support, and it has proved to be an invaluable reference book.

PACT continue to be an integral part of the Stansted Airport Disability Forum, **SAFE (Stansted Accessibility for Everyone)** and continue to support all the organisations working within the aviation industry. This reporting period has been difficult, and many necessary changes have needed to be implemented, including the new terminal and upgrades at Stansted Airport being put on hold due to financial pressures. PACT involvement within this forum became more crucial since moving out of the pandemic and the public being re-introduced back into aviation services. With new staff joining at every level (staff numbers were significantly impacted over this time), training and awareness continue to be an integral part of this process.

PACT is a member and/or attends meetings / work with:

- The Essex SEND Information and Advice Support Steering (**SENDIASS**). We also have close ties and regular meetings with the **SEND Facilitator** team in West of Essex. Supporting schools and families (previously specialist teacher teams).
- **West Essex ASD steering group**, helping to shape improvements within the West **JADES** (Journey of Diagnosis and Early Support) pathway services.
- **West Essex Voluntary Community Groups** (Rainbow services / VAEF / Uttlesford UVCS).
- The Harlow, Epping Forest District and Uttlesford '**Think Family Forum**'. A networking forum designed to introduce and build stronger ties to many organisations and charities. An area to share projects, ideas and encourage working together.
- The **All-Age Autism partnership board** (Eastern region) and **All-Age Autism wider network group** (Essex). Both groups seek ways to improve the lives of neurodivergent people across all areas of need encouraging the inclusion of the 'actually autistic' voice and embedding the ideal of 'Nothing about us without us.'
- **ECVYS** (Essex council For Voluntary Youth Workers) including a specific project supporting and advising Essex Police on '**Violence and Vulnerability**' in communities.
- **Families in Focus / Family Solutions / Essex Carers Network**.
- **Local linked support - Community Agents**, a service set up to help adults who are autistic or may have a learning disability.
- Various **Clinical Commissioning Groups** across Essex especially with the **West CCG commissioner** for children and young people.
- **Summit** services who have secured the contract for pre / post diagnostic support for Autistic adults. We hope to build on this relationship, and along with our adult group representatives, ensure that ongoing support is effective and appropriate for all.

Grants, Fund Raising and Donations

Grants

The charity frequently applies for many grants and managed to secure several vital grants this year which has ensured ongoing work can continue with the additional opportunities to build services and continue to support individuals, families and professionals.

PACT for Autism would like to particularly thank the following organisations their amazing support.

- **Capital Group** has been a major supporter of PACT and continues to support our charity each year. A grant for **£17,400** was gratefully received in February 2023 through their employee support scheme; one of their employees being a Trustee on our board, and father of an autistic young lady. This vital grant is being used for our core running costs, with some of the funding being carried forward into the financial year starting June 2023.
- **West Essex Clinical Commissioning Group (NHS)** supplied a grant of **£15,200** which was received in April 2022 covering the 12 month reporting period starting May 2022. This amazing grant covered all areas of support, including workshops and activities for families who have been or are currently accessing the JADES diagnostic pathway for an autism diagnosis. This funding was also used for our Wild n Wacky, Gamer's cage and Art Empowerment information and support sessions, as well as our support and information phone lines. PACT is an identified support network for those families at any stage of autism assessment or diagnosis in West Essex.
- **Mind (West Essex)** 'Adult (Prevent suicide)' funding provided a **£3,000** grant dedicated and utilised on providing support and services to our expanding adult groups.
- **St James's Place Charity Foundation** provided a grant of **£2,500** in March 2022 which was fully utilised this reporting period in December 2022 to fund the Wild n Wacky, Gamer's Cage and Art Empowerment festive parties for all PACT service users.
- **Essex Community Foundation** supported PACT as follows:
 - **£1,000** grant in June 2022, funding for staff training and membership of the National Council for Voluntary Organisations
 - **£500** February 2023 'Cost of Living' uplift grant
 - **£5,596** received in March 2023 which will be funding our Talks Service during the reporting period starting June 2023.

PACT Fund Raising

Annual Charity Ball

The PACT for Autism Annual Charity Ball has always been the major fund-raising event for PACT over many years and has enabled us to secure continued support and delivery of essential services for our entire autistic and neurodiverse communities. The pandemic and lockdowns had meant 2 years without our much loved annual Charity Ball, so we could not wait to see it's return!

It was the 10th anniversary of PACT for Autism attaining charity status and we intended to celebrate this epic achievement, planning for a very special return of a much-needed event for the charity.

We not only wanted to ensure that all those who have supported us throughout some of the most challenging times were acknowledged and celebrated, and we also needed to look at how we could re-balance 2 years of not having the fundraising opportunities that these events have produced over many previous years.

We wanted to celebrate 10 years as a charity with a fundraising target of £10,000. Did we make it? Of course, we did!! With a lot of hard work and the generosity of those who continue to support us the PACT for Autism Charity ball raised a whopping **£11,800**.

And what a night!!



PACT Raffles

PACT ran two raffles this year themed around Christmas and then Easter, raising an amazing **£824** plus some very happy people having their prizes delivered.



Other Donations and Fundraising

- A huge thanks to **Tony Batten (The Walking Dad)** who committed himself to completing a number of challenges throughout the year. A dad of four, one of which once told him *'You can't do it dad'*. The first challenge was a **solo walk from Westminster bridge to Brighton pier, a massive 52miles!!** – Currently raising over **£600** with so much more to come.



- Thank you to Sarh Piercy and Rachel Doherty for taking part in the **Lea Valley 10k run** and raising an amazing **£1,079!**
- **Huge thank you to John Dunlop who completed the Hadrian's Wall Solo Walk** raising **£848.**
- Thank you to **Pitney Bowes Ltd** for their volunteer grant of \$500 (£423), plus monthly Employee volunteer recognition matching scheme, and a donation of **£750** to the Charity Ball which allowed 10 struggling PACT parents / carers to attend.
- Special thanks to employees at **Euromonitor International** who nominated PACT, resulting in a donation of **£2,500!** The money was used to fund support and activities for PACT's neurodivergent groups.

- A HUGE Thank you to **Rough Creed Motorcycle Club**. This group fundraise for a different charity each year, finishing with a ride out and delivery of gifts to Princess Alexander Hospital Children's ward. The total funds raised for PACT was a massive **£4,317!**



- **Essex Lottery** – Regular monthly donation received from 7 supporters generating approx. **£260** per year.
- Many generous 'one off' and anonymous donations received through PayPal and JustGiving.

PACT for Autism express our deepest thanks to all of those who provided grants, made donations, and raised money for us this year

Thank you!

PACT for Autism

Trustees and Governance

PACT for Autism's governing document is its Memorandum of Association. The liability of the members is limited to a sum not exceeding £10, being the amount that each member undertakes to contribute to the assets of the charity in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member.

PACT for Autism is governed by the board of trustees. The directors of the charity are trustees and are referred to as such throughout the annual report and accounts. There are currently five trustees which include a retired Special Educational Needs Professional, Tax Accountant, Education Professional, an Accountant and Counselor, three of whom are parents of young autistic adults. All trustees give their time voluntarily and receive no monetary benefits from the charity.

The trustees may by ordinary resolution appoint a person who is willing to be a trustee either to fill a vacancy or become an additional trustee. At a general meeting a person may be appointed trustee if he or she is recommended by the trustees in accordance with the Articles or is a member qualified to vote at the meeting nominates a person in accordance with the Articles. The maximum number of trustees is 7.

Trustees' Responsibilities in Relation to the Financial Statements

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

Company law requires the trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including income and expenditure, for that period. In preparing the financial statements, the trustees are required to:

- Select suitable accounting policies and the apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and accounting estimates that are reasonable and prudent
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business

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

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

Statement as to disclosure to our auditors

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

- There is no relevant information, being information needed by the auditor in connection with preparing the report, of which the auditor is unaware of, and

- The trustees, having made enquiries of fellow directors and the auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Staff and Volunteers

PACT for Autism has five part time paid staff and a small, dedicated team of volunteers, working on a regular basis. The trustees express deepest thanks to the Charity Manager Kevin Gay and his team including Lisa Gay, Debbie Hannam, Kim Darby and Ruth Bolwerk, together with the energy and enthusiasm of our volunteers Mike Doe, Alison Doe, Lewis Walsham, Kath Rencontre, Chloe Rich, Callum Gay, Deb Butler, Michelle Freeman, Nikki McIntyre, Vanessa Baker and Tess Millar. This small team of highly motivated, committed individuals work together as a team to deliver the objectives of the charity.

Pay Policy for Senior Staff

No member of staff receives a FTE salary over £60,000 p.a. A market rate, based on the size of the charity, is used to set all salary scales. Pay rates are reviewed annually in line with inflation.

Risk Management

The trustees regularly review the risks facing the organisation. The principal risks during the financial period ending 31st May 2023 were the increased demand on services and support for neuro diverse families and specifically adults, along with sustaining funding streams to maintain existing services. The trustees regularly review controls, including the budget, to sustain the required levels of services.

Public Benefit

The trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit in making decisions on the activities undertaken by PACT for Autism. Our information and support services are provided free of charge to neuro diverse families and individuals, with just a small contribution requested towards the cost of heavily subsidised leisure activities. Our autism awareness talks are tailored to meet the needs of the audiences and often open to the wider public.

Financial Review

PACT for Autism's turnover for the year ending 31st May 2023 was £82,602 (prior year £66,026). Expenditure was £80,589 (prior year £56,557). This resulted in a surplus for the year of £2,013 (prior year £9,469). The increased income and expenditure was in part due to the charity being able to once again hold it's annual fund raising Ball, something that had to be cancelled in prior years due to the COVID pandemic. Also, donations significantly increased as more fund raising activities became possible after the national restrictions were lifted. Expenditure increased for similar reasons, as services not only regained momentum but increased from the pre pandemic levels, in order to meet growing demand.

Reserves Policy and Going Concern

The trustees regularly review the charity's financial reserves to ensure that the minimum policy requirements of 6 months running costs for reserves is achieved. This is held within the designated funds. The trustees increased the designated funds to £56,752 (prior year £53,961) with plans to utilise a significant amount in the next financial year, in order to increase adult services to meet the growing demands from neurodivergent adults.

The accounts are prepared on a Going Concern basis.

Investment Powers and Policy

The trustees have kept available funds in an interest-bearing deposit account. Total interest received during the year totalled £264.

Small Companies Provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Signed by order of the Trustees



.....

Julia Carr

Chair

25.01.2024

Date

PACT for Autism

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MAY 2023

	Note	Unrestricted Fund £	Designated Fund £	Restricted Fund £	2023 Total £	2022 Total £
Incoming resources from generated funds						
Investment income	2	266	-	-	266	6
Incoming resources from charitable activities	3	60,464	-	21,872	82,336	66,020
Total incoming resources		60,730	-	21,872	82,602	66,026
Resources expended						
Costs of generating voluntary funds	4	12,690	-	-	12,690	381
Charitable activities	5	45,252	-	22,647	67,899	56,176
Total resources expended		57,942	-	22,647	80,589	56,557
Net incoming resources before transfers		2,788	-	(775)	2,013	9,469
Gross transfers between funds		(2,788)	2,788	-	-	-
Net income for the year		-	2,788	(775)	2,013	9,469
Total funds brought forward at 1 June 2022		-	53,964	775	54,739	45,270
Total funds carried forward at 31 May 2023		-	56,752	-	56,752	54,739

Notes on pages 27 - 29 form part of these financial statements

PACT for Autism

BALANCE SHEET AS AT 31 May 2023

	Notes	2023 £	2022 £
Fixed Assets			
Tangible Assets	10	-	-
Current assets			
Debtors	6	4,857	1,387
Cash at bank and in hand		72,888	62,166
		<u>77,746</u>	<u>63,552</u>
Creditors: amounts falling due within one year	7	20,994	8,816
Net current assets / (liabilities)		56,752	54,736
Total assets less current liabilities		<u>56,752</u>	<u>54,736</u>
Funds of the charity			
Restricted Funds		-	775
Designated Funds	8	56,752	53,961
Total Funds		<u>56,752</u>	<u>54,736</u>

For the year ended 31 May 2023 the company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to small companies regime.

The directors declare that they have approved the accounts above.



Julia Carr (Chair)

Date 25.01.2024

PACT for Autism

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MAY 2023

1. Accounting policies

1.1 Basis of the preparation of the accounts

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

Cash flow statement

The directors have taken advantage of the exemption in Financial Reporting Standard 1 (revised) from including a cash flow statement in the financial statements on the grounds that the company is small.

1.2 Incoming Resources

Income from donations and grants, including capital grants, is included in incoming resources when these are receivable.

When donors specify that donations and grants, including capital grants are for a particular restricted purpose, this income is included in incoming resources of restricted funds when receivable.

1.3 Resources expended and recognition of liabilities

All expenditure is incurred on an accruals basis. The majority of costs are directly attributable to the specific charitable activities.

Liabilities are recognised on the accruals basis in accordance with normal accounting principles.

1.4 Fund Accounting

Funds held by the Charity are either:

Unrestricted general funds - these are funds which can be used in accordance with the charitable objects at the discretion of the Trustees.

Designated funds - these are funds set aside by the trustees out of unrestricted funds for specific future purposes or projects.

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

1.5 Taxation Status

The company is a registered charity and is not subject to Corporation tax on its charitable activities.

2. Investment income

	Unrestricted Fund £	Restricted Fund £	Total 2023 £	Total 2022 £
Interest receivable	264	-	264	6
	<u>264</u>	<u>-</u>	<u>264</u>	<u>6</u>

PACT for Autism

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MAY 2023

3. Incoming resources from charitable activities	Unrestricted Fund £	Restricted Fund £	Total 2023 £	Total 2022 £
Donations	21,405	-	21,405	7,865
Fundraising	495	-	495	1,779
Charity Ball	22,841	-	22,841	-
Income from Charity Services	4,507	-	4,507	2,304
Grants	11,216	21,872	33,088	54,072
	60,464	21,872	82,336	66,020

4. Costs of generating voluntary funds	Unrestricted Fund £	Restricted Fund £	Total 2023 £	Total 2022 £
Charity Ball	12,443	-	12,443	-
Charity promoted events	31	-	31	165
Online giving website service	216	-	216	216
	12,690	-	12,690	381

5. Charitable activities	Unrestricted Fund £	Restricted Fund £	Total 2023 £	Total 2022 £
Charitable activities	5,183	8,888	14,071	9,083
Insurance	727	-	727	797
Rent and Rates	3,482	-	3,482	3,364
Office expenses	954	-	954	641
IT Costs	470	-	470	442
Travel & Subsistence	881	358	1,239	703
Training	92	-	92	137
Professional Fees	563	-	563	568
Office phone and broadband	593	54	647	594
Finance charges (incl booking tool)	950	-	950	223
Salaries	28,716	13,347	42,063	39,199
Staff & volunteers promotional uniform	2,250	-	2,250	-
Office equipment	51	-	51	99
Accountancy & Companies House	340	-	340	326
Total	45,252	22,647	67,899	56,176

PACT for Autism

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MAY 2023

6. Debtors	Total 2023 £	Total 2022 £
Debtors	28	-
Prepayments	4,829	1,387
Total	<u>4,857</u>	<u>1,387</u>

7. Creditors: amounts falling due within one year	Total 2023 £	Total 2022 £
Accruals	556	422
Creditors	2,576	-
Deferred income (Grants)	17,862	8,394
Total	<u>20,994</u>	<u>8,816</u>

8. Designated Funds

The designated funds are represented as below:

	£
Personnel Fund (incl addtl roles 2024)	42,063
Activities & Contingency Fund	14,689
Total	<u><u>56,752</u></u>

9. None of the Trustees (or any persons connected with them) received any remuneration during the year

10. Fixed Assets

There are no Fixed Assets for the year ending 31 May 2023

11. Going concern

The charity is operating on a going concern basis.

12. Related parties

There were no related parties within the year.

13. Key Personal

During the year total remuneration of £19,211 was paid to key management personnel. The remuneration of key management personnel is decided upon and authorised by the trustees.

PACT FOR AUTISM

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 MAY 2023

I report on the accounts of PACT for Autism for the year ended 31 May 2023 which are set out on pages 25 to 29.

Respective responsibilities of trustees and examiner

The Charity's Trustees are responsible for the preparation of the accounts. The Charity's Trustees consider that an audit is not required for this year (under section 144 (2) of the Charities Act 2011 (The Act) but that an independent examination is needed.

It is my responsibility to:

- Examine the accounts under section 145 of the Charities Act,
- To follow the procedures laid down in the General Directions given by the Charity Commissioners (under section 145(5)(b) of the Charities Act, and
- To state whether particular matters have come to my attention.

Basis of independent examiner's Statement

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes considerations of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In the course of my examination, no material matters have come to my attention 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; or
- the accounts did not comply with the applicable requirements concerning the form and content of the accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair' view which is not a matter considered as part of an independent examination.

I 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.

David Courtier FMAAT, AATQB for and on behalf of:
Community360 

Winsley's House, High Street, Colchester, Essex

Date 25/01/24

PACT FOR AUTISM

England & Wales - Charity number 1148170

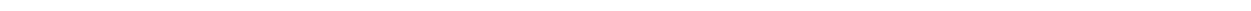
Accounts

PACT for Autism

Charity Registration Number 1148170

Company Registration 08076243

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MAY 2022



PACT for Autism

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PACT for Autism

LEGAL AND ADMINISTRATIVE INFORMATION FOR THE YEAR ENDED 31 MAY 2022

Trustees: Julia Carr (Chair)
June Fleming
Julie King
Wendy Merry (Treasurer)

Selina Avery (Co-opted)
Ryan Carr (Co-opted)
Aimee Carr (Co-opted)
Vern Lacey (Co-opted)
Andrew McIntyre (Co-opted appointment 4/1/2022)

Registered company number: 08076243

Registered charity number: 1148170

Premises: Office 50
Latton Bush Centre
Southern Way
Harlow
CM18 7BL

Independent Examiner:
Community360
Winsley's House
High Street
Colchester
Essex, CO1 1UG

Bankers: Lloyds Bank
East Gate Harlow

PACT FOR AUTISM

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 MAY 2022

I report on the accounts of PACT for Autism for the year ended 31 May 2022 which are set out on pages 15 to 19.

Respective responsibilities of trustees and examiner

The Charity's Trustees are responsible for the preparation of the accounts. The Charity's Trustees consider that an audit is not required for this year (under section 144 (2) of the Charities Act 2011 (The Act) but that an independent examination is needed.

It is my responsibility to:

- Examine the accounts under section 145 of the Charities Act,
- To follow the procedures laid down in the General Directions given by the Charity Commissioners (under section 145(5)(b) of the Charities Act, and
- To state whether particular matters have come to my attention.

Basis of independent examiner's Statement

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes considerations of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In the course of my examination, no material matters have come to my attention 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; or
- the accounts did not comply with the applicable requirements concerning the form and content of the accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair' view which is not a matter considered as part of an independent examination.

I 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.

Shelley-Marie Rudling FMAAT AATQB for and on behalf of.

Community360

Winsley's House, High Street, Colchester, Essex

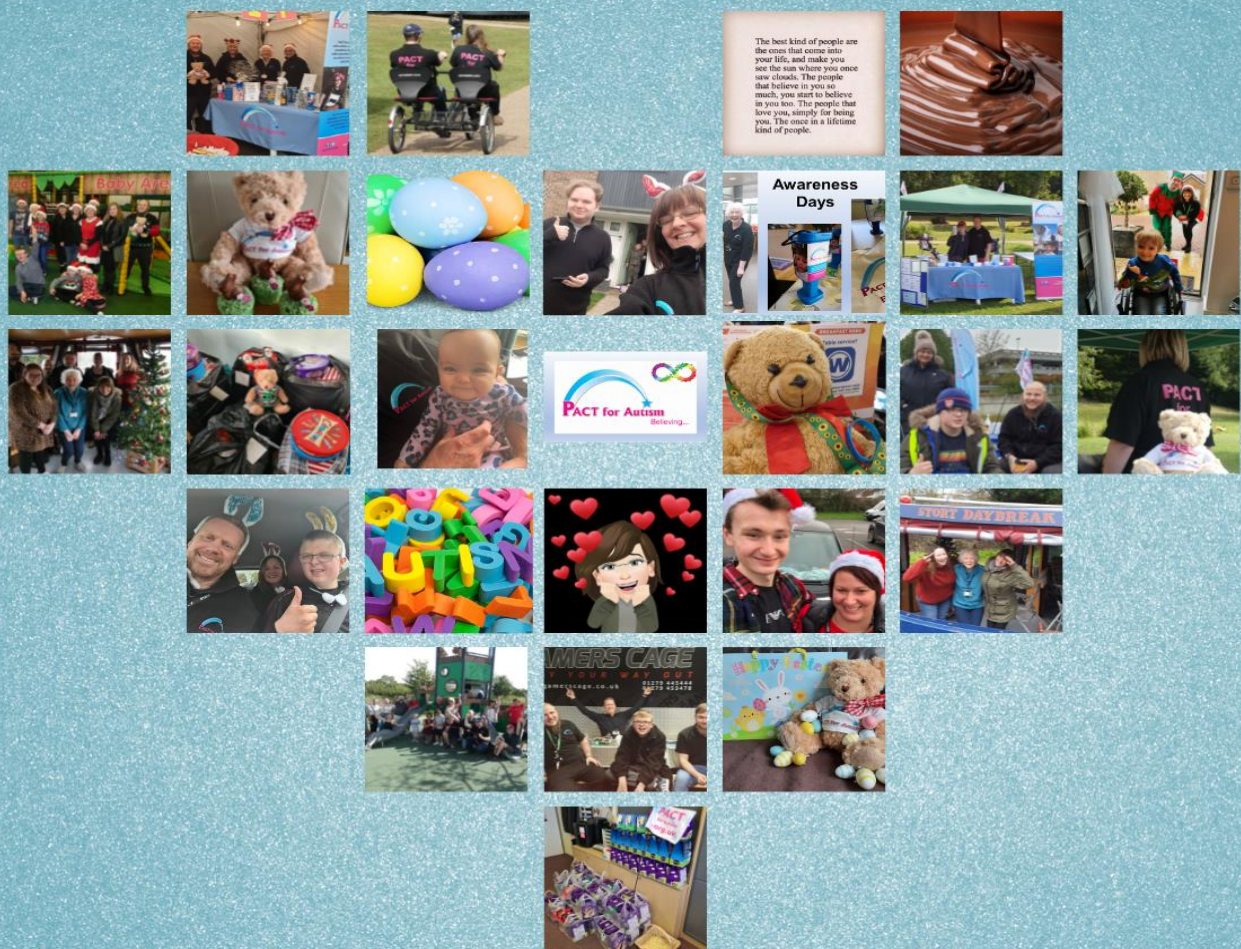
 Date

09/02/2023

PACT for Autism

Trustee report

2021 / 2022



PACT for Autism

Report of the Trustees

For the Year ending 31 May 2022

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ending 31 May 2022 which are also prepared to meet the requirements for the directors' report and accounts for Companies Act purposes. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Chair's Report

Once again, this reporting period has been a challenging one for PACT and for the community that we support. The changeable and uncertain situation caused by the ongoing COVID 19 pandemic has meant that PACT has had to be flexible in how we deliver support and activities to our community, at a particularly stressful time for the autistic community, who find a lack of certainty and familiarity hard to deal with. The PACT team of staff and volunteers has, once again, risen to the challenge and continued to adapt and innovate in order to provide an excellent level of support.

PACT has continued to respond to the support needs for those who identify as autistic or neurodivergent, and their family, carers and friends, and this level of need continues to grow. During this reporting period, the number of people making contact with PACT via the website or social media rose by 40% and the number of people registering to receive direct services from PACT rose by 34%.

Throughout this reporting period, PACT has had to be innovative and creative, not only in respect to the ways in which we deliver support, but also in the ways in which we raise the necessary funds to be able to offer this support. PACT's Charity Manager, Kevin Gay, and his dedicated team have been outstanding in the way they responded to both these challenges. The team continued to successfully apply for grant funding to enable PACT to continue to offer our services and support, and they also continued to successfully develop other funding streams. In addition to the grants that PACT received, our funding was helped by donations and fundraising by many organisations and individuals. PACT could not survive without the money provided by these organisations and individuals and, on behalf of the people that we support, we would like to say a huge thank you for the financial support provided.

This financial support means that PACT's amazing team of staff and volunteers can continue to offer support and can respond to the ever-changing needs of our wonderful community. PACT is only as strong as our staff and volunteers, and they all continue to go above and beyond what anyone could expect of them. There are no words to express how important they are to the continuing successful running of PACT.

Legal and Administration

PACT for Autism is a registered charity limited by guarantee, originally established as PACT Harlow in December 2005. The charity is run by a small team of staff and volunteers, most of whom are parents of young autistic individuals, as well as professionals with a special interest in Special Educational Needs and disabilities (SEND).

Our Purpose and Activities

PACT is increasingly aware of language preferences within our communities and the need to embrace those changes. There is a real need for all organisation to be more aware of neurodiversity and the neurodivergent community, in its entirety. Our ongoing desire is to continue highlighting the need for all of society to understand how the entire autistic spectrum and all neurodivergent individuals are perceived, accepted and acknowledged. It is essential that these differences are seen, more as a neurological difference and a unique way the world is experienced than, how they are often perceived within the medical model, as a disorder.

The purpose of the charity is to provide for and advance the needs and welfare of autistic and neurodivergent children, young people and adults, along with their families and carers who live in West Essex and further afield.

In particular:

- Supporting parents and carers of autistic and neurodivergent individuals.
- Improving people's understanding and acceptance across the autistic and neurodivergent spectrum.
- Raising awareness of the Special Educational Needs and Disabilities (SEND) of autistic and neurodivergent children and young people.
- Improving access to sport and leisure activities for autistic and neurodivergent individuals.
- Improving opportunities for work, sport and leisure activities for autistic and neurodivergent children, young people and adults.
- Improving the lives of the autistic and neurodivergent community, including their families and carers.

Plans For Future Periods

We look forward to the coming year when we aim to:

- Secure further essential funding grants to sustain and grow essential support services to our beneficiaries, especially now we have moved out of the Lock downs and restrictions of the COVID 19 Pandemic.
- Improve support services, health equalities and working opportunities for all autistic and neurodivergent individuals.
- Increase paid staffing hours and volunteer base to sustain growth and meet the needs of the autistic and neurodivergent community.
- Continue to raise public awareness and acceptance of autism and neurodiversity, reaching out to all areas of the community, with our extended talks service and new awareness package.

- Continue to grow our reach and influence with education, health, local authority and social care across all ages and support needs.
- Further Increase the charity's beneficiaries.

Achievements and Performance

This reporting period has continued to be challenging, not only for PACT as a charity, but also for the community we support. Ongoing complications of the COVID 19 pandemic, the country moving from a state of lock downs, opening back up areas of activities and access, and then returning to new periods of restrictions has proved difficult for everyone. In fact, this has probably been more challenging than the first waves of the pandemic, as there is so much confusion and changing parameters. Things that our autistic community often struggle with.

PACT support activity has had to be constantly monitored as circumstances have changed. Last minute cancellations or changes needing to be monitored and implemented. Staff have had to be innovative around continued support and continually updating information shared to our autistic community. PACT have managed to keep support services running, increased them in some areas of need as they have been identified, and strived to work closer with other organisations to meet the high needs of support required.

PACT have had to move from a place of trying to understand the ever-changing needs of our autistic community during a pandemic whilst learning and implementing new technology and delivery models. We are now in a position that these new models of support have become business as usual, our delivery has become more fluid and so much more professional. We have continued to improve knowledge and understanding, so that the best support needs can be delivered in the most effective ways.

Towards the latter end of this reporting period, the charity has constantly strived to change and innovate, as the pandemic started to have less of an impact on our society. Services were being re-opened and confidence to return to more face-to-face support were being highlighted.

Many statistics started to show an increase in poor mental health due to the lack of interaction with others. Difficulties of children returning to education settings when home schooling had been seen as much less demanding for autistic children and young people. PACT support services had to be re-designed and adapted again, to ensure that the changing needs were met.

This report describes in detail, the many achievements during this difficult year.

Families (and Carers), Children and Young people

Support and Services

Another challenging but rewarding year with many achievements as we adapted to ensure the best possible support was made available in all areas of need as we received reports of increasingly diverse needs and the increasing number of people seeking the support and services.

PACT have continued the complicated position of balancing the effects of Covid 19 lock downs and keeping families and vulnerable individuals safe, whilst trying to maintain and increase the support that is needed to increase confidence and mental wellbeing across our communities. PACT staff have put in a huge amount of work this year, to finely balance these needs and to deliver support in a way that is safe and effective for all.

Level of Increasing Support

We still experience an increasing number of requests and referrals for our services. Not only from parents and carers, but from individuals and professionals, struggling with the amount of need and potential lack of appropriate support and services on offer. These needs range from families with children and young people, needing support around education, social care, benefits, behaviour, as well as pre and post diagnosis support. This also includes adults looking at their own neurodivergence, late diagnosis and associated mental health challenges, peer to peer support, assistance with benefit forms and review meetings.

The numbers that were making contact with us for help and support increase month on month, the number of people registering with us, also continues to rise at an alarming rate. Many people feel encouraged to register with us and have the added benefits access to regular 'what's on' and community information emails. Those same families and individuals can then access our activities and events, as many of them are funded and designed exclusively for PACT registered families and individuals.

Numbers of people:	01 June 2021	31 May 2022	Increase	% Increase
Making contact with PACT via social media / website	850	1,189	339	40%
Registering with PACT to receive direct services	732	981	249	34%

Newsletter

The PACT monthly newsletter has also gone from strength to strength and was a key area identified during the pandemic, and as the virtual world took over. As restrictions reduced, and events and activities increased, this was a way to keep families updated on PACT events and activities, and to ensure new information was shared as well as sharing activities other organisations were running. The newsletter is sent via email to all registered individuals.

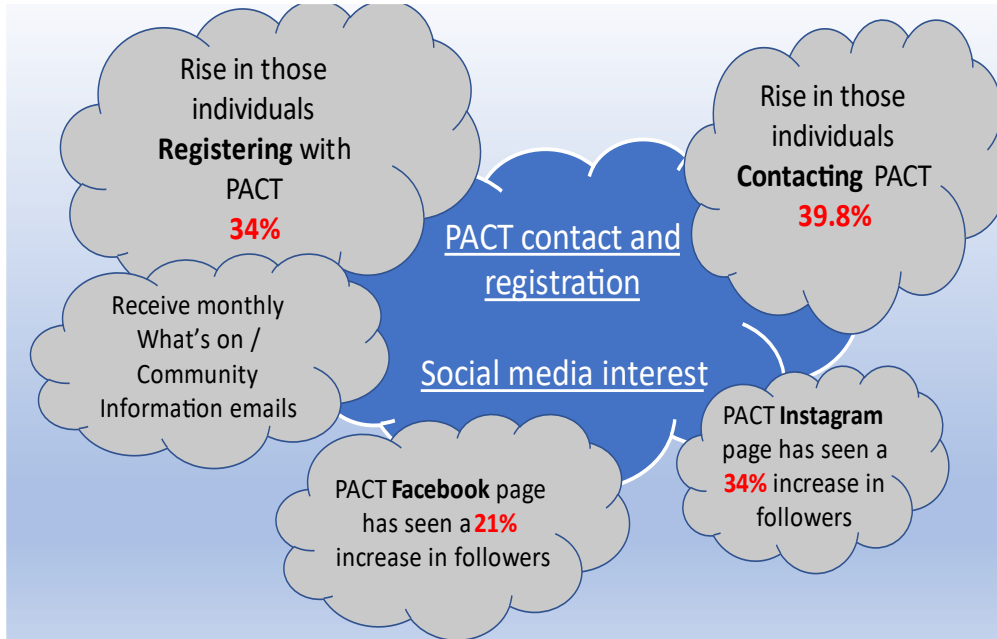
Social Media Interaction

Our social media platforms have also seen increased numbers seeking information and support or just keeping up to date with PACT services as well as visuals shared from other sites.

Numbers of people following:	01 June 2021	31 May 2022	Increase	% Increase
Facebook	1999	2,422	423	21%
Instagram	531	709	178	34%

PACT Website

This is an area we are looking to improve, to ensure a one stop shop for information, events, activities, and funding opportunities etc. This is an ongoing project, staff working closely with the IT company, who we have had a long-standing relationship with and support from.



Support and Information Phone Lines

This essential service has never stopped and has been a lifeline to many families and individuals. The main reasons people are using this service are to reach out for additional support, giving the support team the ability to understand and help to formulate a plan with them, and then to signpost to relevant support services and organisations. With all calls being handled by Kim and Debbie, it may also have just been the place that person felt safe to talk or share a particularly challenging experience, having confidence that the person on the end of the phone understood them through lived experiences and increased knowledge.

This is a service that many other charities have stopped offering but something that we see as essential. It allows greater access to those people that may not have internet access, ability to travel or otherwise find it hard to cope with the online (virtual) contact.

Support Groups and Training Workshops

PACT support staff are constantly looking at the best way to deliver, a range of support, across a variety of platforms as well as face to face sessions, to ensure accessibility for all. Staff continually seek the most appropriate delivery method as well as offering out more diversity in content, this is often led by the need at the time, and at the request of the families and individuals we support.

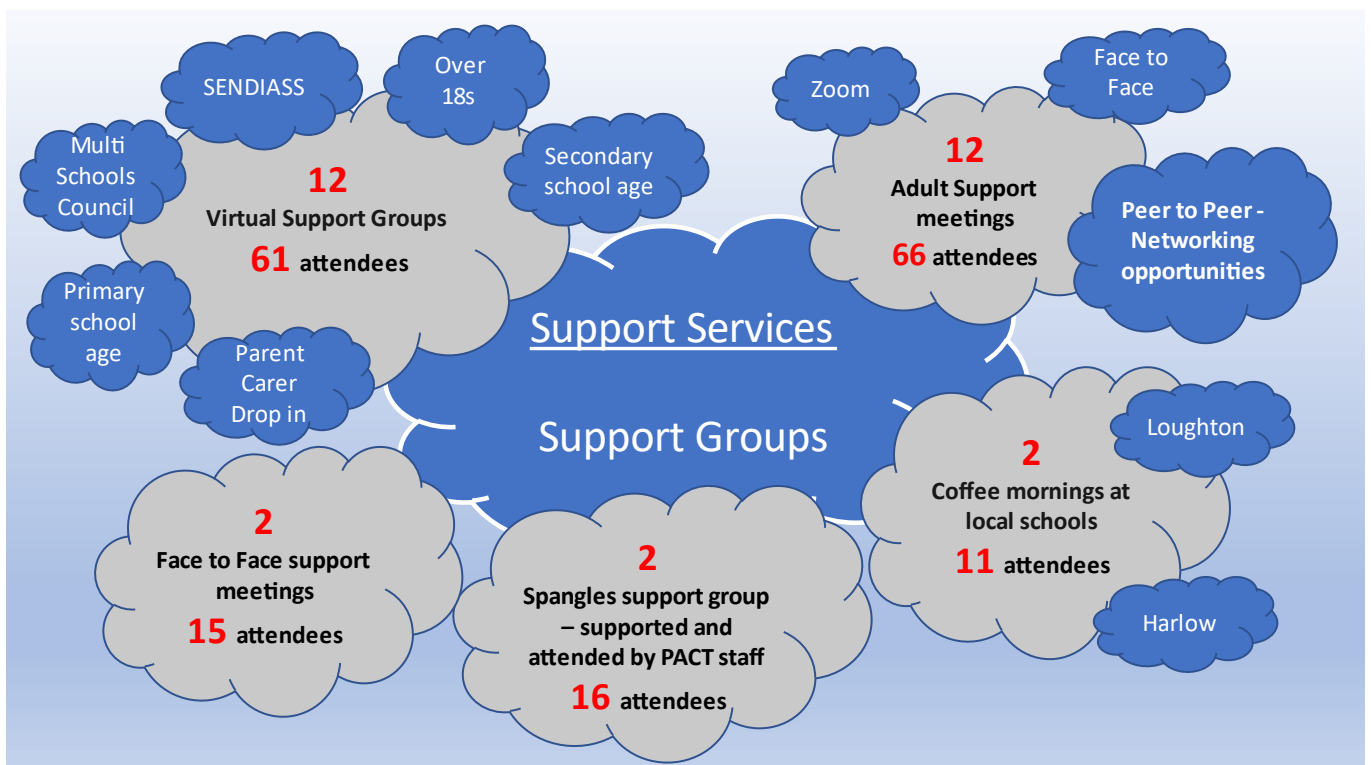
- Parent / Carer drop-in sessions have increased, giving options to discuss any areas of concern and support needs. Allowing friendship groups to develop and peer to peer support networks to flourish.
- Support sessions for different age ranges, to ensure freedom of topics to be established. Primary / Secondary and over 18s sessions have all been made available. All having very different needs and varied discussion topics.

- A range of workshops and professionals, invited along to introduce specific support and services. For example, SENDIASS came along to discuss Educational and Health Care Plans (EHCP) along with Essex 'Preparing for Adulthood Team' to discuss challenges, options and solutions to social care transition.
- Additional workshops co-produced with Steve Challen from ADHD+ and Tasha from Dreambox to deliver tailored workshops on a wide range of subjects including 'Gaming addiction and Tics', along with ways to 'power of using symbols' and 'supporting your autistic child to learn'.

Adult Support

Supporting adults who are questioning their own neurodivergence or seeking support around pre or post diagnosis, is also on the increase. This led to the need for increased staff knowledge, experiential learning and linking with different organisations and support services. The PACT Team have had to upskill knowledge and understanding of the different pathways and support services being offered. We have forged new ties and connections with adult social care, employment support, mental health services and different teams within local authority and health teams. These connections made a huge difference to the support we can provide, as we have autistic individuals that can offer a voice and a different level of experience. We have learnt with and from them; continue to support them but also utilise the very individualised knowledge and experience, to help others within support groups and developing peer to peer opportunities.

- Support groups have mainly been held online but we have tried to include some face-to-face sessions. These have been requested by the groups and initially planned in outdoor venues and as the restrictions became more relaxed into suitable indoor venues.
- We have looked at ways to support more people and creating bespoke groups for new people, including some of the other group members to help with increased self-support and advocacy.
- A younger group was identified and have been given their own space, again with the plan to bring more of the groups together as they feel comfortable, and trust increased.
- Our adult group have worked closely with Healthwatch Essex and represent PACT on a forum, discussing some really impactful subjects and offering that essential lived experience.



Sports and Leisure Activities

PACT for Autism actively seeks and supports sports and leisure accessibility to local facilities, for all our families and individuals. This has been another harsh year for this industry but there has been an improved emphasis on getting people back out into the community, improving fitness and mental wellbeing. We constantly network and signpost to many organisations that are looking to improve sport and leisure access to all abilities. If an opportunity is discovered, we often reach out and link in with the organisers, find out how the activities are run and seek ways to improve, not only our families and individuals accessing them, but ensuring we offer awareness and training opportunities to staff and volunteers working with them. PACT have kept our connections with the All-Ability Sports Association and have a seat on the committee, although the future of this organisation is in doubt with the pandemic effectively closing events and making fundraising difficult.

Wild and Wacky Soft Play

This ever popular and essential monthly family activity has been re-introduced midway through this reporting period and after lockdown restrictions removed. This is a place where many of our new families are introduced to PACT and receive helpful 'face to face' support from PACT staff and volunteers as well as developing relationships and peer networks to support each other into the future.

Gamers Cage

These bi-weekly sessions have also been re-introduced for young people over the age of 12 years (including siblings), providing them with a safe place to do something they enjoy, whilst parents and carers enjoy a cuppa and a chat with PACT staff, volunteers and other families.

Panto Trip

PACT was approached by Chancery Gate, a commercial property development company, who wanted to support the local community, and PACT was the charity they wished to support. An amazing £1,000 donation was received, and it was decided to treat **180 PACT family members** and volunteers to a relaxed performance of the 'Robin Hood' Panto. The whole team got involved including our wonderful volunteers, to offer a meet and greet at the Harlow Playhouse and a goody bag for every child and young person attending. This was an amazing event which received much positive feedback.



"I wanted to say thank you for a great evening last night. The panto was a lot of fun and Jamie and Jake loved it. Thank you for organising and making it a wonderful experience."

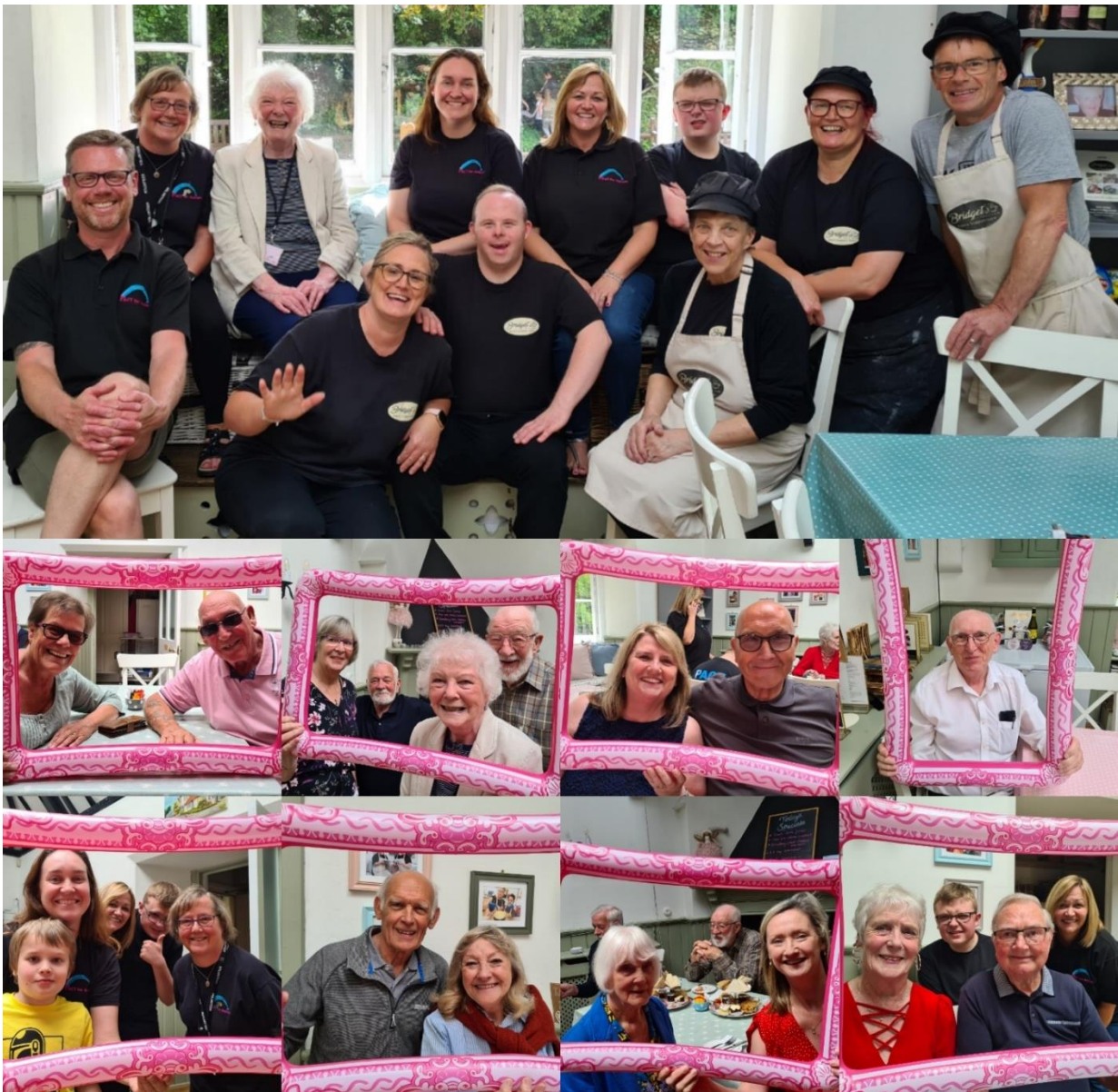
"I just wanted to say thank you again for the amazing evening we had last night. This was Zachary's first PACT event and very first theatre visit. He hasn't stopped talking about it all day! We are genuinely so grateful to you and all of your wonderful team."

Colchester Swim Trip

One of our most popular trips was once again possible this year, giving our families the option of a coach or to meet up at the venue. **58 PACT** family members took us up on the offer and were treated to private use of this amazing leisure facility, safely and securely.

Grandparents Afternoon Tea

Every year we like to thank the amazing Grandparents of our families, and treat them to a special afternoon tea. This year we managed to have a face-to-face event at the lovely Bridget's Café in Ware. A venue that supports adults with additional needs and with whom we have a very special relationship. As you can see - everyone had a fantastic time!



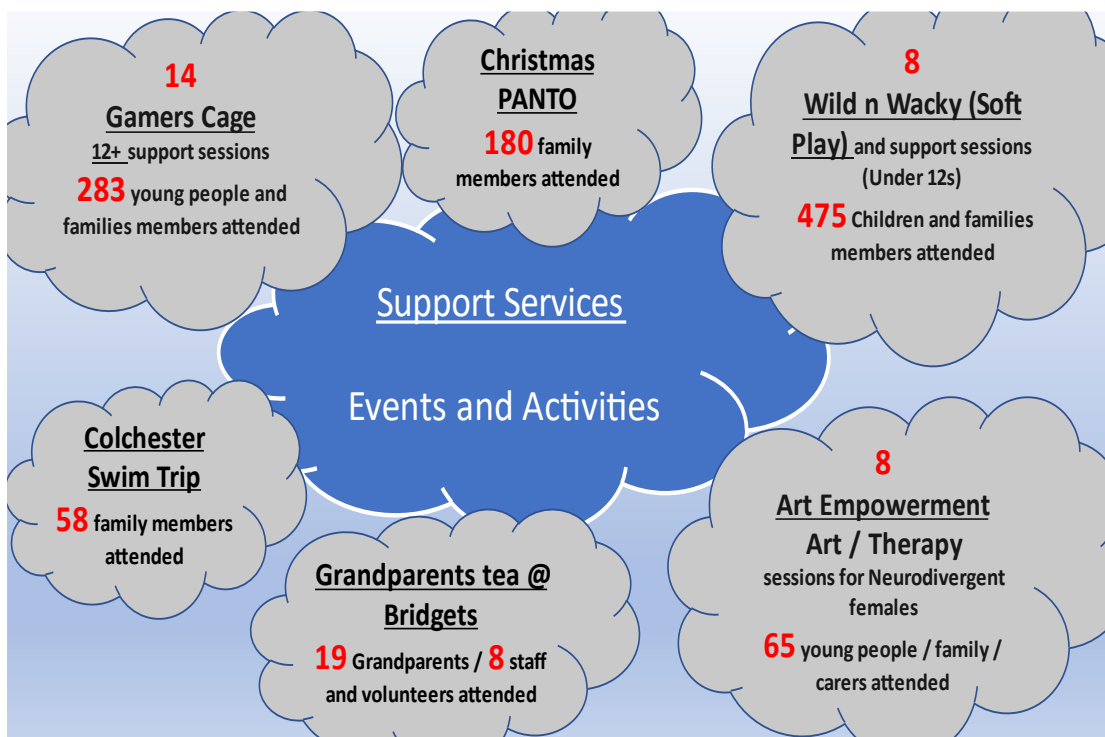
Art Empowerment (Art Therapy)

A need was identified in supporting teenage girls and young women that were struggling through later education, late diagnosis and often dealing with identity and sexual orientation challenges. PACT approached the Essex Youth Service, who welcomed the chance to fund an 'Art Therapy' project, allowing us to identify and work alongside a trained art therapist at a local (Harlow) venue. This activity began in the middle of this reporting period and continues to grow and develop, as needs are identified.

"I have been attending the PACT art group for 3 weeks now, and have enjoyed every time I have gone.

This is the first group I have joined since being an adult, and I have loved every minute. PACT have really bought out my confidence and even my social worker, who referred me to the PACT art group, has noticed a change in me.

I would like to thank Kevin and the team for this amazing opportunity and hope this group will carry on for much longer."



Autism Awareness

Talks and Training Workshops

Co-produced with PACT and delivered by professionals, across different sectors and delivered on Zoom, these sessions spanned a range of subjects that had been highlighted by the Autistic community.

PACT Teamed up again with some of the professionals who we worked with last year, Tasha from Dreambox and Steve Challen from ADHD+, alongside some new faces and subjects, all bringing additional expertise and lived experience. Subjects covered included 'What is ADHD and how to help', 'ADHD compulsion and tics', 'Understanding your Autistic child's behaviour', all delivered on webinars and made available to other organisations, professionals and individuals wishing to extend their knowledge and understanding. Some of these sessions have been recorded and are available to all on the PACT YouTube channel.



We have worked closely with some of our third sector colleagues, ensuring that we deliver the subjects of need to the biggest audience and as effectively as possible. PACT hosted a series of sessions including a SNAP charity talk on executive functioning and another with Hannah from SENDIASS providing a EHCP annual review workshop.

All workshops are shared on PACT social media sites and via the newsletter ensuring that all our registered individuals had the opportunity to attend these events for free.

PACT Talks services

'The Theory and the Experience' developed and delivered by our own Debbie Hannam, continues to be popular. Offering a personal insight into her lived experience of being a mother to Luke, her young adult autistic son (the theory), together with Deb, an autistic female with a late diagnosis and many related mental health challenges (the experience).

A real and powerful training package!!
This unique insight into two very different autistic perspectives, delivers some really important information and strategies for professionals working with neurodivergent people.

This continues to be delivered online with the possibility of some face-to-face sessions being considered.



The Theory & The Experience

This 2-hour talk will give you a candid insight into autistic life from two different perspectives.
The aim of this talk is to enable you to support and understand autistic individuals.
Questions are very welcome!



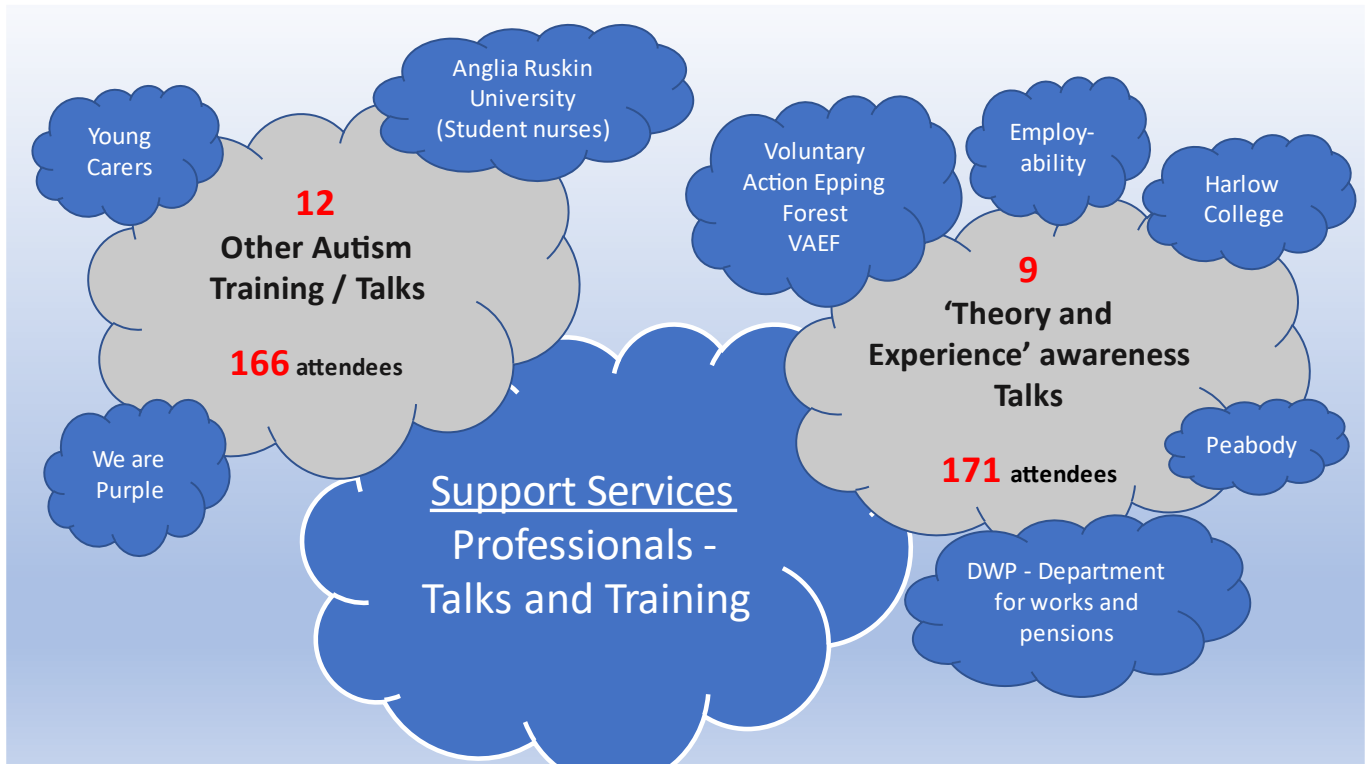
My name is Debbie Hannam.
I am the Support, Talks & Training Officer at PACT for Autism
My knowledge comes from a lived experience as a parent to Luke an autistic adult who was diagnosed in 2001 aged 2 ½.
I am passionate about helping other parents/carers/adults & professionals.
I have found true friendships in the autistic community, they have inspired and educated me



My name is Deb Butler.
I am an autistic adult with a desire to improve the quality of life for the autistic community.
I was diagnosed aged 47 after a long history of multiple mental health disorders.
I have a first-class BA (Hons) in psychology & mental health.
I am supported by PACT for Autism.



"The training was outstanding. Both Debbie and Deb have vast knowledge and personal experience of Autism, which provided valuable insights into those who are autistic and those who support (and work with) members of the autistic community."



PACT Community Engagement

All PACT staff have been extremely busy! Not only have they been planning and running all the support services and activities throughout this reporting period, but also attending meetings and networking across all areas of education, health, social care and local authorities, as well as building relationships with other organisations and charities.

- PACT charity manager, Kev Gay was invited onto the Management Committee for the **Essex Family Forum**, giving increased exposure to information and projects across Essex and representing both organisations across a range of subject matters. This has been one of the biggest drivers, for PACT extending their exposure and influence within the wider Essex footprint. Being a key partner in areas of improvement for education, improvements to social care and health inequalities of SEND children and young people.
- Member and attendance of the Essex SEND information and advice support steering group meetings (**SENDIASS**).
- Close ties and regular meetings with the **SEND facilitator** team in the West of Essex. Supporting schools and families (previously specialist teacher teams).
- Regular meetings and member of the **West Essex ASD steering group** with regular updates and helping to inform improvements within the West **JADES** (Journey of Diagnosis and Early Support) pathway services.
- Close ties with the **West Essex Voluntary Community Groups** (Rainbow services / VAEF / Uttlesford UVCS).
- Regularly attend the Harlow, Epping Forest District and Uttlesford '**Think Family Forum**' meetings. A networking forum designed to introduce and build stronger ties to many organisations and charities. An area to share projects, ideas and encourage working together.

- Attendance at the '**Peabody**' Local district team (LDT) meetings.
- Member of the **All-Age Autism partnership board** (Eastern region) and **All-Age Autism wider network group** (Essex). Both of these groups seek ways to improve the lives of neurodivergent people across all areas of need encouraging the inclusion of the 'actually autistic' voice and embedding the ideal of 'Nothing about us without us.'
- Member of the **ECVYS** (Essex council For Voluntary Youth Workers) attending regular meetings.
- Member of a project led by ECVYS supporting and advising Essex Police on '**Violence and Vulnerability**' in communities.
- Close ties and working with **Families in Focus / Family Solutions / Essex Carers Network**.
- Close working relationships and regular signposting to **Community Agents**, a service set up to help adults who are autistic or may have a learning disability.
- PACT continue to be an integral part of the Stansted Airport Disability Forum, **SAFE (Stansted Accessibility for Everyone)** and continue to support all the organisations working within the aviation industry. This reporting period has been difficult and many necessary changes have needed to be implemented, including the new terminal and upgrades at Stansted Airport being put on hold due to financial pressures. PACT involvement within this forum will only be more crucial as we move out of the pandemic and the public are re-introduced back into the aviation industry. With new staff expected to join at every level (staff numbers were massively impacted over this time), training and awareness will need to be an integral part of this process.
- Regular meetings and good working relationship with the various **Clinical Commissioning Group** across Essex especially with the **West CCG commissioner** for children and young people.
- Working closely with **Summit** services who have secured the contract for pre / post diagnostic support for Autistic adults. We hope to build on this relationship, and along with our adult group representatives, ensure that ongoing support is effective and appropriate for all.
- PACT supported one of our autistic adults to research and develop a survey covering adult diagnostic experiences and related mental health support, and area so often identified. This required working closely with other autistic adults within our support group and from this survey a comprehensive report was written and circulated through Essex Healthwatch. This generated interest from a Thurrock Clinical Commissioning Group (CCG) manager who asked if we could develop this as a training opportunity for NHS staff.

Several videos were produced, led by one of our autistic trustees, Ryan Carr, supported by Charity Manager Kev Gay. Interviewing several autistic adults that had experience of the diagnostic pathway and / or mental health support related to their diagnosis. This produced some powerful messages, which have already been used in a presentation to the **All-Age Autism Partnership Board** and hopefully available for wider training and awareness.

Grants, Fund Raising and Donations

Annual Charity Ball

The PACT for Autism Annual Charity Ball has always been the major fund-raising event for PACT for many years and enabled us to ensure continued support and delivery of essential services for our entire Autistic and Neurodiverse communities. Due to the COVID 19 pandemic, Government guidance and lockdowns, this year's event had to be cancelled again, financially impacting on the charity for a second year.

We have looked to extend our range of funding opportunities and sought support from funding streams to ensure the financial future of the charity, allowing us to keep services running, improving, and building into the future.

BUT the PACT for Autism charity ball is going to be back for 2022!

It will be the 10th anniversary of PACT for Autism attaining charity status and we intend to celebrate this epic achievement and plan a very special return, of a much-needed event for the charity.

Grants

The charity applied for and managed to secure several grants this year that has ensured our future and the additional opportunities to build services and support through the pandemic and beyond.

- **Capital Group** – Has been a major supporter of PACT and continues to support our charity each year. **£15,500** grant was secured through their employee support scheme, as we have one of their employees on our board as a father of an autistic young lady (lived experience). **£3,000** was received to fund the 'Theory and Experience' talks for delivery of this service to a wide range of organisations free of charge.
- **Essex Community Foundation**– Emergency COVID 19 (Government Funding) of **£20,000** received as COVID 19 Emergency Funds to cover staffing and core costs for a year.
- **Essex Youth Service** – funding applied for and **£2,128** received which supported the start-up of an Art Therapy project for young neurodivergent women (10 – 25yrs).
- **St James's Place Charity Foundation** – **£2,500** grant received to support the Wild n Wacky and Gamer's cage activities including the very special festive parties planned for all PACT service users.
- **West Essex Clinical Commissioning Group** – A grant was applied for to support all areas of support, workshops and activities for families who have been or are currently accessing the JADES diagnostic pathway for an autism diagnosis. PACT is an identified support network for those families at any stage of autism assessment or diagnosis in West Essex. A grant of **£15,200** was received and will be used for enhanced services in the next financial year

Other Donations and Fundraising

- **Essex Lottery** – Regular monthly donation received from 9 supporters generating approx. **£468** per year.
- A massive thanks to our manager Kev Gay and his daughter Caitlin, who took part in a charity (indoor) skydive where **£320** was raised
- Thank you - Kel and Kels for taking part in the 'Colour obstacle rush 5k run', raising a massive **£1,048**.
- Pat Wakelin – 'In memory of' memorial donation **£230**.

- Huge thanks to Deb Butler for her 100-mile cycle challenge raising **£240**.
- Michael Doe (PACT volunteer) **raised £210** with his 150kg challenge...well done!!
- PACT Virtual Charity Ball (Christmas) Raffle raised **£824**.
- Birthday fundraisers – Vern Lacey **£360** / Rory Davies **£220** / Patricia Darby **£90** / Dan **£145** / Jo **£95**.
- Many generous 'one off' and anonymous donations received through PayPal and JustGiving.

Donations were also received from the following organisations:

- **Pitney Bowes** – Employee volunteer recognition and employee giving matching scheme
- **Chancery Gate** (Commercial development company)
- **T K Max/ Home sense**
- **Asda foundation** - Asda Green Token giving **£500** donation for 1st place
- **St Mary's congregation**
- **Green rewards** (Epping District Council)



**PACT for Autism
express our deepest
thanks to all of those
who provided grants,
made donations, and
raised money for us this
year.
Thank you!**

PACT for Autism

Trustees and Governance

PACT for Autism's governing document is its Memorandum of Association. The liability of the members is limited to a sum not exceeding £10, being the amount that each member undertakes to contribute to the assets of the charity in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member.

PACT for Autism is governed by the board of trustees. The directors of the charity are trustees and are referred to as such throughout the annual report and accounts. There are currently four trustees which include a retired Special Educational Needs Professional, Tax Accountant, Education Professional, an Accountant and Counsellor, two of whom are parents of young autistic adults. All trustees give their time voluntarily and receive no monetary benefits from the charity.

The trustees may by ordinary resolution appoint a person who is willing to be a trustee either to fill a vacancy or become an additional trustee. At a general meeting a person may be appointed trustee if he or she is recommended by the trustees in accordance with the Articles or is a member qualified to vote at the meeting nominates a person in accordance with the Articles. The maximum number of trustees is 7.

Trustees' Responsibilities in Relation to the Financial Statements

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

Company law requires the trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including income and expenditure, for that period. In preparing the financial statements, the trustees are required to:

- Select suitable accounting policies and the apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and accounting estimates that are reasonable and prudent
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business

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

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

Statement as to disclosure to our auditors

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

- There is no relevant information, being information needed by the auditor in connection with preparing the report, of which the auditor is unaware of, and

- The trustees, having made enquiries of fellow directors and the auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Staff and Volunteers

PACT for Autism has five part time paid staff and a small, dedicated team of volunteers, working on a regular basis. The trustees express deepest thanks to the Charity Manager Kevin Gay and his team including Lisa Gay, Debbie Hannam, Kim Darby and Nikki McIntyre and Ruth Bolwerk, together with the energy and enthusiasm of our volunteers Mike Doe, Alison Doe, Lewis Walsham, Kath Rencontre, Chloe Rich, Callum Gay, Deb Butler, Michelle Freeman and Maxine Dainton. The trustees also make significant contributions in additional volunteer roles. This small team of highly motivated, committed individuals work together as a team to deliver the objectives of the charity.

Pay Policy for Senior Staff

No member of staff receives a FTE salary over £60,000 p.a. A market rate, based on the size of the charity, is used to set all salary scales. Pay rates are reviewed annually in line with inflation.

Risk Management

The trustees regularly review the risks facing the organisation. The principal risks during the financial period ending 31st May 2022 were both the short and long term impacts on fund raising income and support for neuro diverse adults and family services, as a result of the COVID-19 pandemic. The trustees regularly review controls, including the budget, to sustain the required levels of services.

Public Benefit

The trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit in making decisions on the activities undertaken by PACT for Autism. Our information and support services are provided free of charge to family members of people with autism, with just a small contribution requested towards the cost of heavily subsidised family leisure activities. Our autism awareness talks are open to the public. Family members of people with autism attend free of charge, with a small contribution requested from professionals attending.

Financial Review

PACT for Autism's turnover for the year ending 31st May 2022 was £66,026 (prior year £54,035). Expenditure was £56,557 (prior year £43,370). This resulted in a surplus for the year of £9,469 (prior year £10,665). The lower donations received was due to national lockdowns but was more than offset by an increase in grants received. Increased costs were due to charity activities re-opening.

Reserves Policy and Going Concern

The trustees regularly review the charity's financial reserves to ensure that the minimum policy requirements of 6 months running costs for reserves is achieved. This is held within the designated funds. The trustees increased the designated funds to £53,961 (prior year £44,586) mainly affecting the Contingency Fund for on-going operations.

The accounts are prepared on a Going Concern basis.

Investment Powers and Policy

The trustees have kept available funds in an interest-bearing deposit account. Total interest received during the year totalled £6.

Small Companies Provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Signed by order of the Trustees



.....

Julia Carr
Chair

Date 08/02/2023

PACT for Autism

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MAY 2022

	Note	Unrestricted Fund £	Designated Fund £	Restricted Fund £	2022 Total £	2021 Total £
Incoming resources from generated funds						
Investment income	2	6	-	-	6	10
Incoming resources from charitable activities	3	62,400	-	3,620	66,020	54,025
Total incoming resources		62,406	-	3,620	66,026	54,035
Resources expended						
Costs of generating voluntary funds	4	381	-	-	381	735
Charitable activities	5	52,650	-	3,526	56,176	42,635
Total resources expended		53,031	-	3,526	56,557	43,370
Net incoming resources before transfers		9,375	-	94	9,469	10,665
Gross transfers between funds		(9,375)	9,375	-	-	-
Net income for the year		-	9,375	94	9,469	10,665
Total funds brought forward at 1 June 2021		-	44,586	681	45,267	34,602
Total funds carried forward at 31 May 2022		-	53,961	775	54,736	45,267

Notes on pages 23 - 25 form part of these financial statements

PACT for Autism

BALANCE SHEET AS AT 31 May 2022

	Notes	2022 £	2021 £
Fixed Assets			
Tangible Assets	10	-	-
Current assets			
Debtors	6	1,387	813
Cash at bank and in hand		62,166	84,129
		<u>63,552</u>	<u>84,942</u>
Creditors: amounts falling due within one year	7	8,816	39,676
Net current assets / (liabilities)		54,736	45,267
Total assets less current liabilities		<u><u>54,736</u></u>	<u><u>45,267</u></u>
Funds of the charity			
Unrestricted Funds:		-	-
Restricted Funds		775	681
Designated Funds	8	53,961	44,586
Total Funds		<u><u>54,736</u></u>	<u><u>45,267</u></u>

For the year ended 31 May 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to small companies regime.

The directors declare that they have approved the accounts above.



Julia Carr (Chair)

Date 08/02/2023

PACT for Autism

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MAY 2022

1. Accounting policies

1.1 Basis of the preparation of the accounts

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement on Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)-(Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Cash flow statement

The directors have taken advantage of the exemption in Financial Reporting Standard 1 (revised) from including a cash flow statement in the financial statements on the grounds that the company is small.

1.2 Incoming Resources

Income from donations and grants, including capital grants, is included in incoming resources when these are receivable.

When donors specify that donations and grants, including capital grants are for a particular restricted purpose, this income is included in incoming resources of restricted funds when receivable.

1.3 Resources expended and recognition of liabilities

All expenditure is incurred on an accruals basis. The majority of costs are directly attributable to the specific charitable activities.

Liabilities are recognised on the accruals basis in accordance with normal accounting principles.

1.4 Fund Accounting

Funds held by the Charity are either:

Unrestricted general funds - these are funds which can be used in accordance with the charitable objects at the discretion of the Trustees.

Designated funds - these are funds set aside by the trustees out of unrestricted funds for specific future purposes or projects.

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

1.5 Taxation Status

The company is a registered charity and is not subject to Corporation tax on its charitable activities.

2. Investment income

	Unrestricted Fund £	Restricted Fund £	Total 2022 £	Total 2021 £
Interest receivable	6	-	6	10
	<u>6</u>	<u>-</u>	<u>6</u>	<u>10</u>

PACT for Autism

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MAY 2022

3. Incoming resources from charitable activities	Unrestricted Fund £	Restricted Fund £	Total 2022 £	Total 2021 £
Donations	7,865	-	7,865	15,601
Fundraising	1,779	-	1,779	1,961
Income from Charity Services	2,304	-	2,304	200
Grants	50,452	3,620	54,072	36,263
	62,400	3,620	66,020	54,025

4. Costs of generating voluntary funds	Unrestricted Fund £	Restricted Fund £	Total 2022 £	Total 2021 £
Charity promoted events	165	-	165	519
Online giving website service	216	-	216	216
	381	-	381	735

5. Charitable activities	Unrestricted Fund £	Restricted Fund £	Total 2022 £	Total 2021 £
Charitable activities	6,567	2,516	9,083	3,482
Insurance	797	-	797	755
Rent and Rates	3,364	-	3,364	3,364
Office expenses	641	-	641	482
IT Costs	442	-	442	432
Travel & Subsistence	569	134	703	-
Training	137	-	137	439
Professional Fees	568	-	568	588
Office phone and broadband	594	-	594	749
Finance charges (incl booking tool)	223	-	223	32
Salaries	38,323	876	39,199	31,112
Office equipment	99	-	99	959
Accountancy & Companies House	326	-	326	241
Total	52,650	3,526	56,176	42,635

PACT for Autism

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MAY 2022

6. Debtors	Total 2022 £	Total 2021 £
Prepayments	1,387	813
Total	<u>1,387</u>	<u>813</u>

7. Creditors: amounts falling due within one year	Total 2022 £	Total 2021 £
Accruals	422	478
Deferred income (Grants)	8,394	39,198
Total	<u>8,816</u>	<u>39,676</u>

8. Designated Funds

The designated funds are represented as below:

	£
Personnel Fund	39,199
Contingency Fund	6,454
Activities Fund	9,083
Total	<u>54,736</u>

9. None of the Trustees (or any persons connected with them) received any remuneration during the year

10. Fixed Assets

There are no Fixed Assets for the year ending 31 May 2022

11. Going concern

The charity is operating on a going concern basis.

12. Related parties

There were no related parties within the year.

13. Key Personal

During the year total remuneration of £17,467 was paid to key management personnel. The remuneration of key management personnel is decided upon and authorised by the trustees.

PACT FOR AUTISM

England & Wales - Charity number 1148170

Accounts

PACT for Autism

Charity Registration Number 1148170
Company Registration 08076243

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MAY 2021**



PACT for Autism

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Notes forming part of the financial statements	17-19
Independent Examination report	20

PACT for Autism

LEGAL AND ADMINISTRATIVE INFORMATION FOR THE YEAR ENDED 31 MAY 2021

Trustees: Julia Carr (Chair)
June Fleming
Julie King
Wendy Merry (Treasurer)

Selina Avery (Co-opted)
Ryan Carr (Co-opted)
Aimee Carr (Co-opted)
Vern Lacey (Co-opted)

Registered company number: 08076243

Registered charity number: 1148170

Premises: Office 50
Latton Bush Centre
Southern Way
Harlow
CM18 7BL

Independent Examiner:
Community360
Winsley's House
High Street
Colchester
Essex, CO1 1UG

Bankers: Lloyds Bank
East Gate Harlow

PACT for Autism

Trustees and Governance

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Risk Management

The trustees regularly review the risks facing the organisation. The principal risks during the financial period ending 31st May 2021 were the short and long term impacts on fund raising income and family face to face services as a result of the COVID-19 pandemic. The trustees regularly review controls, including the budget, in order to sustain current levels of services.

Public Benefit

The trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit in making decisions on the activities undertaken by PACT for Autism. Our information and support services are provided free of charge to family members of people with autism, with just a small contribution requested towards the cost of heavily subsidised family leisure activities. Our autism awareness talks are open to the public. Family members of people with autism attend free of charge, with a small contribution requested from professionals attending.

Financial Review

PACT for Autism's turnover for the year ending 31st May 2021 was £54,035 (prior year £64,491). Expenditure was £43,370 (prior year £68,637). This resulted in a surplus for the year of £10,665 (prior year deficit £3,147). The increase in net income for the year was mainly a result of the national lockdowns and restrictions: reduction in face 2 face services and savings in IT/office costs. The reduction in fund-raising income was offset by increased income from grants.

Reserves Policy and Going Concern

The trustees regularly review the charity's financial reserves to ensure that the minimum policy requirements of 6 months running costs for reserves is achieved. This is held within the designated funds. The trustees increased the designated funds to £44,586 (prior year £33,885) mainly affecting the Contingency Fund for on-going operations.

The accounts are prepared on a Going Concern basis.

Investment Powers and Policy

The trustees have kept available funds in an interest-bearing deposit account. Total interest received during the year totalled £10.

Small Companies Provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Signed by order of the Trustees

A handwritten signature in black ink, appearing to read 'Julia Carr', written in a cursive style.

17/01/2022

Julia Carr
Chair

PACT for Autism

Report of the Trustees

For the Year ending 31 May 2021

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ending 31 May 2021 which are also prepared to meet the requirements for the directors' report and accounts for Companies Act purposes. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Chair's Report

This year has been one of an unimaginable degree of change for PACT, the community we support, and for the wider society in which we operate. It began in the first lockdown, moved to a period of 'new normal', returned to lockdown and finished, once again, in a time of working to understand how to support our community going forward.

PACT has continued to respond to the need of support for those who identify as autistic or neurodiverse, and their family, carers and friends. The number of people registering with PACT rose from 563 to 701 during this reporting period and a total of 899 unique contacts were recorded, these being from people who did not all necessarily go on to register with PACT.

Throughout this reporting period, PACT has had to be innovative and creative in both the ways in which we support our community, and the ways in which we raise the necessary funds to be able to offer this support. PACT's Charity Manager, Kevin Gay, and his dedicated team have been outstanding in the way they responded to both these challenges. With traditional funding streams cut off due to restrictions imposed by COVID-19, the team not only successfully applied for grant funding to continue to offer our services and support but were also successful in developing new funding streams and opportunities to expand the support and services we can offer.

In addition to the grants that PACT received, our funding was also helped by donations and fundraising by many organisations and individuals. PACT could not survive without the money provided by these organisations and individuals and, on behalf of the people that we support, we would like to say a huge thank you for the financial support provided.

As a result of identified funding risks, it was decided to recruit a fundraising officer, to take on the role of managing current community fundraising and to develop new and innovative ways to fundraise in the future, as well as supporting funding grants that have been essential for the continued running and intended growth of the charity during and post COVID 19. We welcomed Nikki McIntyre into a part time role with the objective of developing new and dynamic funding streams and reach out to new potential funders, a problem that all third sector organisations have found hard to access during the COVID pandemic.

The financial support provided means that PACT's amazing team of staff and volunteers can continue to offer support to, and can respond to the ever-changing needs of, our wonderful community. PACT is only as strong as our staff and volunteers, and they all continue to go above and beyond what anyone could expect of them. There are no words to express how important they are to the continuing successful running of PACT.

Achievements and Performance (June 2020 – May 2021)

This reporting period has been one of the most challenging, due to the COVID pandemic. So many PACT events have had to be cancelled or changed and staff have had to be innovative around continued support and information sharing to our Autistic community. PACT have still achieved a high level of support but delivered in very different ways.

During the period of June 2020 to Aug 2020 and the early stages of the COVID 19 pandemic, PACT experienced a massive period of required change, especially to all our short to medium term planning. Very few support group meetings were possible until we felt confident that we fully understood the needs of the community and how we could deliver them effectively. This required additional investment into different technology and software, plus additional but essential training for staff.

During this period PACT were in a very similar position as many other third sector organisations. We had to quickly come to terms with the fact that we would generate very little income through our normal fundraising streams, and that our support services could be severely impacted, at a time when our autistic communities were struggling the most. These were worrying and uncertain times for the charity and plans were needed to manage all these issues.

As a result of the need to prioritise services and support that PACT offered, it was necessary to review essential staffing. One decision taken was to place a staff member on the government furlough scheme for a short period of time, as well as our charity manager volunteering to reduce hours to try to reduce the short-term financial impact on the charity.

The early support highlighted by families, carers and individuals were very different to what we had previously experienced. Issues were raised in relation to accessing food for our those with specific dietary needs, along with the need for families and individuals to self-isolate due to being additionally vulnerable as a result of linked health needs. This would then impact upon the mental wellbeing of these same groups.

All PACT staff were trying to understand a very different society, full of restrictions with limited time to come up with effective solutions that were both manageable and effective. And we did it!! PACT staff also had to understand and embrace the changing needs, technology, and virtual support to ensure consistent and effective support to an increasingly vulnerable community.

As the year went on, we were able to better identify and effectively deliver many support services again, although in a very different way.

This report describes in detail the many achievements this year, a summary is listed below:

Support and Services

- 8 x virtual 'drop in' support sessions (53 attendees) available to all our registered individuals and advertised on our monthly newsletter
- 6 x additional support sessions working alongside Spangles (support group in Uttlesford area) (45 attendees)
- 12 x virtual adult support sessions (81 attendees). Due to COVID 19, two face to face sessions had to be cancelled before developing and running these on a virtual platform
- Monthly newsletter updated and improved, giving increased information and current support that PACT could offer, alongside signposting other organisations and services and what they were offering

- 11 x online workshops across a range of subjects (total of 142 attendees) co-produced with PACT and delivered by professionals across different sectors, across a range of subjects highlighted by the Autistic community including a focus group with Essex Family Forum, a drop in session with a specialist Autism teacher and 'ADHD and how to help' with Steve Challen (ADHD+ support)
- 11 x videos produced across a range of subjects to inform families and carers supporting Autistic children, collaboration with Tasha at DreamBox Education and Debbie (PACT talks and training lead) to produce videos available through the PACT YouTube channel and shared on social media
- 100 children of registered families across West Essex / East Herts received a Christmas gift. PACT staff, trustees and volunteers pulled together to safely deliver a very special festive present to 100 Autistic children that had been isolating and struggling with lock down restrictions.
- Our talks and training service delivered 7 x 'Understanding Autism' sessions to the Young Carers network (43 attendees) giving greater awareness to staff when supporting young carers across Essex.
- Development of a training package that introduces our own Debbie Hannam (PACT support and training lead) and an Autistic adult that we support through our adult group, delivering a 2-hour session titled 'The Theory and the Experience' to a range of services and organisations
- 47 x Grandparents afternoon tea home deliveries by PACT staff, trustees and volunteers made across West Essex / East Herts
- 2 x support and information phone lines continued and were essential for ongoing contact and support to families, individuals and professionals
- Development of a library of books accessible on 3 x (donated) kindle devices
- Social media (FaceBook, Twitter and Instagram) updates and information sharing all greatly increased during the COVID 19 lock down and restrictions
- Website regularly updated to reflect currents support needs and changing of essential information during the pandemic.

Working in the Community

- Active member of the West Essex GP / ASC Steering Group attending virtual meetings throughout the pandemic
- Member and attendance of the Essex SEND information and advice support steering group meetings (SENDIASS)
- Regularly attend the Harlow, EFD and Uttlesford 'Think Family Forum' meetings
- Attendance at the 'Peabody' Local district team (LDT) meetings. (Held virtually)
- Member of the All-Age Autism coordination groups on both a local (Essex) and Eastern region platform
- Member of the ECVYS (Essex council for Voluntary Youth Workers) and attending regular virtual meetings
- Member of a project led by ECVYS, supporting and advising Essex Police on 'Violence and Vulnerability' in communities
- PACT charity manager, Kev Gay was appointed onto the management committee for Essex Family Forum, giving increased exposure to information and projects across Essex and representing both organisations across a range of subject matters
- Continuing to build relationships and work closer with Education, Social care and Health, ensuring the Autistic community have a voice across all services.
- Working closer with Family Solutions (Harlow), assisting to deliver parenting courses and offering additional training and awareness through our talks and training services

Plans for Future Periods

We look forward to the coming year where we aim to:

- Secure further essential funding grants to sustain and grow essential support services to our beneficiaries, especially as we move out of the Lock downs and restrictions of the COVID 19 Pandemic
- Improve services and opportunities for Autistic individuals - 18 to 25 year olds
- Increase paid staffing hours and volunteer base to sustain growth and meet the needs of the autistic community
- Raise public awareness and acceptance of the Autistic spectrum and reach all areas of the community with our extended talks service and new awareness package
- To re-introduce services affected by the pandemic and improve future services provided including outings, support group meetings, training and talks
- Increase the charity's beneficiaries

Legal and Administration

PACT for Autism is a registered charity limited by guarantee, originally established as PACT Harlow in December 2005. The charity is run by a small team of staff and volunteers, most of whom are parents of young people with autism, as well as professionals with a special interest in Special Educational Needs (SEN).

Our Purpose and Activities

The purpose of the charity is to provide for and advance the needs and welfare of Autistic children and adults and/or those with similar conditions, along with their families and carers who live in West Essex and further afield.

Purpose and Activities:

- Supporting parents and carers of Autistic individuals
- Improving people's understanding and acceptance of the Autistic Spectrum
- Raising awareness of the Special Educational Needs and Disabilities (SEND) of Autistic children and young people
- Improving access to sport and leisure activities for Autistic individuals
- Improving opportunities for work, sport and leisure activities for Autistic young people and adults
- Improving the lives of the autistic community including their families and carers

PACT is increasingly aware of language preferences within our communities and the need to embrace those changes. There is a need for all organisation to be more aware of Neurodiversity and the need to understand how Autism Spectrum Conditions are perceived. It is essential that these are conditions are seen, more as a neurological difference and a unique way the world is experienced than, how they are often perceived, as a disorder.

Achievements and performance relating to these objectives:

Parent / Carer Support

PACT for Autism was established and continues to be staffed, overseen and supported by parents of Autistic children / young people and adults alongside Autistic individuals. This means that we can better understand the needs of individuals and therefore can deliver a more effective and supportive service to those individuals, their families, carers and professionals

As at March 2021, the charity had **701** registered parents/carers/individuals that have signed up to receive our newsletters and updates. The previous year was numbered at **563**.

- Any individual who identifies as Autistic or Neurodiverse can register with the charity, as no formal diagnosis is required, this includes the family, carers or friends that support an individual.
- Our registration is also for any professionals who wish to keep in touch with things PACT for Autism are involved in and receive important updates for events, training etc.
- We also record the number of individuals that make contact with PACT, either through our contact page via the website, or through the messaging service linked to our social media accounts. This contact may be for a 'one off' question, query or offer of support. Some of these individuals will continue to connect with us and likely to register with PACT to ensure they are kept updated and informed. The number of contacts at the end of this reporting period stood at **899**. This is a significant number and has continually risen throughout this reporting period.

During this reporting period and due to the changes brought in by national and local government departments, support needs changed dramatically. Although at the early stages of COVID 19 lockdowns the support needs of the autistic community appeared to drop, this was likely a result of schools closing and lock down measures, meaning a reduced need for families and individuals to be interacting with others, thereby reducing stressful exposure to additional sensory input.

This required some considerable changes within the team as home working became the new normal, which also ensured the safety of PACT staff as well as the families and individuals we support. Online support was going to be vitally important, so some innovative thinking and changes were going to be needed and implemented.

- All PACT 'face to face' events and support sessions were cancelled as lockdowns were increased and government guidance closed venues.
- Weekly (Virtual) staff meetings took place to discuss plans and changes, and these became essential for planning and developing our support and delivery of essential information.
- One of our first plans was to understand the needs of our families and individuals, so the PACT support team reached out to all of our registered individuals, via email, offering any support and ensuring families and individuals were coping. Those known to be additionally vulnerable were directly contacted through our telephone support lines. This gave us some idea of the needs and direction PACT needed to plan for.
- New software packages had to be considered and purchased to ensure that we could reach out to our vulnerable groups and that we could stay in touch with our health, education and local authority professionals. This included Zoom software to assist with online connection, widget software and training that allowed for social stories to be developed and shared, as well as Canva software to assist with improving our social media and newsletter layouts.
- Collaboration was key and Debbie joined forces with the lovely Tasha from Dreambox Education to develop and produce several videos, to discuss many areas

of the Autistic spectrum and strategies that could help. These were uploaded to the PACT YouTube account and shared via social media and our website.

- Online webinars and training also starting to become business as usual, as all PACT staff came to terms with new ways of working and developing support needs.

Throughout this reporting period PACT staff have developed (online) support workshops for parents, carers and professionals to provide essential and relevant information and support. Workshops have been included, bringing in professionals from many areas, highlighted as essential during our contact with our Autistic community, and included.

- Presentations by Occupational Therapists, an expert on wills and estate planning (including court of protection and power of attorney), Family and Children wellbeing services providing essential information on JADES (Journey of Autism Diagnosis and Early Support) diagnostic Pathway, Andrew Whitehouse talk for Effective Communication, SENDIASS EHCP (Education and Health Care Plans) workshop, Families in Focus One Planning workshop, 3 x separate Sensory Processing workshops and many more, all supporting families and professionals navigate many different aspect of education and strategies to manage behaviour that challenges.

COVID 19 restrictions impacted on all services during this reporting period but PACT increased contact and information sharing through our information and support phone lines, website (which included specific COVID 19 related information), and increased social media presence. Just having the control to update our own website content as needed was a gamechanger, and the decision to improve our website and move to another platform, prior to this pandemic has made a massive difference to our reach and information sharing.

As all our popular 'sharing and play' sessions were cancelled for the entire reporting period we have had to look at ways to still engage with those children and young people as we knew that the lack of social engagement was affecting the wellbeing and mental health of the families.

Festive Drop Off

A festive drop off was planned and over **100** Children across West Essex and East Hertfordshire booked and received a personal (face to face) visit from (PACT) Santa and all his volunteers. These visits were so welcomed by little smiling faces, that had struggled to access any social interaction as schools and clubs were either closed or running virtual learning.





Grandparents (Virtual) Afternoon Tea

The PACT Grandparents afternoon tea had always been well attended and a way to thank the older generation of essential care givers within our families. Again, due to COVID 19 this had to be cancelled but an afternoon tea delivery was meticulously planned and again PACT staff, trustees and volunteers stepped up to deliver **47** afternoon teas, prepared by the Amazing Bridget's team (ASL) in Ware. This was made possible due to the kind support and essential funding from Capital Group.

Easter Drop Off

PACT also applied and was permitted to re-purpose funding from the Essex Community Foundation that allowed us to purchase and deliver over 100 Easter Eggs to some very happy children.

PACT staff, trustees and volunteers, spread themselves far and wide to manage deliveries across West Essex and East Hertfordshire. Such great feedback and thanks from many families desperate for contact and support.



Sport and Leisure

PACT for Autism actively seeks and supports sports and leisure accessibility to local facilities, for all our families and individuals. This has been a terrible year for any sports and activities as lock downs and social distancing guidelines made most things effectively impossible.

PACT have kept our connections with the All-Ability Sports Association and have a seat on the committee, although the future of this organisation is in doubt with the pandemic effectively closing down events and making fundraising difficult. The very popular bounce and swim sessions, arranged and run by Neil Mann and the Stewards Academy were also cancelled during this reporting period and again the future of these sessions remain in doubt.

Autism Awareness / Special Educational Needs / Adult Support

PACT for Autism's core aim is to improve people's understanding of Autism Spectrum Conditions (ASC) and Neurodiversity both locally, regionally and nationally, along with any associated Special Educational Needs and Disabilities (SEND) and available benefits which include appropriate disability schemes. The charity continues its involvement in campaigning and networking to raise awareness and to develop better ways to support on issues that currently affect families, individuals and professionals. PACT continues to work with our local MP Rob Halfon, Essex District, County and Parish councils and local councillors along with continuing strong links with our Health, Social care and Education (SEND) partners.

PACT continue to be an integral part of the Stansted Airport Disability Forum, SAFE (Stansted Accessibility for Everyone) and continue to support all the organisations working within the aviation industry. This reporting period has been difficult, and many necessary changes have needed to be implemented, including the new terminal and upgrades at Stansted Airport being put on hold due to financial pressures. PACT involvement within this forum will only be more crucial as we move out of the pandemic and the public are re-introduced back into the aviation industry. With new staff expected to join at every level, as staff numbers were massively impacted over this time, Training and awareness will need to be an integral part of this process.

Supporting Adults

Kim (Support and Information lead) and Debbie (Support, Talks and Training lead) have built up our adult support groups, which have continued to grow. As a result of government guidance during this pandemic, support group meetings moved entirely onto virtual platforms as well as supporting the use of a WhatsApp group chat, giving the group space and privacy to discuss issues, talk through strategies that work for each individual and offer support to the entire group. This all continues to be monitored and supported by PACT staff but both platforms are in the control of the group to self-advocate and support each other.

Several of this adult group are now volunteering for PACT and representing a group that rarely have their voices heard. During this reporting period one of the adult group members group joined the Essex HealthWatch Disability Forum as a PACT representative, allowing us the opportunity to feedback on information and essential lived experiences of our families and individuals. Several other members have also supported PACT through things like an online fund raising cake sale.

During the COVID 19 Lockdown this adult support group carried on throughout and was the first to be developed into a virtual support meeting, these also developed into workshops with inputs and insights from a variety of people including Dean Beadle (an Autistic individual and public speaker), and Summit who runs the Essex Adult Autism Navigation Service, supporting adults throughout the diagnostic process and beyond.

As a result of our links with Summit and the Essex Adult Autism Navigation Service, PACT have made strong connections and have been asked to collaborate with Summit to help re-design and improve the support available to adults prior to, during, and after the diagnosis process. This is as a result of the success of our support groups and feedback received from our adult group that there is nothing else available to them and PACT have been a life saving network for them all.

Talks Service

Our popular 'Talks service' has gone from strength to strength and has continued to be developed and delivered by Debbie Hannam, co-founder and parent of Luke, who was diagnosed as Autistic at the age of 2 and now a young man.

Debbie's talks and training service delivered 7 x 'Understanding Autism' sessions to the Young Carers network giving insight and awareness of Autism and Neurodiversity to 43 attendees that are working and volunteering to support young carers in Essex.

The Theory and the Experience

Some very important funding received from Capital Group allowed PACT to co-design additional training and awareness talks alongside one of our adult group to deliver the 'Theory and the Experience'. An online awareness package that delivers an insight into the worlds of a parent's experience of living with an Autistic individual through childhood and into adulthood, alongside a 47-year-old adult that had a late diagnosis of autism and many related mental health conditions as a result of a late diagnosis. This has been offered free to organisations working with neurodiverse individuals to offer them a better way to understand and support them.

PACT for Autism
Believing...

The Theory & The Experience

This 2-hour talk will give you a candid insight into autistic life from two different perspectives. Questions are very welcome!

I am the Support, Talks & Training Officer at PACT for Autism

My knowledge comes from a lived experience as a parent to Luke, an autistic adult who was diagnosed in 2001 aged 2 ½. I am passionate about helping other parents/carers/adults & professionals. I have found true friendships in the autistic community, they have inspired and educated me

I am an autistic adult with a desire to improve the quality of life for the autistic community.

I was diagnosed aged 47 after a long history of multiple mental health disorders. I have a first-class BA (Hons) in psychology & mental health. I am supported by PACT for Autism.

"The training was outstanding. Both Debbie and Deb have vast knowledge and personal experience of Autism, which provided valuable insights into those who are autistic and those who support (and work with) members of the autistic community."

Grants, Fund Raising and Donations

Annual Charity Ball

The PACT for Autism annual Charity Ball has always been the major fund-raising event for PACT for many years and enabled us to ensure continued support and delivery of essential services for our entire Autistic and Neurodiverse communities. Due to the COVID 19 pandemic, Government guidance and lockdowns, this year's event had to be cancelled. This obviously left a massive void in our financial reserves and with the additional issues of many other fundraising events being cancelled or drastically reduced this became a worrying year, questioning the long-term future of the charity. As a result of government grants and successful funding bids this worry has been reduced.

Grants

The charity applied for and managed to secure several grants this year that has ensured our future and the additional opportunities to build services and support through the pandemic and beyond.

- **Capital Group** – Initial funding of **£5,000** that was intended to cover trips and events through this reporting period. But as venues closed and lock downs occurred this funding, along with an additional generous grant of **£3,250** (COVID 19 Emergency Funds) was made available for operating expenses.

A further **£4,100** was generously granted for core costs that allowed that charity to start to plan towards post pandemic support and services from June 2021.

- **Essex Community Foundation (Diana Tinson Fund)** – Funding applied for and successful for **£7,500** of COVID 19 Emergency Funds.
- **Essex County Council** – A discretionary business grant was applied for and successfully received for **£10,000**. This grant was again for operational costs to allow the charity to keep working in unprecedented times.
- **National Lottery Emergency Funding** – This funding again was applied for, and PACT successfully received **£9,000**
- **Charity Aid Foundation** – Application for a grant from the COVID 19 resilience fund was applied for and **£10,000** awarded for ongoing charity operational costs.

Other donations and fundraising.

- Essex Lottery – Regular monthly donation received from 9 supporters generating approx. **£400** per year.
- 3 supporters took the 2.6 challenge – Big thanks to Ewan, Callum and Dylan who all raised an impressive **£1,900**, completing challenges relating to the number 2 and 6, over several days.
- PACT Easter Charity Raffle (Online) – raised **£250**
- PACT Virtual Charity Ball Raffle – raised **£1,140**
- Ella McIntyre – Haircut and donation to the Princess trust – Raised **£955**
- Charlie Stokes – 100km run during November – Raised **£800**
- Lacey Family (Much loved) – donation In loving memory of Joselyn Gobbett **£867**

Donations were also received from the following organisations:

- Pitney Bowes – Employment / Volunteer recognition
- TK Max donation
- Paul Wallace Commercial
- Greenbrook Electrical (Harlow)

The Charity express deepest thanks to all those who provided grants and donations this year.

PACT for Autism

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MAY 2021

	Note	Unrestricted Fund £	Designated Fund £	Restricted Fund £	2021 Total £	2020 Total £
Incoming resources from generated funds						
Investment income	2	10	-	-	10	66
Incoming resources from charitable activities	3	54,025	-	-	54,025	64,424
Total incoming resources		54,035	-	-	54,035	64,490
Resources expended						
Cost of raising funds funds	4	735	-	-	735	15,209
Charitable activities	5	42,599	-	36	42,635	53,428
Total resources expended		43,334	-	36	43,370	68,637
Net incoming resources before transfers		10,701	-	(36)	10,665	(3,147)
Gross transfers between funds		(10,701)	10,701	-	-	-
Net income for the year		-	10,701	(36)	10,665	(3,147)
Total funds brought forward at 1 June 2020		-	33,885	717	34,602	37,749
Total funds carried forward at 31 May 2021		-	44,586	681	45,267	34,602

Notes on pages 17 - 19 form part of these financial statements

PACT for Autism

BALANCE SHEET AS AT 31 May 2021

	Notes	2021 £	2020 £
Fixed Assets			
Tangible Assets	10	-	-
Current assets			
Debtors	6	813	848
Cash at bank and in hand		84,129	48,090
		<u>84,943</u>	<u>48,938</u>
Creditors: amounts falling due within one year	7	39,676	14,335
Net current assets / (liabilities)		45,267	34,602
Total assets less current liabilities		<u><u>45,267</u></u>	<u><u>34,602</u></u>
Funds of the charity			
Unrestricted Funds:		-	-
Restricted Funds		681	717
Designated Funds	8	44,586	33,885
Total Funds		<u><u>45,267</u></u>	<u><u>34,602</u></u>


For the year ended 31 May 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to small companies regime.

The directors declare that they have approved the accounts above.



Julia Carr (Chair)

Date 17/01/2022

PACT for Autism

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MAY 2021

1. Accounting policies

1.1 Basis of the preparation of the accounts

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

Cash flow statement

The directors have taken advantage of the exemption in Financial Reporting Standard 1 (revised) from including a cash flow statement in the financial statements on the grounds that the company is small.

1.2 Incoming Resources

Income from donations and grants, including capital grants, is included in incoming resources when these are receivable.

When donors specify that donations and grants, including capital grants are for a particular restricted purpose, this income is included in incoming resources of restricted funds when receivable.

1.3 Resources expended and recognition of liabilities

All expenditure is incurred on an accruals basis. The majority of costs are directly attributable to the specific charitable activities.

Liabilities are recognised on the accruals basis in accordance with normal accounting principles.

1.4 Fund Accounting

Funds held by the Charity are either:

Unrestricted general funds - these are funds which can be used in accordance with the charitable objects at the discretion of the Trustees.

Designated funds - these are funds set aside by the trustees out of unrestricted funds for specific future purposes or projects.

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

1.5 Taxation Status

The company is a registered charity and is not subject to Corporation tax on its charitable activities.

2. Investment income

	Unrestricted Fund £	Restricted Fund £	Total 2021 £	Total 2020 £
Interest receivable	10	-	10	66
	10	-	10	66

PACT for Autism

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MAY 2021

3. Incoming resources from donations and legacies	Unrestricted Fund £	Restricted Fund £	Total 2021 £	Total 2020 £
Donations	15,601	-	15,601	12,541
Fundraising	1,961	-	1,961	915
Charity Ball	-	-	-	32,702
Income from Charity Services	200	-	200	3,582
Grants	36,263	-	36,263	15,684
	54,025	-	54,025	65,424

4. Cost of raising funds	Unrestricted Fund £	Restricted Fund £	Total 2021 £	Total 2020 £
Charity Ball	-	-	-	14,948
Charity promoted events	519	-	519	45
Online giving website service	216	-	216	216
	735	-	735	15,209

5. Charitable activities	Unrestricted Fund £	Restricted Fund £	Total 2021 £	Total 2020 £
Charitable activities	3,482	-	3,482	7,533
Insurance	755	-	755	562
Rent and Rates	3,364	-	3,364	3,362
Office expenses	482	-	482	842
IT Costs	432	-	432	1,715
Travel & Subsistence	-	-	-	846
Training	403	36	439	536
Professional Fees	588	-	588	603
Office phone and broadband	749	-	749	652
Finance charges (incl booking tool)	32	-	32	713
Salaries	31,112	-	31,112	31,447
Depreciation	-	-	-	1,739
Office equipment	959	-	959	2,608
Accountancy & Companies House	241	-	241	271
Total	42,599	36	42,635	53,428

PACT for Autism

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MAY 2021

6. Debtors	Total 2021 £	Total 2020 £
Prepayments	813	848
Total	813	848

7. Creditors: amounts falling due within one year	Total 2021 £	Total 2020 £
Accruals	478	224
Accrued income (Charity Ball Sponsorship)	-	-
Deferred income (Grants)	39,198	14,111
Total	39,676	14,335

8. Designated Funds

The designated funds are represented as below:

	£
Personnel Fund	35,179
Contingency Fund	952
Activities Fund	8,455
Total	44,586

9. None of the Trustees (or any persons connected with them) received any remuneration during the year

10. Fixed Assets

There are no Fixed Assets for the year ending 31 May 2021

11. Going concern

The charity is operating on a going concern basis.

12. Related parties

There were no related parties within the year.

13. Key Personal

During the year total remuneration of £16,640 was paid to key management personnel. The remuneration of key management personnel is decided upon and authorised by the trustees.

PACT FOR AUTISM

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 MAY 2021

I report on the accounts of PACT for Autism for the year ended 31 May 2021 which are set out on pages 15 to 19.

Respective responsibilities of trustees and examiner

The Charity's Trustees are responsible for the preparation of the accounts. The Charity's Trustees consider that an audit is not required for this year (under section 144 (2) of the Charities Act 2011 (The Act) but that an independent examination is needed.

It is my responsibility to:

- Examine the accounts under section 145 of the Charities Act,
- To follow the procedures laid down in the General Directions given by the Charity Commissioners (under section 145(5)(b) of the Charities Act, and
- To state whether particular matters have come to my attention.

Basis of independent examiner's Statement

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes considerations of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In the course of my examination, no material matters have come to my attention 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; or
- the accounts did not comply with the applicable requirements concerning the form and content of the accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair' view which is not a matter considered as part of an independent examination.

I 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.

Shelley-Marie Rudling FMAAT AATQB for and on behalf of:
Community360

Winsley's House, High Street, Colchester, Essex

 Date

20/01/2022