

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

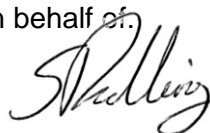
In the course of my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- 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.

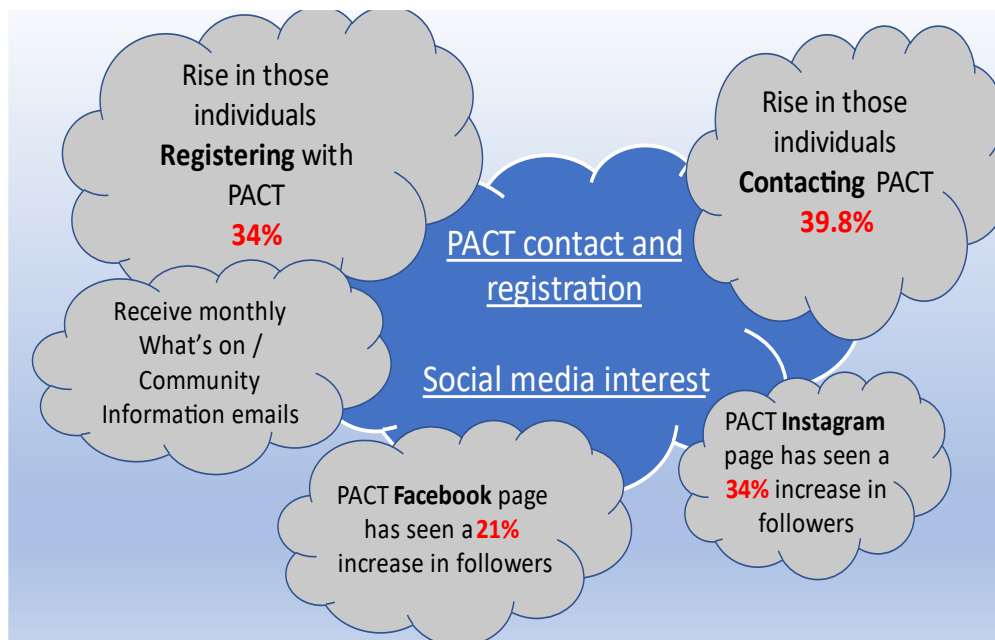
Social Media Interaction

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.

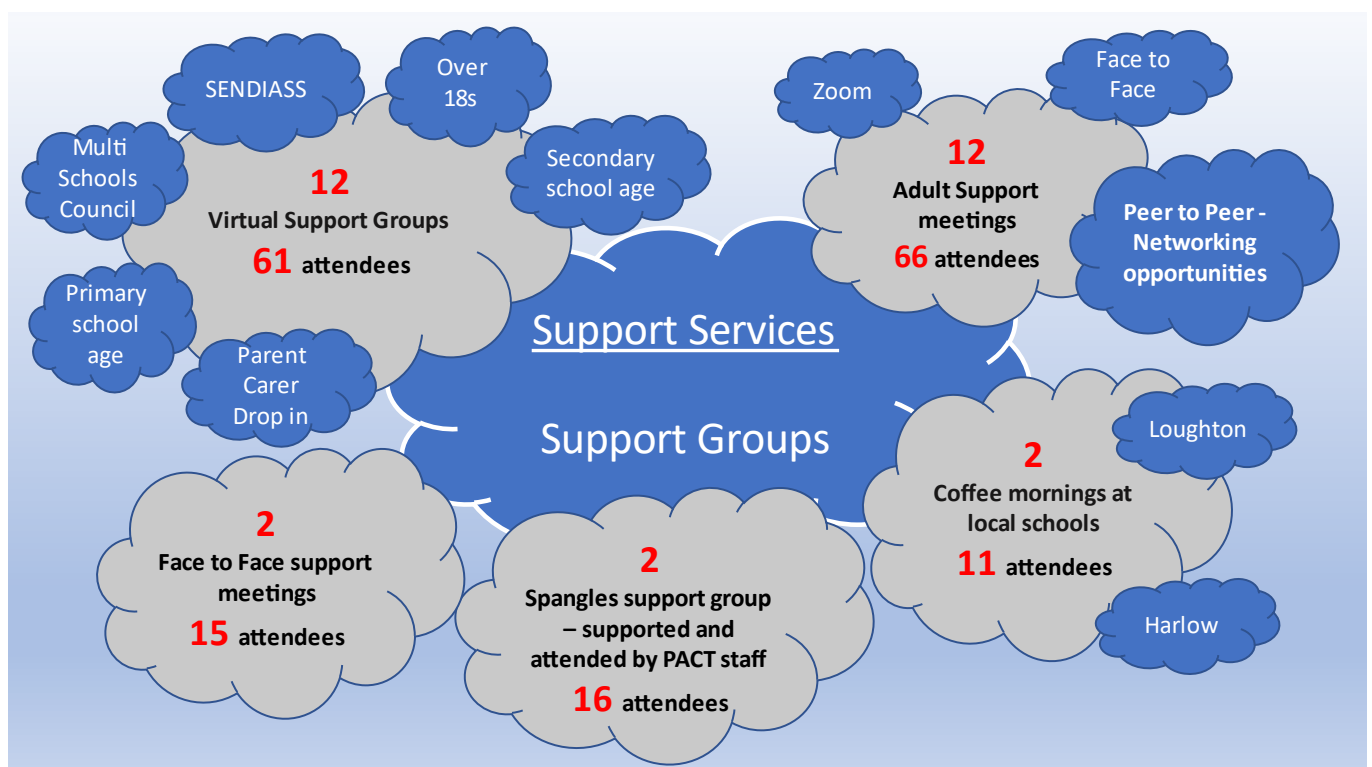
- Parent / Carer drop-in sessions have increased, giving options to discuss any areas of concern and support needs. Allowing friendship groups to develop and peer to peer support networks to flourish.
- Support sessions for different age ranges, to ensure freedom of topics to be established. Primary / 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 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."

"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."

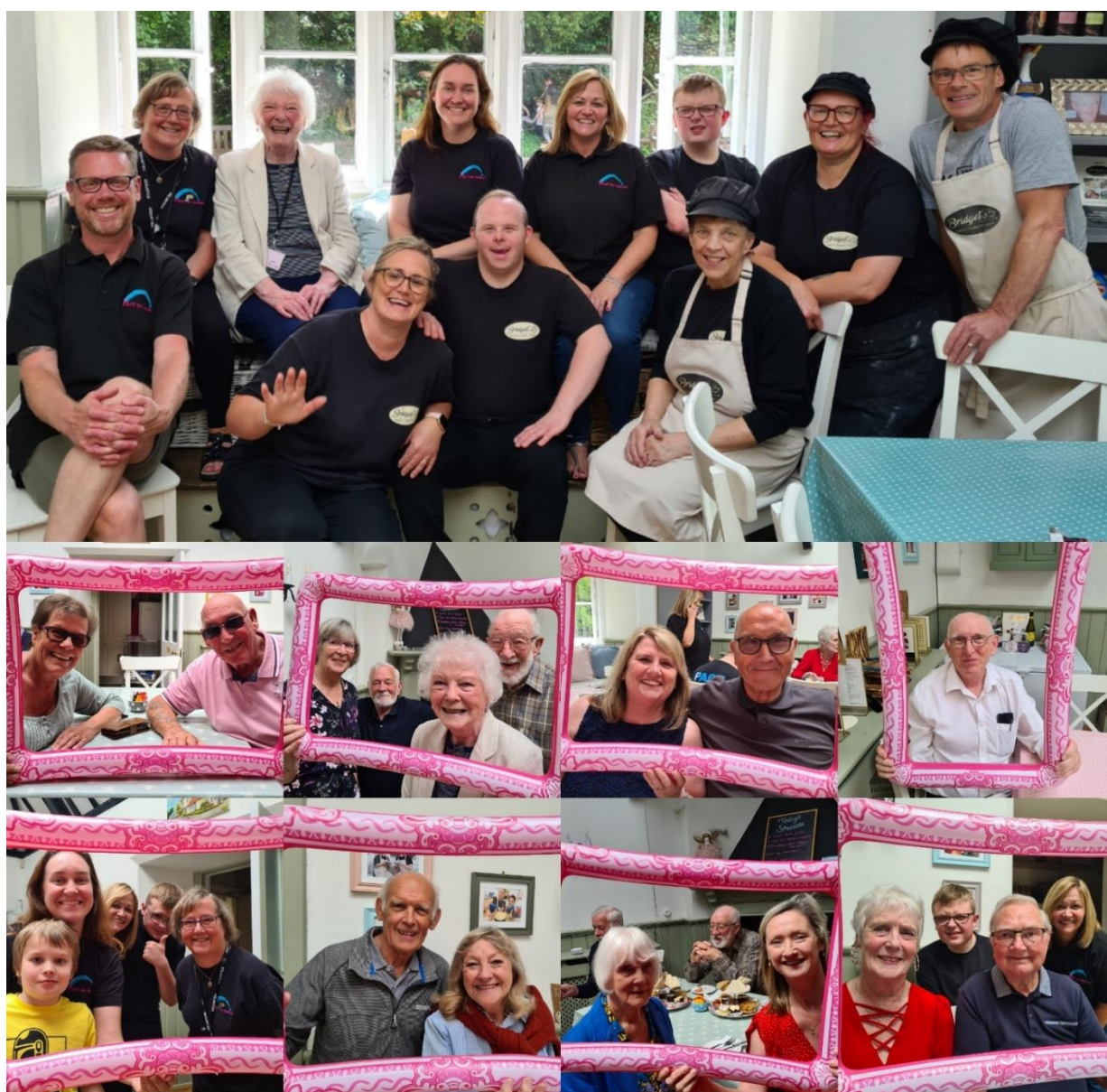
Colchester Swim Trip

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!



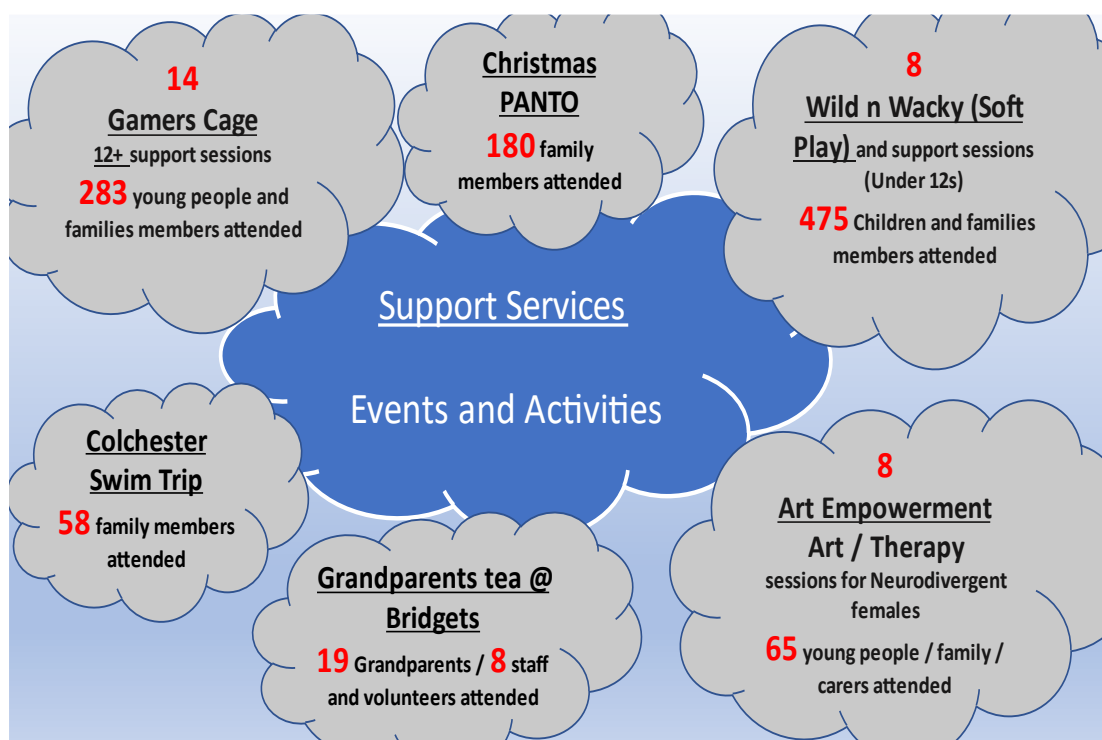
Art Empowerment (Art Therapy)

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!

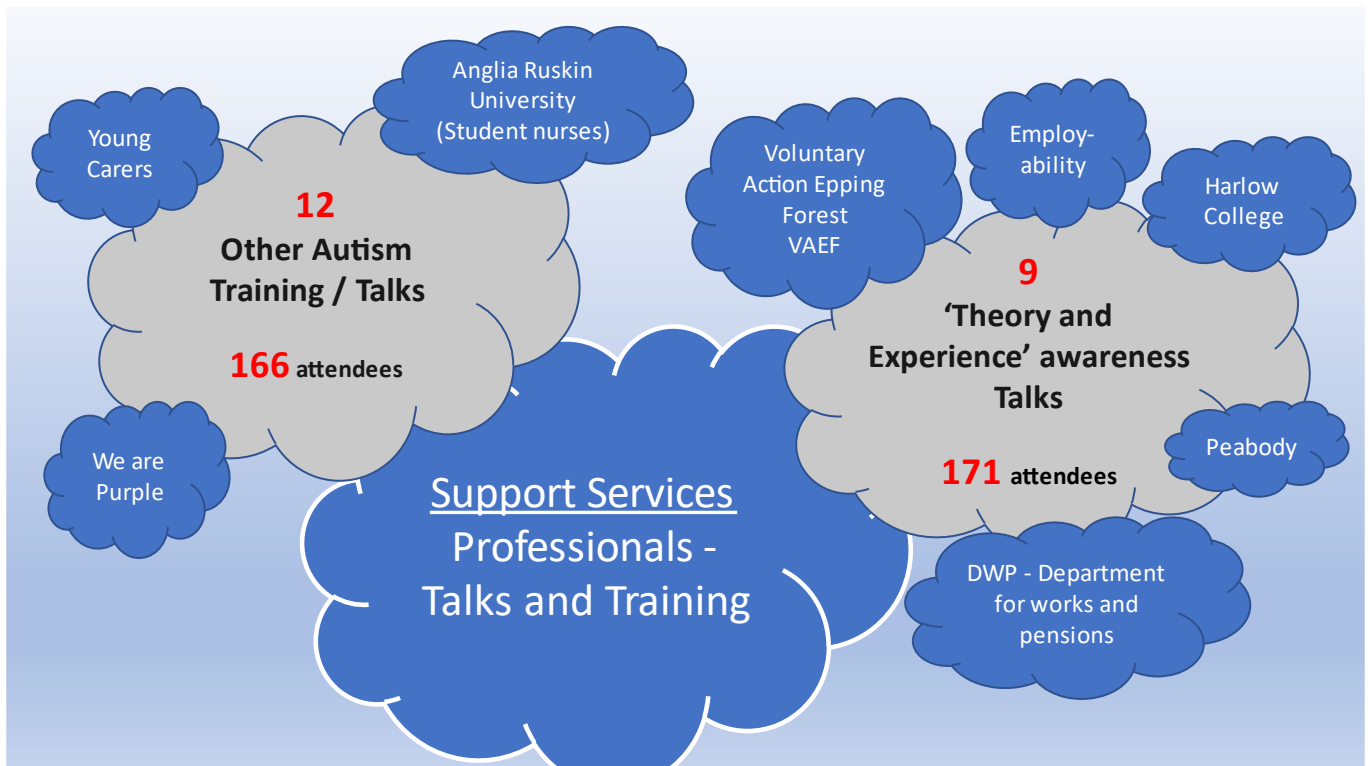


My name is Debbie Hannam.
I am the Support, Talks & Training Officer at PACT for Autism
My knowledge comes from a lived experience as a parent to Luke an autistic adult who was diagnosed in 2001 aged 2 ½.
I am passionate about helping other parents/carers/adults & professionals.
I have found true friendships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

A handwritten signature in black ink, appearing to read 'Julia Carr', is written over a horizontal dotted line.

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

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>

**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

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

6. Debtors

	Total 2022 £	Total 2021 £
Prepayments	1,387	813
Total	1,387	813

7. Creditors: amounts falling due within one year

	Total 2022 £	Total 2021 £
Accruals	422	478
Deferred income (Grants)	8,394	39,198
Total	8,816	39,676

8. Designated Funds

The designated funds are represented as below:

	£
Personnel Fund	39,199
Contingency Fund	6,454
Activities Fund	9,083
Total	54,736

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.