

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.

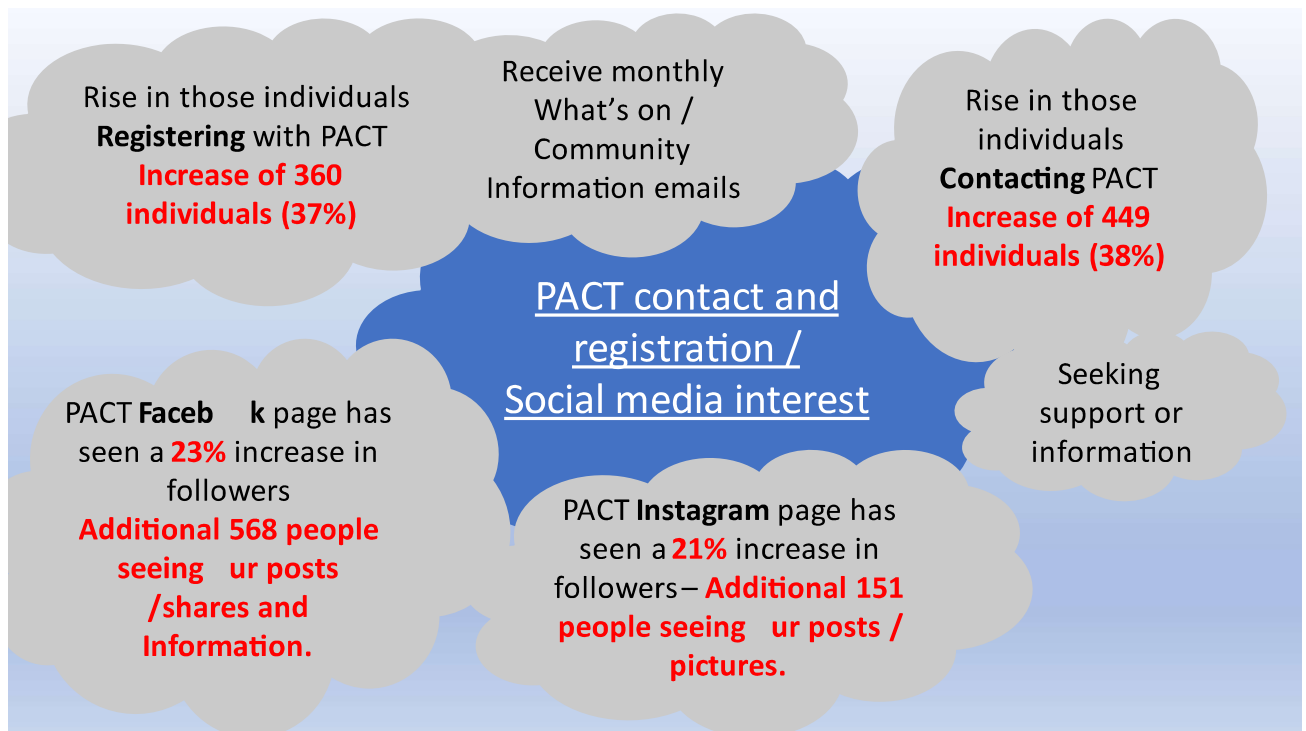
Number of people following	1st June 2021	31st May 2022	31st May 2023	Number increase 1yr (2yrs)	% increase 1yr (2yrs)
Facebook	1999	2422	2990	568 (991)	23% (49%)
Instagram	531	709	860	151 (329)	21% (62%)

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 continual 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:

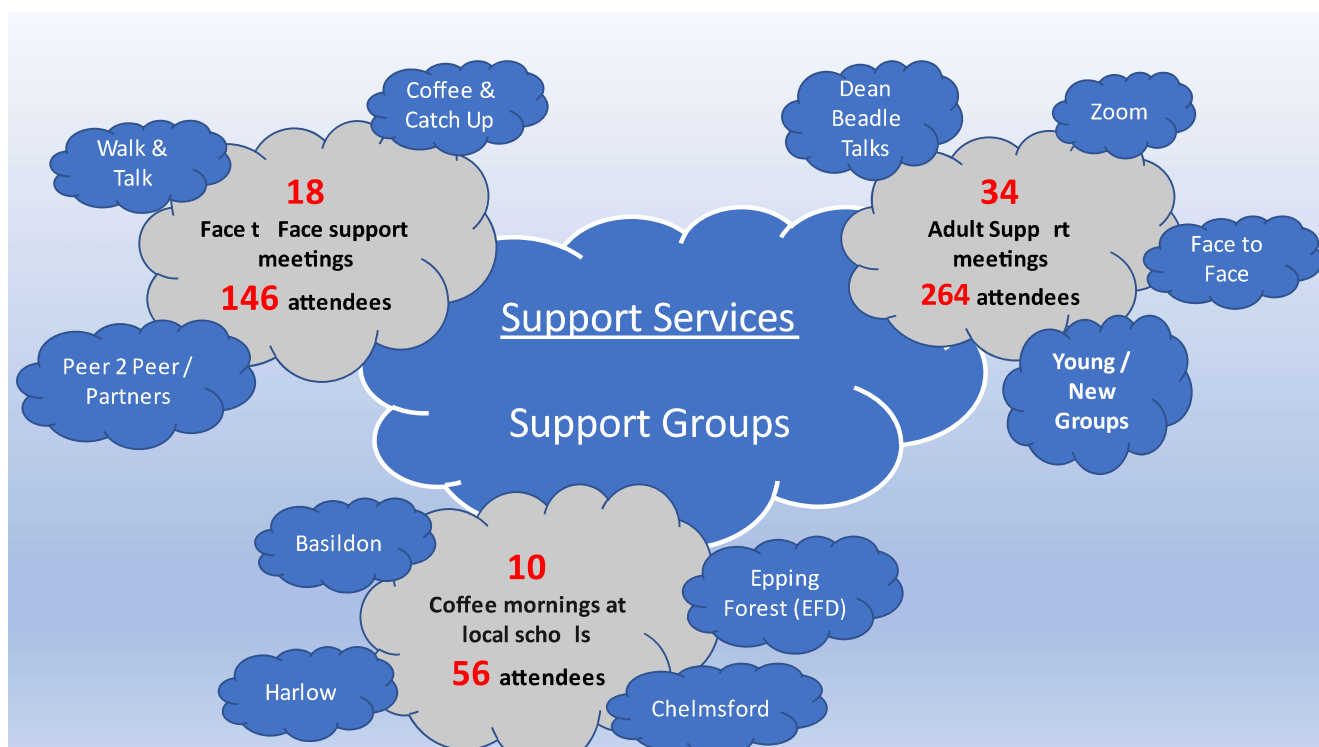
- SENDIASS training on Educational and Health Care Plans (EHCP) with transition planning
- Families in Focus workshop on Disability Living Allowance (DLA)
- The amazing Dean Beadle workshop on 'Executive Functioning and Anxiety'



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.

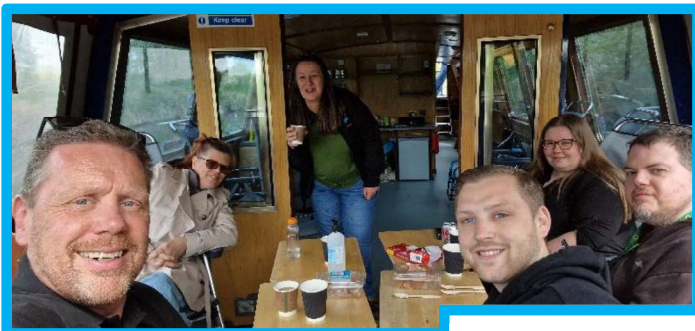
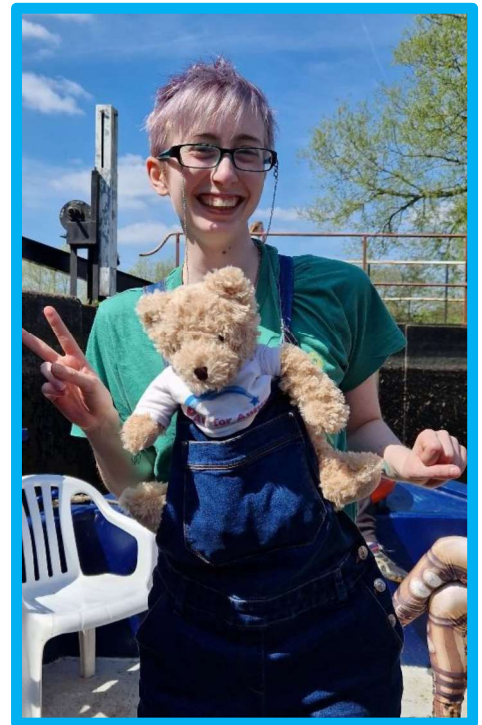
CanalAbility



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



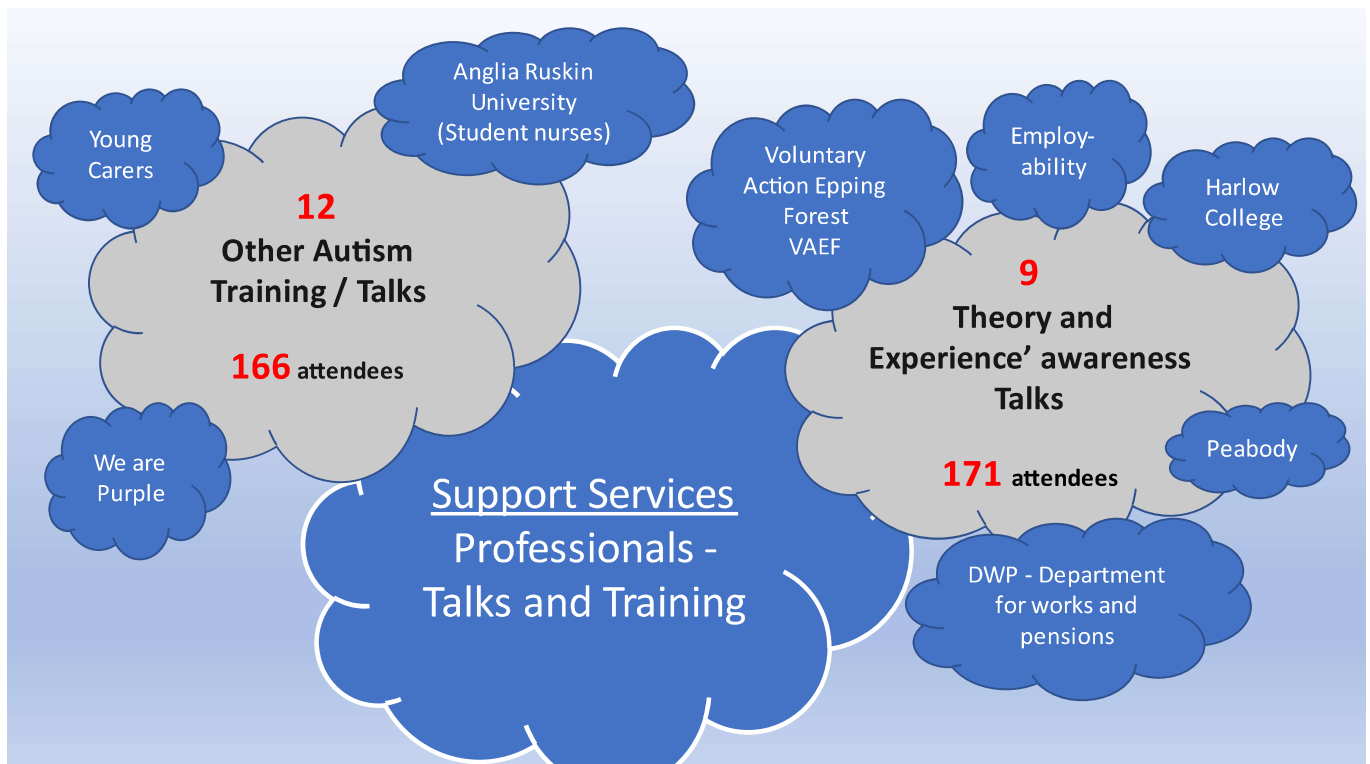
My name is Deb Butler.
I am an autistic adult with a desire to improve the quality of life for the autistic community.

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 Counsellor, 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		<u>60,730</u>	<u>-</u>	<u>21,872</u>	<u>82,602</u>	<u>66,026</u>
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		<u>57,942</u>	<u>-</u>	<u>22,647</u>	<u>80,589</u>	<u>56,557</u>
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		<u>-</u>	<u>2,788</u>	<u>(775)</u>	<u>2,013</u>	<u>9,469</u>
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><u>56,752</u></u>	<u><u>54,736</u></u>
Funds of the charity			
Restricted Funds		-	775
Designated Funds	8	56,752	53,961
Total Funds		<u><u>56,752</u></u>	<u><u>54,736</u></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>56,752</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