

The logo consists of a large white circle with a thick dark blue border and a thinner light blue border. Inside the circle, the text 'ADD-vance' is written in a bold, dark blue, sans-serif font.

**ADD-vance**

The ADHD and Autism Trust

**IMPACT &  
TRUSTEE REPORT  
2024-25**

# IMPACT REPORT 2024-25



## A MESSAGE FROM OUR CEO DEBBIE WOOD

I am delighted to be able to share our most recent impact report with you. This past year has been one of the most exciting and challenging yet for ADD-vance. In a time where health and welfare services are stretched beyond capacity, and waiting lists are growing, ADD-vance has been a lifeline to parents and carers of neurodivergent children and young people in Hertfordshire. We have created new courses for children and young people, supporting them to understand their unique brains, we have continued to grow the Hertfordshire Neurodiversity Support Hub developing this with our the local commissioning teams, and we have had the privilege of hearing positive stories from families who have benefitted from ADD-vance.

Throughout the year our team of Coaches, Trainers and Support Hub Workers have used their knowledge, skills and lived experience to support professionals, parents, carers, children and young people to understand, embrace and celebrate neurodivergence. Our aim is to enable every neurodivergent child and young person in Hertfordshire to have the opportunity to thrive.

This report highlights our growth and development over the year, alongside a small sample of the feedback from parents, carers and young people, who are at the heart of all we do. I hope you enjoy finding out more about all we have achieved this year.

Warmest wishes

*Debbie*

### IMPACT SNAPSHOT

**1.9k**

Helpline calls  
answered

**7.7k+**

Parents, Carers &  
Professionals  
trained

**11.9k+**

Social  
followers

# 1 IN 7 PEOPLE

It is estimated that around 1 in 7 people – **15%** of the UK population – are neurodivergent.

\*The Donaldson Trust 2024 & NHS England



**ADD-vance**

## ABOUT US

Founded in 1996, ADD-vance is passionate about understanding, embracing and celebrating neurodiversity. As a dedicated group of professionals, who also happen to be parents of neurodivergent children, we exist to enable neurodivergent individuals to thrive, at home, at school and in the workplace. We want to increase understanding, provide support and change perceptions of these complex neurological conditions, so as to improve well-being and reduce social isolation.

### Our Values

**Expertise by Experience** – our credibility and passion comes from having walked a similar path.

We collaboratively **Empower and Equip** families to help neurodivergent children and young people to thrive.

We **Celebrate** the unique strengths that come from being able to 'think differently'.

We are **Approachable**, offering compassionate, non-judgmental support and understanding

What we did last year...

"so nice and kind"

# NEURODIVERSITY SUPPORT HUB

## Helpline and Support service for Parents, Carers and Professionals in Hertfordshire

The Neurodiversity Support Hub Service offers advice, signposting and guidance. No diagnosis is necessary to access the Hub, and the team are on hand all year-round, Monday to Friday 9am to 1pm. We offer extra hours and evening appointments in term time to address the additional number of calls that we have.

1.9k

### Helpline calls answered

89.8% of which were from parent carers

In partnership with Angels Support Group, the Hub is able to offer a limited number of 1:1 specialist support hours. Available for families where their needs are more complex. This extra help enables families to navigate the challenges of parenting neurodivergent children.

99%

### of callers recommend the Hub to others

"I no longer felt alone"

"It was great to have a safe non judgemental supportive space to talk to someone who understands the struggle of a neurodiverse parent, parenting neurodiverse children"



**"a very valuable 6 weeks"**

**What we did last year...**

# **COURSES**

## **Understanding Autism & ADHD: 6 Week Interactive Parent Courses**

Offering a deep understanding of Autism and ADHD, our courses empower parents and carers to support their neurodivergent children, giving them strategies and practical tools. With a small-group, interactive format, each session is tailored to the unique circumstances of the participants.

Alongside expert guidance, these sessions offer valuable opportunities to connect with other parents, share experiences, and build peer-to-peer support networks. Our courses are designed to support different age ranges, dads, and parents of girls.

**241**

**Parents trained in Hertfordshire over 23 courses**

Parents on our courses describe the understanding they gain as being a lightbulb moment for them in their parenting journey and feel like a weight has been lifted from their shoulders as they discover they are not alone.

**"It's been an excellent course, the trainer's combination of personal experience, accepting manner for where everyone is at that moment in time, offering compassion and tools and clearly very knowledgeable and experienced in training"**

What we did last year...

# WORKSHOPS

**"experts in their field"**

## Workshop Training Programme for Parents and Carers

Covering a wide range of topics from Understanding ADHD/Autism to deep dives on issues such as Anxiety, Sensory Processing, Eating Difficulties and many more. The workshops help parents and carers navigate the SEND journey.

The programme is a highly flexible and accessible option for support. Parents and carers do not need to attend live and can re-watch the workshop in their own time and pace.

**5,373**

**Parents supported through our workshop programme**

**"Great webinar – lots of information in bite size nuggets and tonnes of advice for taking forward"**

**"This workshop was perfect for my situation and really enlightening"**

**"I picked up so many ideas to try which I'm sure will be an enormous help, thank you so much"**

What we did last year...

# COACHING

**"so helpful and empowering"**

**Our team of specialist coaches work with parents and carers of children and young people.**

Helping families to understand everyone's individual needs and find ways to improve communication and family dynamics. We provide a confidential and professional service, with a healthy dose of parental experience thrown in.

All of our coaches have first-hand personal experience of living with neurodivergent conditions. In a nutshell – coaching moves parents from where they are now to where they want to be.

**115**

**Parents and carers accessed the coaching service**

**"Our coach's warmth and understanding, together with her knowledge and experience have inspired me to do the best I can for my daughter"**

**"My parenting skills have improved and I feel I understand my daughter better and can support her more effectively now"**

What we did last year...

# SUPPORT GROUPS

## Free online support groups for parents and carers in Hertfordshire

Regular Support Groups provide an opportunity for parents and carers to meet other local parents to discuss individual concerns with our specialist ADD-vance coaches. We offer a range of different groups including:

- Parents and carers of Primary School Aged Children
- Parents and carers of Secondary School Aged Children
- Parents and carers of 16-25 year olds
- Topic specific sessions on issues such as PDA and Sleep

"Sometimes it helps just to talk with others who really "get it"

256

**Individuals attended one of the 36 online support groups that were run during school term time**

Our Facebook group is a confidential, online space for parents, carers and others involved in the care of neurodivergent children and young people in Hertfordshire. The aim is to be a safe place within which parents can exchange locally based information and offer peer support and advice to other members who are walking a similar path.

8,536

**Facebook Private ADD-vance Parents, Carers & Professionals group**  
Hertfordshire based members

What we did last year...

# SPECIALIST SERVICES

"very sensitive and kind"

## EHCP support

Our EHCP and SEN (Special Educational Needs) support service is offered by IPSEA trained advisors who have a particular expertise in understanding the needs of Autistic and/or ADHD pupils and how best to support them. The service helps parents and carers to navigate the SEN processes, especially within local schools.

## Qb Check

The Qb Check uses objective data to measure the three core traits of ADHD: inattention, hyperactivity and impulsivity. This data can then be used to support ADHD diagnosis and treatment. The QbCheck is available for children, young people and adults aged 7-60 years. It is not a diagnosis by itself, but can be used as part of the assessment process. It is a 15-20 minute test.

## Sleep service

Our online Specialist Sleep Coaches work with families to improve the sleep of a neurodivergent child/young person. Issues addressed include:

- Difficulty getting to sleep or staying asleep
- Waking early or sleeping in
- Nightmares/terrors/sleep walking /restless legs
- Lacking energy throughout the day, despite sleeping an appropriate amount of time
- Suddenly falling asleep at inappropriate times.

59

**Referrals  
for support**

32

**Individuals  
attended a check  
with ADD-vance**

24

**Referrals  
for support**



What we did last year...

**"fantastic and helpful "**

# UNDERSTANDING MY ADHD AND AUTISM

## **Courses and 1:1 support for children and young people aged 7 to 16.**

Our transformative 6-week course is designed to empower ADHD and Autistic children and young teens. Through interactive sessions, participants explore what ADHD or Autism means to them, identify strategies to support their well-being, articulate their needs, and celebrate their uniqueness.

For young people who are unable to access group support we have a 1:1 programme of coaching sessions, focusing on their specific needs, with building self-esteem at the heart of the programme.

**150**

**Children & young people attended one of our courses**

**16**

**Young people were supported through our 1:1 work**

Children and young people on our courses tell us they love finding out more about their ADHD and Autistic brains, especially their strengths and being with like-minded people (including our trainers). They come away with ideas for how to support and advocate for themselves and feeling more comfortable with who they are.

**"I would recommend it because it helps you to understand a lot more about ADHD (or Autism) and it made me feel more comfortable and confident about myself"**

What we did last year...

**"thoughtful & informative"**

# PROFESSIONALS

## **Workshops for Professionals Working with Neurodivergent Children and Young People**

Sessions equip staff with both understanding and practical ideas to help them promote inclusion for children and young people in their care. We run training for a wide variety of organisations throughout the UK including: education settings across all age groups, Health and Social Care Providers; Sports Clubs and Coaches and groups such as the Scouts.

Through the upskilling of professionals we believe we can help create successful inclusive environments, inspire confidence, increase opportunity and enable Neurodivergent Children and Young People to thrive.

**1,776**

**Professionals trained over 37 workshops**

**"Best ADHD training I have been on"**

**"Brilliant training session. So much useful and practical information. Thank you very much"**

**"...the resources and strategies are things I can easily take back to my school for colleagues to use with students"**

**What we did last year...**

**"insightful and impactful"**

# **WORKPLACE TRAINING**

**Neurodiversity awareness raising courses for employers and staff teams.**

Our training is informative, interactive and focused on real life solutions for creating more inclusive workplaces. We aim to increase knowledge and understanding of how the brains of neurodivergent individuals work differently and we suggest ways to attract and retain the strengths of neurodivergent talent.



**274**

**Individuals trained in businesses and organisations**

**"An extremely informative, insightful and impactful webinar ... I can't recommend ADD-vance enough if you are looking at providing neurodiversity awareness workshops" – RO Group**

**"Just spoken to one of my debt advisors in the corridor and he said, "it was the best training course he'd been on while at CA", and he will have done a lot!"  
– Citizens Advice Watford**

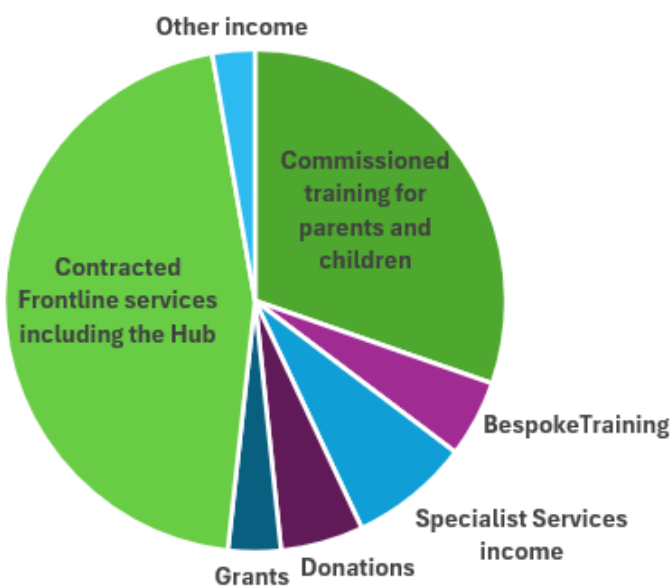
"This service is vital"

What we did last year...

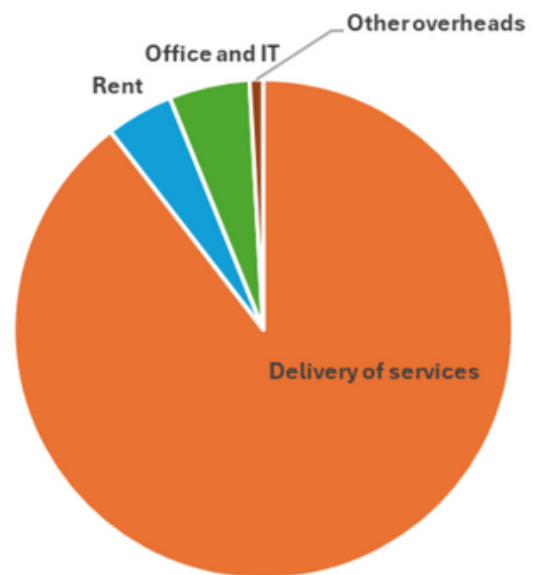
# FINANCE

ADD-vance's income and expenditure in 2024-25 looked like this:

**Income:  
£390,081**



**Expenditure:  
£367,674**



## Our UN Sustainable Development Goals:

**3** GOOD HEALTH AND WELL-BEING



Good health and wellbeing of neurodivergent families is at the heart of all our services and is the founding principal of our charity

**10** REDUCED INEQUALITIES



In all areas of life, we are passionate about understanding, embracing and celebrating difference and the benefits that inclusion can bring

**13** CLIMATE ACTION



Protecting our planet isn't optional, we are continually striving to reduce our carbon footprint whilst increasing our impact with neurodivergent families and individuals

And finally

# THANK YOU

With grateful thanks  
to everyone who has  
supported us this year



ADD-vance is uniquely staffed entirely by parent carers of neurodivergent children. Our lived experience gives us the authenticity to offer advice and support from a first hand perspective. We are very grateful to our Trustees, Trainers, Coaches, Support Hub Staff and Office Team. We couldn't have done it without you!

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## THANK YOU TO ALL OUR FUNDERS AND DONORS

Hertfordshire County Council  
Hertfordshire Community NHS Trust  
Hertfordshire Community Foundation  
Rowlandson Foundation  
Hertsmere Mayor's Charity of the Year  
St Albans Cathedral  
JustFriends

Eutopia Search  
Tuesday Club  
St Albans Sixer  
Potters Bar WI  
All aboard  
Eisai Europe Ltd  
University of Hertfordshire

And our individual fundraisers and donors



## Charity's Details

**Charity Name:** The ADD-vance ADHD and Autism Trust

**Charity Registration number:** 1158968

**Charity Principal Address:** Foundation House,  
2-4 Forum Place, Fiddlebridge Lane,  
Hatfield, Herts AL10 0RN

## Trustee Details:

- Elizabeth West - Chair
- Andrew Taylor - Treasurer
- Pamela Reitemeier - Secretary
- Zoe Middleton - resigned 16th July 2024
- Lucy Marangos
- Dr Rebecca Hunt

**Name of chief executive -** Deborah Wood (CEO)

## The Objectives of ADD-vance are:

1. To relieve the needs of and to promote and protect the health of children and young people with Attention Deficit Hyperactivity Disorder (ADHD) and/or Autism Spectrum Disorder (ASD) and their families.
2. The promotion of social inclusion among parent carers and their children who are socially excluded from society as a result of having ADHD and/or ASD and help their integration into society.
3. To advance the education of the general public in all areas relating to ADHD and/or ASD in particular but not exclusively by providing training courses, practical advice and information.

## Summary of the main activities- in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.

In addition to the core services of the Neurodiversity Support Hub (previously helpline), Parent Carer Training Courses, Parent Carer Workshops, Specialist Parent Carer Coaching, Qb Checks, Parent Carer Support Groups, Facebook Support Groups and Training for Professionals, ADD-vance was able to:

- continue to work in partnership with Hertfordshire Community Trust (HCT) to offer support with Speech and Language services in Schools
- alongside The Assessment Team continue to offer free ASD / ADHD assessments to on average one family per month who met their criteria for free assessments

- be recommissioned by Herts County Council (HCC) to continue to provide the Neurodiversity Support Hub Pilot service
- work in partnership with Angels Support Group to provide 1:1 support for more vulnerable families who call the support hub
- Continue to offer a bespoke Sleep Service to parents and carers
- Offer employers bespoke training to improve inclusivity in the workplace by starting a project 'Neurodiversity in the Workplace'
- Re-instated the parent workshops alongside Hertfordshire PALMS (Positive behaviour, autism, learning disability and mental health service)

### **Details of the activities for the year are in the report above**

#### **Public Benefit**

Trustees have full regard to the guidance issued by the Charity Commission on public benefit and continue to ensure, through regular monitoring and evaluation of data that the services devised and delivered meet the guidance.

The main activities continue to focus on the needs of families to support their children and young people who have ADHD and/or autism and other co-existing neurodivergent conditions.

As awareness of neurodivergent conditions increases within society, ADD-vance has seen the need for employers to have additional training around creating neurodivergent inclusive workplaces. Therefore, the charity has developed a suite of training resources that can be delivered to employers around best practice when recruiting, employing and supporting neurodivergent employees.

ADD-vance has continued to offer support to schools and professionals throughout the year and is offering face-to-face training and support services alongside its online offerings.

ADD-vance has regard to the reduction in public finance, the impact of this on our services as well as the statutory services available locally and the need to fill gaps through our charitable objectives and increase in services made available. This year ADD-vance was able to access funding from grants as well as various fundraising activities.

The Trustees are mindful of maintaining and increasing services within the funding challenges facing all charities and the need to raise funds and donation levels on an annual basis. This year we were very grateful to received grants and donations from a wide variety of sources which enabled us to maintain the majority of our work as we continued to grow and develop, despite the cost-of-living crisis .

The ADD-vance Chief Executive reports, at each Trustee meeting, the activities being undertaken by the operational team, allowing the Trustees to ensure all the activities



undertaken are in line with our Objectives, as stated above, and are in line with the Charities Commission guidance.

### **Policy on Social investment**

ADD-vance has continued to invest in the Team and continues to recognise the strengths of employing parent carers and neurodivergent individuals in all areas of our work. Currently all people employed or contracted are parent carers demonstrating our recognition of knowledge and life experience that these people bring as well as their qualifications and professionalism in areas such as teaching, social working, psychology, training and coaching. In addition, our office support team and our Trustees also have parent carer and family member representation.

ADD-vance continues to support a programme of Continuous Personal Development at all levels to maintain the value of continuous learning and updating from current research. We continue to have strong relationships with local colleges and universities and work in partnership to enhance graduate and post-graduate research through research opportunities being advertised on our Facebook page. This in turn can help to shape future provision for families when students graduate and work within the community.

We rent our office premises from the Hertfordshire Community Foundation – a local charity that we are able to contribute towards by renting from an organisation that heavily invests in local charities and not for profits.

This year we replaced a significant proportion of our office furniture, all of which was recycled items that we were able to save from landfill and were purchased from locally.

### **Contribution made by volunteers**

ADD-vance continues to value greatly the contribution of volunteers at all levels of our work from fundraisers to event organisers and those who support us on an ad hoc basis in the office. Examples of how we utilised volunteers included running online workshops, supporting us on a weekly basis in the office, using their skills to support the running of our Facebook group and updating our training materials. We also use volunteers to help with our social media and our website.

As part of our commitment to the voluntary sector, we continually look to recruit more volunteers that we can use in a variety of roles within the team depending upon the skills they are able to offer us and their availability within office hours.

As a follow on from the Building Effectiveness Course run by Hertfordshire Community Foundation, ADD-vance continues to benefit from mentoring from a local business director.

This is in addition to the support offered to the team by the Trustees outside of their meetings, to enhance the services offered.

## **Review of the Financial Position**

Despite an uncertain economic climate, including the cost-of-living crisis, ADD-vance continued to benefit from generous individual giving and strong demand for the educational offerings available from the Charity for parents and carers as well as professionals.

At the end of the period, prudent management of finances and the surplus in funds has left the charity with £22.3k this year whilst retaining £75k for reserves.

## **Reserves Policy**

ADD-vance has a reserves policy for the purposes of good stewardship and financial management. Through this policy and process we are able to:

- demonstrate the charity's sustainability and capacity to manage unforeseen financial difficulties;
- assist in strategic planning, for example, considering how new projects or activities will be funded;
- inform the budget and risk management, and enable cash flow;
- give confidence to funders.

As a minimum, our reserves policy necessitates providing for future costs for 6 months to cover salaries and all overheads, which are estimated to be £75k.

This level of reserves will cover the effects of a major interruption in the flow of work or income, or in the case of winding down providing notice to the staff and preparing to handover, premises and broadband plus other identified risks.

The Charity Reserves of £75k cover these future costs plus other identified risks.

## **Explanation of any uncertainties about the charity going forward**

The Trustees have no uncertainties about the charity continuing as a going concern. Income and expenditure are monitored throughout the year and given the economic climate, they are pleased that the charity was able to report a small surplus plus an increase in service provision.

Going forward we will be working closely with Herts County Council, the NHS and other partner organisations to diversify our income streams and our service provision. Alongside this we will continue to be looking at gaps in provision where Trusts and Foundations may be appropriate funders to pilot and implement new services.

## **Investment Policy**

ADD-vance does not require an Investment Policy for finances. The Trustees have agreed the movement of some funds from a current account to an interest paying account to maximise use of the reserves.



## Principal risks facing the charity

The principal risk facing ADD-vance is a lack of reliable ongoing funding sources. The number of parent carer courses and workshops funded by Herts County Council (HCC) are agreed annually, with ADD-vance having no guarantee of ongoing commissioning of these, making budgeting and financial planning a challenge. However, during this financial year we were able to secure 23 courses and 81 workshops from HCC.

Being able to continue to move our services online following the pandemic a few years ago has been of benefit to the charity and its service users however, this has also increased competition for resources as both local and national organisations have done the same. Competition for scarce resources and high levels of demand for services has increased the risk of being unable to access sufficient funding to maintain all our services. This risk is being mitigated by looking to diversify both our service provision and our income sources throughout the next year.

## Charity structure and details of how it is managed

ADD-vance is overseen by the Board of Trustees, with the CEO commissioned by the Trustees to undertake all day-to-day management and operation of the organisation. The Charity employs a range of part time staff to work on the Support Hub, with a small proportion of the work sub-contracted to Angels Support Group. The office team undertakes the day-to-day administration and has oversight of all the other support offers. Coaches and Trainers are self-employed and commissioned by the charity to provide frontline services.

## Recruitment of new Trustees

When recruitment of a new Trustee is identified by the Board of Trustees, adverts are placed on appropriate forums and candidates are interviewed by one of the Trustees and the ADD-vance CEO. Interviews take place ideally in the ADD-vance office so that the candidate has a chance to meet other team members and have a brief introduction into how we work, or online via Zoom if this is not possible. Selection is discussed with the Board of Trustees and once a decision is agreed upon the new Trustee is appointed formally at the Trustee Board meeting and an induction process instigated.

The procedure for Induction of a new Trustee is a straightforward checklist followed by the Trustee and the support staff in the office. All the Trustees are notified of any local or Charities Commission Trustee training available for trustees.

## Funds held as custodian trustees on behalf of others

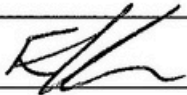
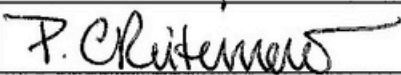
Description of the assets held in this capacity	-	None
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## Declarations

The Trustees declare that they have approved the trustee's report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	ELIZABETH WEST	PAMELA CLIFTON REITEMEIER
Position (eg Secretary, Chair etc	CHAIR	SECRETARY
Date	13/1/2026.	19/1/2026

Paxton

Balance Sheet as at 31/03/2025

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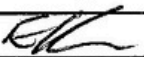

Charity no. 1158968

The ADD-vance ADHD and Autism Trust

Printed: 21/05/2025

	Total funds	Prior year funds
<b>Fixed assets</b>		
Intangible assets	0	0
Tangible assets	0	0
Heritage assets	0	0
Investments	0	0
<i>Total fixed assets</i>	<b>0</b>	<b>0</b>
<b>Current assets</b>		
Stocks	0	0
Debtors	98,426	7,878
Investments	77,006	75,000
Cash at bank and in hand	150,464	203,320
<i>Total current assets</i>	<b>325,895</b>	<b>286,199</b>
Creditors: amounts falling due within one year	135,356	118,057
<i>Net current assets/(liabilities)</i>	190,539	168,142
<i>Total assets less current liabilities</i>	<b>190,539</b>	<b>168,142</b>
Creditors: amounts falling due after more than one year	0	0
Provisions for liabilities	0	0
<b>Total net assets or liabilities</b>	<b>190,539</b>	<b>168,142</b>
<b>Funds of the charity:</b>		
Endowment funds	0	0
Restricted income funds	70	70
Unrestricted funds	190,469	168,072
Revaluation reserve	0	0
<b>Total charity funds</b>	<b>190,539</b>	<b>168,142</b>

Signed by one or two trustees  
on behalf of all the trustees

Signature	Print Name	Date of approval dd/mm/yyyy
	ELIZABETH WEST	13/01/2026
	PAMELA CLIFTON RETENEYER	19/01/2026

Paxton

Charity Commission SOFA Report as at 31/03/2025


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Charity no. 1158968

The ADD-vance ADHD and Autism Trust

Printed: 21/05/2025

	Unrestricted funds	Restricted Income funds	Endowment funds	Total funds	Prior year funds
	£	£	£	£	£
<b>Income and endowments from:</b>					
Donations and legacies	20,422	0	0	20,422	17,743
Charitable activities	355,640	12,013	0	367,653	316,427
Other trading activities	0	0	0	0	0
Investments	2,006	0	0	2,006	4,451
Separate material item of income	0	0	0	0	0
Other	0	0	0	0	0
<b>Total</b>	<b>378,068</b>	<b>12,013</b>	<b>0</b>	<b>390,081</b>	<b>338,621</b>
<b>Expenditure on:</b>					
Raising funds	258	0	0	258	410
Charitable activities	355,412	12,013	0	367,425	318,523
Separate material item of expense	0	0	0	0	0
Other	0	0	0	0	0
<b>Total</b>	<b>355,670</b>	<b>12,013</b>	<b>0</b>	<b>367,683</b>	<b>318,933</b>
<b>Net income/(expenditure) before investment gains/(losses)</b>	<b>22,398</b>	<b>0</b>	<b>0</b>	<b>22,398</b>	<b>19,689</b>
Net gains/(losses) on investments	0	0	0	0	0
<b>Net income/(expenditure)</b>	<b>22,398</b>	<b>0</b>	<b>0</b>	<b>22,398</b>	<b>19,689</b>
Extraordinary items	0	0	0	0	0
Transfers between funds	0	0	0	0	0
<b>Net Movement in Funds</b>	<b>22,398</b>	<b>0</b>	<b>0</b>	<b>22,398</b>	<b>19,689</b>
<b>Reconciliation of Funds</b>					
Total funds brought forward	168,072	70	0	168,142	
<b>Total funds carried forward</b>	<b>190,469</b>	<b>70</b>	<b>0</b>	<b>190,539</b>	

SIGNATURE	PRINT NAME	DATE dd/mm/yyyy
	ELIZABETH LEE	13/01/2026
P.C. Reitemeier	PAMELA CLIFTON REITEMEIER	19/01/2026

Paxton

Charity Commission Statement of Cash Flows to 31/03/2025

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Charity no. 1158968

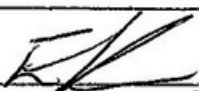
The ADD-vance ADHD and Autism Trust

Printed: 07/08/2025

	Total funds £	Prior year funds £
Cash flows from operating activities:		
<i>Net cash provided by (used in) operating activities</i>	22,398	19,689
Cash flows from investing activities:		
<i>Net cash provided by (used in) investing activities</i>	0	0
Cash flows from financing activities:		
<i>Net cash provided by (used in) financing activities</i>	0	0
<i>Change in cash and cash equivalents in the reporting period</i>	22,398	19,689
Cash and cash equivalents at the beginning of the reporting period	0	0
Cash and cash equivalents at the end of the reporting period	0	0

Reconciliation of net income/(expenditure) to net cash flow from operating activities

Net income/(expenditure) for the reporting period (as per the statement of financial activities)	22,398	19,689
Adjustments for:		
Net cash provided by (used in) operating activities	22,398	19,689

SIGNATURE	PRINT NAME	DATE dd/mm/yyyy
	ELIZABETH WEST	13/01/2026
P.C. Reitemeier	PAMELA CLIFTON REITEMEIER	19/01/2026



**SECTION 1 – TRUSTEES ANNUAL REPORT****SECTION 2 – ACCOUNTS**

Statement of Financial Activities (SOFA)	}
Balance Sheet	} signed by 2 Trustees
Cash Flow	}

**SECTION 3 - Notes to the Accounts****ADD-vance – Year 1 April 2024 – 31 March 2025****1 BASIS OF PREPARATION**

- 1.1 Basis of accounting** - These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value, and in accordance with: FRS 102; Financial Reporting Standard 102: Accounting and Reporting by Charities, issued 16 July 2014. The charity constitutes a public benefit entity as defined by FRS 102.
- 1.2 Going concern** - There are no material uncertainties, events or conditions which cast doubt on the charity's ability to continue as a going concern.
- 1.3 Change in accounting policy** - There are no changes in Accounting policy.
- 1.4 Changes in accounting estimates** - There are no changes in Accounting Estimates.
- 1.5 Material prior year errors** - There are no material prior year errors identified in the accounts.

**2 POLICIES**

**2.1 Income** - This standard list of accounting policies has been applied by the charity.

**Recognition of income** - Income is included in the Statement of Financial Activities (SoFA) when: the charity becomes entitled to the resources, it is more likely than not that the trustees will receive the resources; and the monetary value can be measured with sufficient reliability.

**Grants and donations** - Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS 102 SORP).

**Tax reclaims on donations and gifts** - Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

**Contractual income and performance related grants** - This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions

**Income from interest, royalties and dividends** - This is included in the accounts when receipt is probable and the amount receivable can be measured reliably.



## **2.2 Expenditure and liabilities liability recognition**

**Liability recognition** - Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

**Governance and support costs** - Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

**Redundancy cost** - The charity made no redundancy payments during the reporting period.

**Deferred income** – Includes prepayments for; Hub support services, Family Coaching, Workshops which will be delivered in 25/26 and Grants and other Income for projects which will be undertaken in 25/26.

**Creditors** - The charity has creditors which are measured at settlement amounts.

**Provisions for liabilities** - No provision for liabilities have been included in the accounts.

## **2.3 Assets**

**Intangible fixed assets** - The charity has no intangible fixed assets.

**Debtors** - Debtors are measured on initial recognition at settlement amount.

**Current asset investments** - The charity has investments which it holds for resale or pending their sale and cash and cash equivalents with a maturity date less than one year. These include cash on deposit and cash equivalents with a maturity date of less than one year held for investment purposes rather than to meet short term cash commitments as they fall due. They are valued at fair value.

## **3 INCOME AND EXPENSES REPORT :**

Please see Income and Expenditure Report on next page:

<b>The ADD-vance ADHD and Autism Trust</b>						
<b>Charity no. 1158968</b>						
<b>Income and Expenditure Report for Year ended 31 March 2025</b>						
	Unrestricted	Restricted	Endowment	Year Total	Last Year	
<b>Income</b>						
Donations and Legacies	20,422			20,422	17,743	
Charitable Activities	355,640	12,014		367,654	316,428	
Investments	2,006			2,006	4,451	
<b>Total Income</b>	<b>378,068</b>	<b>12,014</b>	<b>-</b>	<b>390,082</b>	<b>338,622</b>	
<b>Expenses</b>						
Raising Funds	258			258	410	
<b>Charitable Activities</b>						
Training, Coaching & other Support Services	113,903	119		114,022	101,813	
Gross Staff Salaries	192,792	9,800		202,591	180,752	
Staff Training	1,282			1,282	2,231	
Employers NI contributions	8,536	531		9,067	7,051	
Employers Pension contributions	3,684	138		3,822	3,390	
Rent	15,277	756		16,033	13,605	
Telephone, Broadband, Zoom	3,834			3,834	2,117	
Insurances	1,033			1,033	890	
Printing, Postage & Stationery	2,724			2,724	1,454	
IT Costs	3,815	8		3,823	2,028	
Subscriptions	751			751	738	
Event Costs	87	373		460	-	
DBS checks	1,032			1,032	547	
Equipment Purchases	5,653			5,653	931	
Other expenses	1,010	289		1,299	977	
<b>Total Charitable Activities</b>	<b>355,413</b>	<b>12,014</b>	<b>-</b>	<b>367,426</b>	<b>318,524</b>	
<b>Total Expenses</b>	<b>355,671</b>	<b>12,014</b>	<b>-</b>	<b>367,684</b>	<b>318,934</b>	
<b>Surplus (Deficit)</b>	<b>22,398</b>	<b>0</b>	<b>-</b>	<b>22,398</b>	<b>19,688</b>	

## 4 STAFF COSTS

	2024/25	2023/24
Salaries (incl Holidays)	202,591	180,752
Pensions	3,822	3,390
Employer NI	9,067	7,051
<b>Total</b>	<b>215,480</b>	<b>191,193</b>

**Total remuneration** – no employees received salary and benefits in the reporting period of more than £60,000.

## Average Head Count FTE

2024/25	2023/24
7.3	6.4

## 5 DEFINED CONTRIBUTION PENSION SCHEME

The amount of contributions recognised in the SOFA as an expense is £3,822.

<b>The ADD-vance ADHD and Autism Trust</b>						
<b>Charity no. 1158968</b>						
<b>Income and Expenditure Report for Year ended 31 March 2025</b>						
	Unrestricted	Restricted	Endowment	Year Total	Last Year	
<b>Income</b>						
Donations and Legacies	20,422			20,422	17,743	
Charitable Activities	355,640	12,014		367,654	316,428	
Investments	2,006			2,006	4,451	
<b>Total Income</b>	<b>378,068</b>	<b>12,014</b>	<b>-</b>	<b>390,082</b>	<b>338,622</b>	
<b>Expenses</b>						
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<b>Total Expenses</b>	<b>355,671</b>	<b>12,014</b>	<b>-</b>	<b>367,684</b>	<b>318,934</b>	
<b>Surplus (Deficit)</b>	<b>22,398</b>	<b>0</b>	<b>-</b>	<b>22,398</b>	<b>19,688</b>	

## 4 STAFF COSTS

	2024/25	2023/24
Salaries (incl Holidays)	202,591	180,752
Pensions	3,822	3,390
Employer NI	9,067	7,051
<b>Total</b>	<b>215,480</b>	<b>191,193</b>

**Total remuneration** – no employees received salary and benefits in the reporting period of more than £60,000.

## Average Head Count FTE

2024/25	2023/24
7.3	6.4

## 5 DEFINED CONTRIBUTION PENSION SCHEME

The amount of contributions recognised in the SOFA as an expense is £3,822.



## 8 DEBTORS & PREPAYMENTS

Analysis of Debtors & Prepayments	2024/25	2023/24
Trade Debtors	£95,904	£5,415
Prepayments & Accrued Income	£2,522	£2,463
<b>Total</b>	<b>£98,426</b>	<b>£7,878</b>

## 9 ANALYSIS OF CREDITORS

Creditors due within 1 year	2024/25	2023/24
Trade Creditors	£5,634	£2,270
Accruals & deferred income	£126,754	£113,021
Taxation & social security	£3,037	£2,766
<b>Total</b>	<b>£135,425</b>	<b>£118,067</b>

## 10 CASH AT BANK AND IN HAND

	2024/25	2023/24
Cash at bank	£150,463	£203,320

## 11 MOVEMENT OF FUNDS

### Charity Commission Movement of Funds Report

Paxton

Page 1 of 1

Charity no. 1158968

The ADD-vance ADHD and Autism Trust

Printed: 21/05/2025

Month = March 2025

<u>Fund name</u>	<u>Fund balances b/fwd</u>	<u>Income</u>	<u>Expenditure</u>	<u>Transfers</u>	<u>Gains and losses</u>	<u>Fund balances c/fwd</u>
General fund	168,072	378,068	-355,670	0	0	190,469
Advisors	70	0	0	0	0	70
<u>Business Dev</u>	<u>0</u>	<u>12,013</u>	<u>-12,013</u>	<u>0</u>	<u>0</u>	<u>0</u>
<b>Totals</b>	<b>168,142</b>	<b>390,081</b>	<b>-367,683</b>	<b>0</b>	<b>0</b>	<b>190,539</b>

## 12 TRUSTEE REMUNERATION & BENEFITS

None of the Trustees have been paid remuneration or received any other benefits from the charity.

No Trustee expenses have been incurred.

There have been no related party transactions during the period

## 13 INDEPENDENT EXAMINERS REPORT (see attached PDF)



**CHARITY COMMISSION  
FOR ENGLAND AND WALES**

## Independent examiner's report on the accounts

### Section A

### Independent Examiner's Report

#### Report to the trustees

Charity Name

THE ADD-VANCE ADHD AND AUTISM TRUST

#### On accounts for the year ended

31<sup>st</sup> March 2025

Charity no  
(if any)

1158968

#### Set out on pages

1-2

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2025.

#### Responsibilities and basis of report

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

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

#### Independent examiner's statement

[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Chartered Institute of Management Accountants.

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of 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 no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:

Date:

24/11/2025

Name:

SIMON SMITH

#### Relevant professional qualification(s) or body

The Chartered Institute of Management Accountants

(if any):

Address:

83 GARRON WAY

WREYTH

MOETS ALL ODE

## Section B

### Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

N/A



# **ADD-vance**

**The ADHD and Autism Trust**

**Please get in touch if you'd like to find out more:**

**[herts@add-vance.org](mailto:herts@add-vance.org)**

**01727 833963**

**[www.add-vance.org](http://www.add-vance.org)**



**[advance\\_adhd\\_and\\_asd](https://www.instagram.com/advance_adhd_and_asd)**



**[ADD-vance - ADHD & Autism Trust](https://www.facebook.com/ADD-vance-ADHD-Autism-Trust)**



**[@VanceAdd](https://twitter.com/VanceAdd)**

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**Registered Charity No. 1158968**

**Foundation House, 2-4 Forum Place, Fiddlebridge Lane, Hatfield, AL10 0RN**