

**ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED  
31ST MARCH 2021**

**THE AUTISM GROUP**  
(Charitable Incorporated Organisation)

**CHARITY REGISTRATION No: 1166787**

Independent Examiners Ltd  
2 Broadbridge Business Centre  
Delling Lane  
Bosham  
West Sussex  
PO18 8NF

**THE AUTISM GROUP**  
(Charitable Incorporated Organisation)

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## **THE AUTISM GROUP**

(Charitable Incorporated Organisation)

### **LEGAL AND ADMINISTRATIVE INFORMATION**

<b>CHARITY NUMBER</b>	1166787
<b>START OF FINANCIAL YEAR</b>	1st April 2020
<b>END OF FINANCIAL YEAR</b>	31st March 2021
<b>TRUSTEES AS AT 31ST MARCH 2021</b>	Richard Tredgett (resigned 15 March 2021) Gwen King Bridget Mcleod Hanna Wrelton
<b>LEGAL STATUS</b>	Charitable Incorporated Organisation
<b>REGISTERED ADDRESS</b>	5 High Street Maidenhead SL6 1JN
<b>DATE OF REGISTRATION</b>	27th April 2016
<b>GOVERNING INSTRUMENT</b>	CIO - Foundation Registered 27th April 2016
<b>PRIMARY BANKERS</b>	CAF Bank 25 Kings Hill Avenue Kings Hill West Mailing ME19 4JQ
<b>INDEPENDENT EXAMINER</b>	Independent Examiners Ltd 2 Broadbridge Business Centre Delling Lane Bosham West Sussex PO18 8NF

**THE AUTISM GROUP**  
(Charitable Incorporated Organisation)

**INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS**

I report on the accounts for the year ended 31st March 2021 for The Autism Group CIO set out on pages 8 to 15.

**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 of the Charities Act 2011 (the Charities Act) and 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 Commission (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 general Directions given by the Charity Commission. 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 consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

**Independent examiner's statement**

In connection with my examination, no matter has come to my attention

1. which gives me reasonable cause to believe that in, any material respect, the requirements:
  - to keep accounting records in accordance with section 130 of the Charities Act; and
  - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act

have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Independent Examiners Ltd  
2 Broadbridge Business Centre  
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Date: 27 July, 2021

**THE AUTISM GROUP**  
(Charitable Incorporated Organisation)

**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31ST MARCH 2021**

**OBJECTIVES AND ACTIVITIES**

The purposes of the charity as set out in its governing document are:

To relieve the needs of people with autism and their parents and carers by:-

(1) Offering a variety of training to parents/carers, family supporters and the community to enhance the understanding of autism in the Thames Valley.

(2) Offering social opportunities and life skill activities primarily aimed at children (11+) and adults on the autism spectrum (up to the age of 25).

(3) Building confidence and skills within families to support individuals on the autism spectrum to lead fulfilled lives.

**PUBLIC BENEFIT**

In accordance with Section 17 of the Charities Act 2011, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

This is a summary of our activities. The Covid 19 pandemic started to have an impact on all face to face activities since March 2020. The charity adapted quickly and moved all its clubs to an online format, free parent workshops were presented via Zoom and 1-1 face to face support sessions were offered by phone or Zoom.

(1) Free parent training is delivered in a variety of locations at different times of the day to ensure they are accessible to as many people as possible. (During 2020-21 these were all delivered online via Zoom but still offered at different times to offer accessibility for as many as possible).

Training sessions are delivered to professionals and front-line staff supporting individuals on the autism spectrum.

Four free autism training sessions are also offered in each year to local community groups and charities. This is advertised on the website.

(2) 4 themed clubs for different ages of children and young people on the autism spectrum. Individuals are supported by autism trained staff and volunteers. There are 4 groups of children aged 9-13 years, 4 groups for young people aged 14 – 25 years and two groups for young people aged 16 – 25 years. The young people develop confidence and friendships within a safe and understanding environment. The parents are able to use this time as a break from caring or spending time with their other children.

All clubs meet every four weeks. Some young people attend more than one club. There is a small charge for activities but we offer financial support via a hardship fund to those who would otherwise be unable to attend.

(3) Parent support groups operate in three Local Authority areas: RBWM, Slough and Bracknell. These were moved on line and several get togethers were arranged either as morning or evening sessions for accessibility.

Parents who are not comfortable in groups or who wish to meet on a 1-1 basis can access the free TAG @Home service which ensures everyone can access support if they wish it.

All our services are widely advertised in social media, website, local statutory services including Health and Social care, schools and other local community organisations.

The Autism Group relies on a number of volunteers to support the work of the charity. Most of them support the young people to interact with each other and ensure that they have an enjoyable time at the clubs. Some other volunteers help with administrative tasks and fundraising events. We acknowledge the huge contribution they make to the charity and they are highly valued.

**THE AUTISM GROUP**  
(Charitable Incorporated Organisation)  
**TRUSTEES' REPORT (Continued)**  
**FOR THE YEAR ENDED 31ST MARCH 2021**

**ACHIEVEMENT AND PERFORMANCE**

(1) The Autism Group (TAG) delivered 14 workshops to a total of 130 parents during the year. These were on a variety of autism topics, some of which were adapted to give parents additional information which they needed during the pandemic, such as managing much higher anxiety and supporting their children returning to school. 100% of parents said they would recommend the training to friends and family.

Parent Quotes

*"I really like the way that the trainers clearly discuss their topic, using clear facts, short info videos, relatable anecdotes as well as pointing us to relevant guides, books and additional materials for further research."*

*"Relaxed, nurturing environment. Knowledgeable but personable hosts."*

*"I liked the approachable manner of both speakers. Their support, care, understanding and expertise were second to none."*

TAG also delivered training sessions (a much-reduced number of sessions during this unusual year) to professionals in the education sector. 100% of people said they would recommend our training to friends and family.

(2) About 90 different young people were attending clubs at the start of the pandemic. Most attendees are often very isolated with no friends or social activities outside their homes. Many have mental health difficulties associated with their autism such as anxiety. The clubs give them a safe space to meet like-minded people who share similar interests and their self-esteem and friendship skills develop.

During 2020, all the clubs were adapted to online virtual clubs. This posed many challenges which were overcome by our dedicated team to provide the children and young people much needed fun and interaction, albeit only online, with people who knew them and understood their difficulties.

Face to face clubs resumed in September 2020 for several weeks following careful risk assessments and discussions with staff and the families. The children who returned (some were too anxious to start with) were delighted to see one another although the environment felt very different due to the social distancing and other Covid guidance in place.

In November, Lockdown 2 took us back to the virtual world where we have continued to operate for consistency. Children with autism tend to dislike change so we are waiting until restrictions are much reduced before we return to face to face clubs again.

Approximately a third of our children accessed some activities during the year (about 30 out of 90). Some did not enjoy using zoom or were too overwhelmed by all the other changes to their lives. We reached out to those families who were not attending any activities to see how they were, offer support and to see if there was anything else we could add to our range of activities that might help to engage those children. We felt it was important to stay in touch and remind them we were still available during the difficult and challenging time.

Activities have been offered every Saturday morning throughout the year with a two week break in the summer. Halfway through the year we started to send out art activity packs in the post to extend the variety of resources the families would have had at home and to add some much needed fun.

There have been some successes during the year which will be continued after the Covid restrictions are over. A venture into role-playing games online has been so well received that we will continue to run these once we return to face to face clubs again.

We have also got plans to start a brand-new role-playing club for adults aged 18 – 30 following this success.

There were almost 30 children on the waiting list for GAP at the end of March 21 so plans are being made to develop another version of this club but with quiet activities excluding console gaming.

Our other clubs also have waiting lists which we see as a measure of our reputation and success.

**THE AUTISM GROUP**  
(Charitable Incorporated Organisation)

**TRUSTEES' REPORT (continued)**  
**FOR THE YEAR ENDED 31ST MARCH 2021**

**ACHIEVEMENT AND PERFORMANCE (continued)**

(3) The Autism Group @ Home service has reached parents who are unable to attend support groups or training because of caring, employment or other reasons. It is a free 1-1 service which enables parents to talk openly about their concerns to our professionals who are trained in autism but importantly have personal experience themselves. 117 families were supported during the year. Feedback received reported that their knowledge had improved and that they felt more confident in supporting their young person more effectively. 100% would recommend the service to friends and family.

**Parent Quotes**

*"So helpful knowing I have someone to speak to, thank you".*

*"My support worker was so knowledgeable and friendly and genuinely helped me to support my son better".*

*"Great speaking to the support worker who was very helpful and understanding. Nice to know I have someone to talk to with lots of knowledge and ideas".*

The charity has had to change all of its ways of working during this past year but we have carried on providing our services, albeit differently, to many grateful children, young people and their parents.

**Trustees' Responsibilities**

The Charities Act 2011 requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the CIO and of the surplus of the CIO for that period. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Prepare financial statements on the going concern basis unless it is inappropriate to presume that the trust will continue in existence.

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the CIO. They are also responsible for safeguarding the assets of the CIO and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Trustees on ..... 22 July 2021 .....

Signed on their behalf: ..... Gwen King .....

Printed Name: Gwen King (Acting Chair)

**THE AUTISM GROUP**  
(Charitable Incorporated Organisation)

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31ST MARCH 2021**

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL 2020/21 £	TOTAL 2019/20 £
<b>INCOMING RESOURCES</b>					
<b>Incoming Resources from Generated Funds</b>					
Donations & Legacies	4a	2,401	-	2,401	8,654
Activities for Generating Funds	4b	8,754	(294)	8,460	11,699
Investment Income	4c	-	-	-	-
Charitable Activities	4d	100	65,882	65,982	51,152
<b>TOTAL INCOMING RESOURCES</b>		<b>11,255</b>	<b>65,588</b>	<b>76,843</b>	<b>71,505</b>
<b>RESOURCES EXPENDED</b>					
<b>Costs of Generating Funds</b>					
Charitable Activities	5a	4,305	55,182	59,487	69,394
Governance Costs	5b	360	600	960	950
<b>TOTAL RESOURCES EXPENDED</b>		<b>4,665</b>	<b>55,782</b>	<b>60,447</b>	<b>70,344</b>
<b>NET INCOMING (OUTGOING) RESOURCES</b>		<b>6,590</b>	<b>9,806</b>	<b>16,396</b>	<b>1,161</b>
Total Funds Brought Forward		15,700	2,289	17,989	16,828
Transfer of Funds		-	-	-	-
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>22,290</b>	<b>12,095</b>	<b>34,385</b>	<b>17,989</b>

Movements on all reserves and all recognised gains and losses are shown above. All of the organisation's operations are classed as continuing.

The notes on pages 10 to 15 form part of these financial statements.

**THE AUTISM GROUP**  
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**BALANCE SHEET**  
**31ST MARCH 2021**

	Note	Unrestricted Funds £	Restricted Funds £	31-Mar-21 Total £	31-Mar-20 Total £
<b>Fixed Assets</b>					
Tangible Assets	2	-	-	-	-
Investments	3	-	-	-	-
<b>Total Fixed Assets</b>		-	-	-	-
<b>Current Assets</b>					
Debtors & Prepayments	8	594	-	594	6,175
Cash at Bank and in Hand	7	21,979	32,785	54,764	45,918
<b>Total Current Assets</b>		<b>22,573</b>	<b>32,785</b>	<b>55,358</b>	<b>52,093</b>
<b>Creditors:</b> Amounts falling due within one year	9	283	20,690	20,973	34,104
<b>NET CURRENT ASSETS</b>		22,290	12,095	34,385	17,989
<b>TOTAL ASSETS</b> less current liabilities		<b>22,290</b>	<b>12,095</b>	<b>34,385</b>	<b>17,989</b>
<b>Creditors:</b> Amounts falling due in more than one year	10	-	-	-	-
<b>NET ASSETS</b>		<b>22,290</b>	<b>12,095</b>	<b>34,385</b>	<b>17,989</b>
<b>Funds of the Charity</b>					
General Funds		22,290	-	22,290	15,700
Restricted Funds	6	-	12,095	12,095	2,289
<b>Total Funds</b>		<b>22,290</b>	<b>12,095</b>	<b>34,385</b>	<b>17,989</b>

The financial statements were approved by the Board of Trustees on 25th May 2021 and were signed on it's behalf by:

Printed Name: Gwen King (Acting Chair)

*Gwen King*

**THE AUTISM GROUP**  
(Charitable Incorporated Organisation)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST MARCH 2021**

**1. ACCOUNTING POLICIES**

**Basis of Preparation & Assessment of Going Concern**

**Basis of Preparation**

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) - (Charities SORP - FRS102) and the Charities Act 2011.

The Charity meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost unless otherwise stated in the relevant accounting policy notes.

**Assessment of Going Concern**

Preparation of the accounts is on a going concern basis. The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

**Incoming Resources**

**Recognition of Incoming Resources**

These are included in the Statement of Financial Activities (SOFA) when:

- the charity becomes entitled to the resources;
- the trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability

**Incoming Resources with Related Expenditure**

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resource and related expenditure are reported gross in the SOFA.

**Grants and Donations**

Grants and Donations are only included in the SOFA when the charity has unconditional entitlement to the resources.

**Tax Reclaims on Donations and Gifts**

Incoming resources from tax reclaims are included in the SOFA at the same time as the gift to which they relate.

**Contractual Income and Performance Related Grants**

This is only included in the SOFA once the related goods or services has been delivered.

**Gifts in Kind**

Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SOFA as incoming resources when receivable.

**Donated Services and Facilities**

These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

**Volunteer Help**

The value of any voluntary help received is not included in the accounts.

**Investment Income**

This is included in the accounts when receivable.

**Investment Gains and Losses**

This included any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

**THE AUTISM GROUP**  
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**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE YEAR ENDED 31ST MARCH 2021**

**1. ACCOUNTING POLICIES (continued)**

**Expenditure and Liabilities**

**Liability Recognition**

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

**Governance Costs**

Include costs of the preparation and examination of statutory accounts, the costs of the trustees meetings and cost of any legal advice to trustees on governance or constitutional matters.

**Grants with Performance Conditions**

Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SOFA once the recipient of the grant has provided the specified service or output.

**Support Costs**

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of the resources, e.g. allocating property costs by floor areas, or per capital employed, staff costs by the time spent and other costs by their usage.

**Investments**

Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.

**Pensions**

Pension contributions are charged to the Statement of Financial Activities as they become payable.

**Unrestricted Funds**

These funds can be used for the general objectives of the charity as set out in the trustees report. The movements of the unrestricted funds are given in the Statement of Financial Activities.

**Restricted Funds**

These funds are where the donor has specified a purpose for the donation made. Grants are raised for particular purposes within the objects of the charity.

**Designated Funds**

These funds are funds set aside by the trustees out of unrestricted general funds for specific purposes or projects.

**Fixed Assets**

Fixed Assets are capitalised if they can be used for more than one year and cost at least £1,500. They are valued at cost or, if gifted, at the value to the charity on receipt.

**Depreciation Expense**

Depreciation is calculated at a rate to write off the cost of tangible fixed assets on an appropriate basis over their estimated useful lives. The rates and basis applied per annum are as follows:

Equipment	20% - Straight Line Basis
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**2. TANGIBLE FIXED ASSETS**

The Charity held no Tangible Fixed Assets during this or the previous financial period.

The annual commitments under non-cancelling operating leases and capital commitments are as follows:

31st March 2021 : None
31st March 2020 : None

**3. INVESTMENTS**

The Charity held no Fixed Asset Investments during this or the previous financial period.

**THE AUTISM GROUP**  
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**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE YEAR ENDED 31ST MARCH 2021**

**4. INCOMING RESOURCES**

Note	Unrestricted Funds £	Restricted Funds £	TOTAL 2020/21 £	TOTAL 2019/20 £
<b>a) Donations &amp; Legacies</b>				
Donations & Gifts	2,317	-	2,317	8,516
Gift Aid Tax Recovered	84	-	84	138
	<b>2,401</b>	<b>-</b>	<b>2,401</b>	<b>8,654</b>
<b>b) Activities for Generating Funds</b>				
Fundraising Income	40		40	868
Special Interest Groups	8,714	(294)	8,420	10,831
	<b>8,754</b>	<b>(294)</b>	<b>8,460</b>	<b>11,699</b>
<b>c) Investment Income</b>				
Interest Received	-	-	-	-
	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>d) Charitable Activities</b>				
Grants	-	65,882	65,882	50,320
Training Income	100	-	100	832
	<b>100</b>	<b>65,882</b>	<b>65,982</b>	<b>51,152</b>

**THE AUTISM GROUP**  
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**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE YEAR ENDED 31ST MARCH 2021**

**5. RESOURCES EXPENDED**

	<b>Note</b>	Unrestricted Funds £	Restricted Funds £	<b>TOTAL 2020/21 £</b>	<b>TOTAL 2019/20 £</b>
<b>a) Charitable Activities</b>					
Activities & Events		-	211	211	455
Autism Books		-	-	-	6
Bank Charges		69	-	69	60
Computer & Website Costs		221	1,356	1,577	1,874
Employers Pension Costs		107	-	107	-
Equipment Costs		49	1,156	1,205	817
Insurance Costs		100	325	425	375
Premises Costs		778	1,226	2,004	4,384
Printing, Postage & Stationery		56	77	133	1,175
Repairs & Maintenance		11	-	11	-
Salaries & Wages		2,719	49,218	51,937	54,427
Subcontracted Assistance		-	500	500	2,000
Subscriptions		-	144	144	-
Telephone Costs		95	340	435	196
Training Costs		-	259	259	552
Staff Clothing		-	-	-	384
Travel & Subsistence		-	130	130	2,256
Welfare & Refreshments		100	240	340	433
		<b>4,305</b>	<b>55,182</b>	<b>59,487</b>	<b>69,394</b>

**b) Governance Costs**

Independent Examiners Fees	<b>9</b>	-	600	600	600
Legal & Professional Fees		360	-	360	350
		<b>360</b>	<b>600</b>	<b>960</b>	<b>950</b>

**THE AUTISM GROUP**  
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**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE YEAR ENDED 31ST MARCH 2021**

<b>6. RESTRICTED FUNDS</b>	<b>Balance 01-Apr-20</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfer</b>	<b>Balance 31-Mar-21</b>
	£	£	£	£	£
Albert Hunt Trust	-	1,000	1,000	-	-
Coronavirus Community Support	-	5,815	5,815	-	-
East Berkshire CAMHS	-	8,485	6,750	-	1,735
Berkshire Community Foundation	75	7,367	7,442	-	-
Awards for All	255	7,228	5,732	-	1,751
Edward Gostling Foundation	617	4,418	3,754	-	1,281
Maidenhead Rotary & Lions Club	-	850	850	-	-
MCKS Charitable Foundation	-	4,073	4,073	-	-
Prince Philip Trust	1,342	1,500	1,500	-	1,342
Co-op	-	4,328	4,328	-	-
Solutions 4 Health	-	14,100	9,015	-	5,085
St James Place	-	3,933	3,736	-	197
Summer Camp 2020	-	491	491	-	-
Louis Baylis Trust	-	2,000	1,296	-	704
	<b>2,289</b>	<b>65,588</b>	<b>55,782</b>	<b>-</b>	<b>12,095</b>

The restricted funds held are wholly represented by the cash reserves of the CIO.

**7. CASH AT BANK AND IN HAND**

	<b>Unrestricted Fund £</b>	<b>Restricted Fund £</b>	<b>Total 31-Mar-21 £</b>	<b>Total 31-Mar-20 £</b>
Cash at Bank & in Hand	21,979	32,785	54,764	45,918
	<b>21,979</b>	<b>32,785</b>	<b>54,764</b>	<b>45,918</b>

**8. DEBTORS AND PREPAYMENTS**

	<b>Unrestricted Fund £</b>	<b>Restricted Fund £</b>	<b>Total 31-Mar-21 £</b>	<b>Total 31-Mar-20 £</b>
Sundry Debtors	100	-	100	4,824
Gift Aid Tax Recoverable	-	-	-	78
Prepayments	494	-	494	1,273
	<b>594</b>	<b>-</b>	<b>594</b>	<b>6,175</b>

**9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>Unrestricted Fund £</b>	<b>Restricted Fund £</b>	<b>Total 31-Mar-21 £</b>	<b>Total 31-Mar-20 £</b>
Accruals	200	68	268	75
Deferred Income	-	19,690	19,690	32,975
Independent Examiners Fees	-	600	600	600
PAYE & NI	-	317	317	382
Pension Contributions	29	-	29	-
Sundry Creditors	54	15	69	72
	<b>283</b>	<b>20,690</b>	<b>20,973</b>	<b>34,104</b>

**10. CREDITORS: AMOUNTS FALLING DUE IN MORE THAN ONE YEAR**

The CIO held no long term liabilities during this financial period.

**THE AUTISM GROUP**  
(Charitable Incorporated Organisation)

**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE YEAR ENDED 31ST MARCH 2021**

**11. STAFF COSTS AND NUMBERS**

	<b>2020/21</b>	<b>2019/20</b>
	<b>£</b>	<b>£</b>
Gross Wages & Salaries	51,937	54,427
Employer's National Insurance Costs	-	-
Pension Contributions	107	-
	<b>52,044</b>	<b>54,427</b>

Employees who were engaged in each of the following activities:

	<b>2020/21</b>	<b>2019/20</b>
	<b>TOTAL</b>	<b>TOTAL</b>
Activities in furtherance of organisation's objects	2.05	2.37
Fundraising Activities	0.12	0.17
	<b>2.17</b>	<b>2.54</b>

No employees received emoluments in excess £60,000 (2019/20: None). All employed members of staff are paid through the PAYE system.

**12. TRUSTEES AND OTHER RELATED PARTIES**

The only payments made to Trustees or any persons connected with them during this financial period related to reimbursements for items purchased on behalf of the Charity in furthering the Charity's objects. No material transaction took place between the organisation and a trustee or any person connected with them.

**13. RISK ASSESSMENT**

The trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

**14. RESERVES POLICY**

The trustees have considered the level of reserves they wish to retain, appropriate to the CIO's needs. This is based on the CIO's size and the level of financial commitments held. The trustees aim to ensure the CIO will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. The trustees will endeavour not to set aside funds unnecessarily.

**15. PUBLIC BENEFIT**

The CIO acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the CIO has achieved this are provided in the Trustees report. The Trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the CIO should undertake