

Charity registration number: 1171704



**AUTISM FORWARD**

**ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

## **AUTISM FORWARD**

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## **AUTISM FORWARD**

### **REFERENCE AND ADMINISTRATIVE DETAILS**

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<b>Trustees</b>	Ms A Leverett Ms J Pierce Dr E Gokcen Ms H Needham
<b>Principal Office</b>	37 Granville Park London SE13 7DY
<b>Charity Registration Number</b>	1171704
<b>Website</b>	<a href="http://www.autismforward.org.uk">www.autismforward.org.uk</a>
<b>Bankers</b>	Metro Bank PLC One Southampton Row London WC1B 5HA
<b>Independent Examiner</b>	Rotherham Taylor Limited 21 Navigation Business Village Navigation Way Ashton-on-Ribble Preston PR2 2YP

## **AUTISM FORWARD**

### **TRUSTEES' REPORT**

The trustees have pleasure in presenting their report and the unaudited financial statements of the charity for the year ended 31 March 2023.

The financial statements have been prepared on an accruals basis in accordance with the accounting policies set out in the notes to the financial statements and comply with the charity's constitution, Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16 July 2014. The financial statements have been examined by an Independent Examiner.

#### **1. STRUCTURE, GOVERNANCE AND MANAGEMENT**

The charity is a Charitable Incorporated Organisation, registered number 117104 and is constituted under a Foundation Constitution which came into force on 20 February 2017. Ann Leverett, Jane Pierce and Elif Gokcen were the three co-founders of the charity and were all reappointed for a further period of 3 years commencing on 23 January 2023. Helen Needham was appointed as a trustee on 20 October 2020.

New trustees are appointed by the existing trustees and in selecting individuals for appointment as charity trustees, the trustees must have regard to the skills, knowledge and experience needed for the effective administration of the charity. The Constitution provides for a minimum of 3 trustees and there is no maximum. Trustees are eligible for reappointment at the end of their term.

As the charity is primarily a grant-making charity, it does not have any paid employees and all fundraising and administrative work is undertaken by the trustees. The trustees attend external training courses as necessary and appropriate for their responsibilities and roles within the charity.

All trustees are required to read the Charity Commission's guidance "The Essential Trustee: What you need to know" and the new Charity Commission Governance Code.

The trustees aim to meet at least once every quarter to discuss fundraising, finances, governance issues, events, new mentor partnerships or initiatives with other autism charities or potential corporate sponsors and to confirm approval of grants. The day to day administration of grants and the processing of applications is handled by the Chair and Secretary. A Grant Approval Sub-Committee was established by unanimous agreement of the trustees on 20 October 2020 and currently comprises three trustees (Ann Leverett, Jane Pierce and Elif Gokcen) which approves all grant applications and grant extensions in accordance with its terms of reference. Details of all grants and grant extensions approved by the Grant Approval Sub-Committee are made available to all trustees and are presented at each board meeting.

All trustees give their time freely and no trustee remuneration was paid in the year and no expenses were claimed by them. Trustees are required to disclose all relevant interests and register them with the charity secretary in accordance with the charity's Conflict of Interest Policy and withdraw from any decisions where a conflict of interest arises. No disclosures have been made by the Trustees since the charity was constituted.

#### **2. RISK MANAGEMENT**

The trustees have considered the major risks to which the charity is exposed and have reviewed those risks and established systems and procedures to manage those risks which are set out in the charity's Risk Management Strategy. This contains procedures to ensure the Charity is complying with the Charity Commission guidance in relation to due diligence procedures in relation to beneficiaries, donors and partners.



## **AUTISM FORWARD**

### **TRUSTEES' REPORT**

The charity is primarily a grant making charity and it raises funds to provide grants for specialist employment related mentoring and workshops for autistic adults who are actively seeking paid or voluntary employment. The mentoring and workshops are provided by independent specialist mentors who have proven experience of providing employment related mentoring to autistic adults. The mentor partners are entirely independent of the charity and the charity carries out due diligence in relation to each proposed mentor partner in accordance with the Charity Commission "Know Your Partner" guidelines to verify their experience, good standing and suitability. The charity also enters into a Referral Agreement with each proposed mentor partner which sets out the process for referring grant applications to the charity and the rights and obligations of the mentor partner and the charity in relation to the mentoring services which are funded by grants provided by the charity.

The charity has put in place processes to obtain regular feedback from grant holders and mentors in relation to the mentoring provided and their progress to monitor the use of the charity's funds and outcomes and demonstrate the public benefit derived from the funding of the specialist mentoring and workshops. The charity also reviews each mentor partner annually to check they continue to meet the good standing and other relevant requirements of the "Know Your Partner" guidelines.

The charity is currently working with eleven independent specialist mentor partners across the country and we are actively seeking out more potential mentor partners in new geographical areas of the country.

The charity's surplus funds are divided between the charity's business saving account at Metro Bank plc, the charity's business saving account with the Nationwide Building Society account and the charity's new deposit account with United Trust Bank in order to benefit from the FSCS compensation scheme with all three financial institutions, minimising the charity's financial exposure. All payments made by the charity from its bank and building society accounts require authorisation by two trustees.

### **3. OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT**

The objects of the charity are the promotion of social inclusion for the public benefit amongst people aged eighteen or over who are excluded from society, or parts of society, due to an autism spectrum condition, to relieve the needs of such people and assist them to integrate into society and achieve their potential as individuals after they leave education, in particular but not exclusively through funding the provision of:

(a) pre-employment support, including social skills and other relevant training

which enhances employability;

(b) coaching, mentoring, advice and support in relation to employability;

(c) providing specialist skills and awareness training and workshops relating to employability;

(d) facilitating access to a range of social and leisure activities; and

(e) action to increase public and employer awareness of such disabilities and

conditions and promote steps that can be taken to facilitate such social inclusion through employment.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and planning future activities and setting the grant making policy for the charity.

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### TRUSTEES' REPORT

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The charity carries out these objects by:

- providing grants to autistic adults to allow them to access specialist mentoring and/or workshops to help them prepare for, find and maintain paid or voluntary employment and to improve their social inclusion by accessing clubs, groups, workshops and work placements;
- providing information and resources for autistic people and employers on its website, including details of specialist mentors offering one-to-one support and/or workshops to autistic people to help them prepare for, find and maintain paid or voluntary employment and links to other websites and resources;
- raising awareness among employers of the needs and strengths of autistic employees and providing advice and signposting services with the aim of increasing access to employment for autistic people and creating more inclusive workplaces; and;
- liaising with universities and colleges to raise awareness of the charity's services for autistic students upon graduation and other initiatives which can improve employment outcomes for autistic students.

The UK government has recently acknowledged the need for action to be taken to boost the employment prospects of autistic people, launching a review to be led by Sir Robert Buckland KC MP. The Buckland Review will consider how the Government can work with employers to help more autistic people realise their potential and get into work.

The Minister for Disabled People, Health and Work, Tom Pursglove MP said:

"We know autistic people can face barriers moving into employment and staying there. This is often down to the employers themselves not having the tools to support autistic people, or truly understanding the value of a neurodiverse workforce.

This important review will provide us with vital information to remove these barriers and help more autistic people start, stay and succeed in work by ensuring more employers provide truly inclusive places to work. I look forward to seeing the recommendations from the review."

Rt Hon Sir Robert Buckland KC MP said:

"I am delighted to have been asked to lead this important Review. Our workplaces and businesses would benefit so much from the huge potential that autistic people represent.

If we close the employment gap for autistic people, it will not just mean individual fulfilment but a significant boost to employment and productivity for our country."

The Buckland Review of Autism Employment will consider issues including:

- (a) how employers identify and better support autistic staff already in their workforce;
- (b) what more could be done to prepare autistic people effectively for beginning or returning to a career
- (c) and working practices or initiatives to reduce stigma and improve the productivity of autistic employees.

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Through our work over the last five years, Autism Forward has been striving to address all of the issues being considered by the Buckland Review and are delighted that the Government is at last taking action to investigate how they can improve employment opportunities for neurodivergent people. We have offered to contribute to the Buckland Review and fully support its objectives, which are in line with our own objectives and work over the past 5 years.

The specialist mentoring funded by the charity enables autistic people to prepare for, find and maintain suitable employment which improves their independence and social inclusion. On average, over the last five years, including the two years when covid restrictions applied, 72% of the autistic job seekers we have supported have secured paid or voluntary employment (54% paid and 18% voluntary). The impressive outcomes for our beneficiaries, as set out in further detail in section 8 of this report, demonstrate the effectiveness of the specialist mentoring support we fund. The qualitative feedback shows the broad nature of the support which goes above and beyond employment related support, helping our clients to access benefits, training, social activities and to develop strategies to help them cope with the barriers they face in a world that is not yet adapted for autistic people.

We always seek to ensure that the support we fund is in line with the requirements and values of the autistic community and we recognise the importance of including autistic people at all levels of our organisation. Helen Needham, who is autistic herself, joined our Board of Trustees in 2020 and an increasing number of the specialist employment mentors we work with are also autistic. We seek regular feedback from the autistic job seekers we support to ensure that the support we fund is of value to them. We also use our social media and newsletters to promote the work and events of autistic and neurodivergent led organisations such as Neurodiversity in Law, GAIN, AutAngel and Me.Decoded and Merseyside Autistic Adults Group. We also fund regular Peer Support meetings which are run by our mentor partner, AS Mentoring.

We liaise with employers, universities and colleges to raise awareness of the strengths and needs of autistic people, promoting employment opportunities for autistic people across the UK. We have created a network of employers and continue to hold roundtables for employers, which have been attended by representatives from over 80 different organisations, including employers, universities and researchers. These provide a forum for HR and Diversity & Inclusion teams to meet with autistic employees and professionals to discuss how employers can improve recruitment processes and implement initiatives to improve opportunities and inclusion for autistic people.

Our mentor partners also work with employers including MSL, Thames Water, Credit Suisse First Boston, Herbert Smith Freehills and Invesco to create internship opportunities for autistic candidates, which have benefited a number of our grant holders.

#### **4. PRO BONO CONTRIBUTIONS**

The charity has no paid employees and the expenses of the charity are covered by donations by the trustees. All of the grant administration, record keeping, data analysis, fundraising, event organisation, employer roundtable events, universities and communication is carried out by the trustees on a pro bono basis, drawing on their professional experience, networks and resources. All of the charity's awareness raising events and roundtables to date have been hosted by corporate supporters at no cost to the charity or attendees. This maximises the use of the charity's funds for its beneficiaries and ensures its awareness raising events reach a wide audience.

#### **5. GRANT MAKING POLICY**

The charity has established its grant making policy with the aim of promoting the social inclusion of autistic people and assist them to integrate into society and achieve their potential as individuals after they leave education by providing grants for funding specialist one-to-one mentoring to help them prepare for, find and maintain paid or voluntary employment or for training activities which are relevant to improving employability.

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### **TRUSTEES' REPORT**

The charity currently works with eleven specialist mentoring organisations across the country and has carried out due diligence checks and entered into Referral Agreements with the organisations listed below which between them cover London, Surrey, Essex, Suffolk, Brighton, Birmingham, Manchester, Bedfordshire, Devon, East Midlands, Northampton, Plymouth, Hull, Liverpool, Chester, Bristol and Poole. All our mentors now offer remote mentoring services, which extends their geographical reach and increases the number of clients they are able to support.

Autism Bedfordshire

Autism East Midlands

AS Mentoring Limited

ASC Key Mentoring (Karen Manghan)

Autism Success Formula Limited

Faraday Fearnside

Matthew's Hub

Ros Evans Coaching

Think Musique

Track NN Limited

WayMakers Devon CIC

The charity accepts applications from grants via its mentor partners and directs enquiries from its website to the mentor partners listed on its website. All grant applications must be made via an approved mentor partner and all grant payments are made directly to the mentor partner. The charity awards initial grants for up to one year of weekly or fortnightly one-to-one mentoring support and will consider requests for grant extensions where the grant holder is making good progress towards employment and is engaging well with the mentoring support.

The applicants must be aged 18 or over and must have a diagnosis of an autism spectrum condition or evidence that they are actively seeking such a diagnosis. They must also provide evidence that they live and are entitled to work in the United Kingdom and priority is given to applicants in financial need.

The charity requires regular feedback from the mentors on the progress of the beneficiaries and feedback from the beneficiaries on the mentoring they receive in order to monitor the use of the charity's funds and outcomes.

## **6. ACHIEVEMENTS AND PERFORMANCE**

### **(a) Grants for Mentoring Support**

In the financial year ending 31 March 2023, the charity awarded grants for specialist mentoring support to 79 autistic people around the country with the aim of improving their social inclusion and helping them to secure paid or voluntary employment. The charity also continued to fund mentoring support for 59 of the grant holders from previous financial years, thus providing support for a total of 128 autistic job seekers during the financial year ended 31 March 2023, 105 of whom were still receiving support at the end of the financial year. We received more new applications for support this year than in any previous financial year and are continuing to see a rise in applications.

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The average age of our 2022-23 grant holders is 33 years old, with 56% identifying as male, 43% female and 1% non-binary, which is a significantly higher percentage of female clients than in previous years. The qualifications held by the grant holders range from no formal qualifications to Masters and PhD level degrees and professional qualifications. The sectors in which the applicants have secured or are seeking employment are incredibly varied, including education, health and care sector, IT, estate management, film, music, accountancy and retail. The wide variety of careers pursued by our grant holders dispels common preconceptions of the types of roles that are suitable for autistic people and demonstrates that autistic people can pursue any career choice which matches their interest and skills with the right guidance and support.

In addition to supporting our beneficiaries into employment, the mentors help with anxiety, communication, sensory and also practical issues they may be facing, which improves their autonomy, well-being and social inclusion. For example, our mentors have helped beneficiaries with anxiety, travelling on public transport, relationship issues and organisational skills. On a practical level, our mentors have helped beneficiaries deal with benefits claims, tenancy problems, debt problems and referrals to appropriate health and mental health services. The mentors have also facilitated participation in new clubs, groups and social activities as well as workshops and training to improve their employability, social inclusion and well-being.

The mentors have also facilitated participation in new clubs, groups and social activities as well as workshops and training to improve their employability, social inclusion and well-being.

We have also increased our funding for workshops and programmes, as set out in more detail in section (e) below. This enables us to provide cost-effective support to a wider range of people across the country.

#### **(b) Outcomes from Mentoring Support**

The Government stated in the announcement of the Buckland Review of Autism Employment that fewer than 3 in 10 autistic people are in work, so the results achieved by our beneficiaries are particularly impressive, demonstrating the effectiveness of the specialist mentoring support that we fund.

The outcomes for grant holders awarded grants during the financial year 2022-23 who have had between 3 and 12 months' support were as follows:

75% made job applications

53% attended job interviews

36% joined new clubs or groups

55% undertook some form of training or placement

29% secured voluntary roles

36% secured paid employment

The total employment figure for our 2022-23 grant holders is 56% (36% paid; 20% voluntary)

The total employment figure for our 2021-22 grant holders is 67% (55% paid; 12% voluntary)

The total employment figure for our 2020-21 grant holders is 81% (67% paid; 14% voluntary)

The total employment figure for our 2019-20 grant holders is: 90% (63% paid; 27% voluntary)



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The total employment figure for our 2018-19 grant holders is: 90% (58% paid; 32% voluntary)

The above figures for all financial years include clients whose support was ended early due to health or other issues and clients whose grants have been temporarily paused. The figures for the current financial year include only grant holders who have had between 3 and 12 months' support. Some of the grant holders who were awarded grants in previous financial years have had more than 12 months' support. We anticipate that our beneficiaries will continue to move into employment, improving the employment outcomes for our 2022-23 grant holders, as has happened with all previous cohorts.

#### **(c) Feedback from our Beneficiaries**

We introduced a new format for the regular feedback from our grant holders in 2021 which enables us to assess the value of the support we fund in more detail. The results of the feedback from grant holders who have had at least 6 months' mentoring support during the financial year ended 31 March 2023 are set out below. This includes grant holders who were awarded grants in previous financial years and who continued to receive support this year. The responses demonstrate the wider impact and value of the specialist mentoring support we fund, beyond employment outcomes.

88% said the support improved their understanding of their strengths and challenges.

78% said the support improved their understanding of what job is suitable for them.

81% said the support improved their understanding of how to find a job.

73% said the support helped them draft or update their CV.

76% said the support made them more confident about disclosing their diagnosis.

81% said the support made them more confident about requesting "reasonable adjustments" from a potential employer.

50% said the support helped them prepare for interviews.

50% said the support helped them join groups, make friends or participate in other activities.

78% said the support improved their self-confidence.

54% said the support helped them access benefits, health care or other public services.

57% said the support helped them access training, workshops or further education.

90% said that they would recommend the support funded by the charity to other autistic job seekers.

The case study and qualitative feedback responses below from some of the autistic job seekers we have supported this year provide further evidence of the value of the specialist support we fund, including the workshop programmes and our employer roundtables. This support enables people not only to find paid or voluntary employment, but also to improve their independence, social inclusion, confidence and self-esteem, to understand better how their autism affects them and to develop strategies to address issues which may be holding them back. This is beneficial not only to the individuals and their families, but also benefits the public purse as it reduces the need for reliance on benefits and public services such as mental health provision and leads to a more inclusive and cohesive society and diverse workforce.

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The feedback also highlights the gap in support for autistic people when they leave education, or obtain a late diagnosis, that is so often needed to enable them to fulfil their potential in the workplace and beyond.

#### **Autism Forward grant holder mentored by Amira Hassan (AS Mentoring)**

*I first started mentoring S during the "Steps Into Work" (SIW) programme, which was a 12 weeks course developed by AS Mentoring. Autism Forward fully funded the development of the programme, as well as funding 12 places for recent autistic graduates and final year students to attend the programme. The programme covered key topics to support autistic graduates into employment, such as: Transitioning into work from university; Identifying personal attributes and professional skills; how to search and apply for jobs; writing CV's and cover letters; how to disclose your diagnosis and interview skills for autistic people.*

*S at the time was finishing her Master's degree, and was unsure how/where to begin looking for employment. She stated that she decided to apply to the SIW programme to get some support, and it was only possible for her to attend thanks to AF fully funding her place on the programme.*

*S biggest fear was going into employment because of her own challenges navigating the neurotypical world as a neurodivergent individual, and hearing the challenging experiences from other autistic people who were in employment. These included the fact that a lot of workplaces were (and still are) inaccessible to autistic people, starting from the recruitment process, all the way to securing a role and maintaining it. For example, the language used in job descriptions, applications and in interviews is often vague, open ended and confusing- resulting in autistic candidates often left to feel unable to apply as they feel it doesn't represent them, which results in them being overlooked and often not even considered for an interview. During the interview autistic people can be misjudged as there is often little to no understanding how an autistic person can present. For S, an example of that was at an interview for an academic position, where she had a really strong technical performance, but the more "informal" and "interpersonal" aspect of interviews was challenging and cost her the position. No adjustments were put in place at the time and despite her disclosing her autism in the application form, it was not regarded (now S knows she has to tell them directly too!).*

*As we approached the end of the SIW programme, an opportunity came along to apply for a 6 months paid internship with an ASM's corporate partner, Invesco, and I thought S was a great candidate for it.*

*This Invesco internship has been developed in partnership with ASM with a very specific recruitment process. It was ringfenced to autistic applicants, and each stage was clearly defined. The adjusted process included revising the wording of the job description (removing vagueness and making it more specific), suitable candidates are asked to attend an interview, where the questions were shared with them in advance- each set of interview questions were revised by an ASM consultant to ensure they were put in the context of S experience and were not vague or open ended.*

*Finally, a consultant from ASM was present during the interview, as additional support if it were required by S (not to answer on her behalf but help bridge the communication between the interviewers and the candidate). S felt a mixture of emotions along the recruitment process. She was very apprehensive about the interview, and how she'd be perceived by the interviewers (now colleagues!) and stated that the adjusted recruitment process was instrumental in managing her anxiety, but also in enabling her to fully showcase her skills and abilities to the panel. The interviewers were impressed with her performance and knowledge and offered her the position on the internship.*

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*During the internship itself I continued working with S and Invesco to provide workplace support. I supported S in identifying what suitable reasonable adjustments could be put in place to enable her to work to her abilities. Invesco were very open and flexible and keen to provide as much support as needed. The whole team attended an Autism Awareness training delivered by ASM, to help managers and colleagues understand and become more inclusive of an autistic colleague. In addition, S was able to use a separate quiet room when in the office, as well as being allowed to commute into the office later so to avoid rush hour and the sensory overload caused by it. S truly integrated into the culture of the company and soon became a valued team member and colleague. S joined the Invesco Neurodiversity Network, wrote an article for the internal Invesco forum on being a neurodivergent employee and was invited to present and speak of her experience at the latest Autism Forward Roundtable event where many corporates interested in Neurodiversity and inclusion attended.*

*S successfully completed her internship, and it was instrumental in developing her confidence, skills and gave her a true representation of what an inclusive workplace can be like- and that with simple adjustments and a kind team she would be able to integrate and be a key part of a workplace. The support she received from Autism Forward and AS Mentoring and every individual in her internship really enabled her to thrive and showcase the value and talent that a neurodivergent colleague can bring.*

*S reflections on the internship were:*

*"I was pleasantly surprised by the enthusiasm displayed by all my colleagues to learn more about autism and neurodiversity. Everyone within my team is respectful and inclusive towards different identities. I have encountered some challenges along the way, in terms of trying to find appropriate reasonable adjustments that help me to work efficiently and effectively, adapting to changes, and so forth. I am enjoying my internship very much, and it's a bonus that I am part of such a supportive team. I love the fact that there is a ND committee, and that there is a huge effort in raising neurodiversity awareness across the workplace."*

#### **Autism Forward client mentored by WayMakers (Devon) CIC**

*This mentoring has helped me a lot. Being listened to and being helped to find strategies to do with my worries have made me feel less stressed. I've been able to make decisions independently that make me feel better about myself. I'm better at coping in the workplace and at finding ways that make things seem less negative. I'm not apologising as much as I used to, and if I do I'm more aware that I've done it. I've learned to be in the present more instead of in the past or the future because it takes away your joys otherwise. I've also been given weekly sheets that help me revisit sessions.*

#### **Autism Forward client mentored by Autism East Midlands**

*I feel very supported. I feel like I am moving forward with the restrictions that I have. I feel we are looking for the right job for me and not just ticking a box. If I have any issues I feel confident that my mentor will support me and help to resolve the issues.*

#### **Autism Forward client mentored by Autism East Midlands**

*I like that my mentor talks to me like a normal person. She doesn't see my diagnosis. She has had good ideas and suggested work / volunteer opportunities that I have now pursued. She has a lot of life / work experience and has been able to use this to help me.*



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#### **Autism Forward grant holder mentored by Sarah Musique of Think Musique (Manchester)**

*This mentoring is definitely some of the best that I've had. Most others just don't seem to have understood my interests and my overall goals whereas Sarah does understand this. I'm not sure if it's because Sarah is more open minded or because of being more specialised in working with people with Autism but it makes a difference for me in that I know that there are more people out there that are willing to listen and understand.*

#### **Autism Forward grant holder mentored by AS Mentoring (London)**

*It demystified the job seeking process for me and gave me the skills to begin to move into those parts of young adulthood. Aeryn was exceptionally approachable, welcoming, informative and all round lovely! Thank you so much.*

#### **Autism Forward grant holder mentored by AS Mentoring (London)**

*I have been very unwell all round and had many things to unravel and get sorted prior to being ready to work again. The mentoring has been really supportive in putting practical things in place and understanding my new diagnoses and what the realistic possibilities are for me. My life is getting more structured gradually and I'm still sifting through options and preparing to get back to paid work slowly as my physical health is poor. I understand my autism and ADHD better. I'm starting to create again in a studio and am doing good voluntary work. Very grateful for this support, thank you so much.*

#### **Autism Forward grant holder mentored by Faraday Fearnside (Plymouth)**

*This process is a must for people on the Autistic spectrum. It helps with confidence, understanding and dealing with new or unexpected situations. Overall I am more prepared to undertake work and know my strengths and areas for opportunity. I feel more confident in my outlook and positive about the future. Faraday is a consummate professional that uses her unique journey to help others. She has allowed me to take on life and feel at peace with my limitations.*

#### **Autism Forward grant holder mentored by Ros Evans (Surrey)**

*Mentoring has been helpful in general. It has helped me put in structure to improve my work and productivity. It has helped me get things into perspective, to understand my barriers and challenges and to put strategies in place to deal with them. I have become more confident to tell people I'm autistic, which is difficult as I was only diagnosed recently at the age of 50. I know better when to ask for help or support and what to ask for. I feel less stigmatised by my autism diagnosis.*

#### **Feedback from Autism Forward grant holder mentored by Karen-Anne Manghan (Brighton)**

*The support I've received has been incredibly valuable. Working with Karen has changed my life for the better. I have found employment after a long term period out of work - and have gained in confidence unbelievably. Thrilled to have found such an intelligent and supportive mentor.*

#### **Feedback from Autism Forward grant holder mentored by Karen-Anne Manghan (Brighton)**

*Karen is a fantastic mentor and has really supported me throughout my university experience. I cannot recommend Karen enough, I really don't think I would be where I am today without her support. Having a mentor who is also autistic means they have insight into my experiences that others haven't understood. Highly recommend hiring more autistic mentors! They are brilliant and really make a difference!*

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#### **Feedback from Autism Forward grant holder mentored by Karen-Anne Manghan (Brighton)**

*With my mentor, I talk about things that are worrying me or that I want advice with. Sometimes, she has helped me find out more about things, provided me with relevant resources, and helped me with filling out forms and applications. She has made it clear I can ask her if I need help.*

*It is good to have someone independent from my family and usual friends (although she is very friendly, and I feel we are friends of a sort) to talk to, since sometimes my issues relate to them and I want another perspective.*

*I also enjoy our casual conversation. My mentor is autistic, so she has a personal understanding - we discuss our personal experiences with their similarities and differences. I have understood some more about myself and my autism (and other people's autism) from the mentoring.*

*My mentor recommended job-seeking and employment-readiness resources aimed at autistic audiences, including a looking for work course, which helped with job-seeking, applications, CVs and cover letters, advice on deciding whether to disclose autism, and interviews. My mentor also gives me employment advice and answers questions about it.*

*I feel I have definitely benefited from having the mentoring. My mentor listens to me and I feel comfortable talking to her.*

#### **Feedback from Autism Forward grant holder mentored by Karen-Anne Manghan (Brighton)**

*Every session with Karen is a gift. The world and my place in it are slowly starting to make sense and while I know I still have a long way to go, it is encouraging to see how far I have come. Karen's understanding, empathy and support are second to none and I will forever be grateful for the investment both she and Autism Forward have made in me.*

#### **(c) Employer Network and Recruitment Roundtables**

Autism Forward has created a network of employers, autistic employees and professionals who meet regularly to discuss and implement initiatives to improve opportunities and inclusion for autistic people. By meeting regularly and sharing best practice, we can drive change forward more effectively and ensure that the changes autistic people require to access employment and thrive in the workplace are implemented.

Our network includes a wide range of employers including law firms, accountancy firms, management consultants, banks, investment banks, technology companies, telecoms companies, insurers, asset management firms, universities and other autism charities and is continuing to grow. Our latest roundtable was hosted by the global PR company MSL, with a focus on communicating internally and externally as an inclusive organisation. Media organisations have a unique role to play, as through their client work they have the reach and impact to change societal perceptions, so we are delighted to be working with this sector to improve their neurodiversity inclusion.

We are very encouraged to see the increasing number of peer led initiatives which also aim to share best practice and provide a forum for discussion. These include GAIN (Group for Autism, Insurance, Investment and Neurodiversity), Neurodiversity in Law and the Law Neurodiversity Network. We have also contributed to the new online ND Resource Hub recently launched by Neurodiversity in Business, which is available to everyone.

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### **TRUSTEES' REPORT**

In November 2022 we organised a neurodiversity awareness event for the multinational finance and insurance corporation AIG, with speakers including Laurie Edmans, Co-founder of GAIN, Rachel Pearson, Senior Regional Employment Coach at AS Mentoring, and Dan Neill, MI Analyst at AXA Health and Neurodiversity Workstream Lead of the AXA ABLE employee group. We also participated in the inaugural Law Society Neurodiversity Event hosted by Herbert Smith Freehills in October 2022, a law firm we have worked closely with over the last four years to improve awareness and opportunities for autistic people.

#### **(d) Workshops for Autistic Adults**

We have continued to fund a series of online workshops, which are an excellent way to provide cost effective and peer to peer support for autistic adults. Our mentor partner, AS Mentoring, runs a number of programmes which we have committed to fund in line with agreed costing proposals. The current programmes that the charity supports are as follows:

##### **(i) Peer Support Programme**

Following on from a successful pilot scheme, AS Mentoring now runs regular peer support groups for Autistic Job Seekers and for neurodivergent people who are or wish to be Self-Employed. Autism Forward funds places on the support groups for those who meet our grant criteria.

##### **(ii) Looking for Work Programme**

AS Mentoring has now successfully run several "Looking for Work" programmes for autistic job seekers. Autism Forward funds places on the programme for people who meet our grant criteria.

The four month programme which comprises one to one support sessions, six workshops and "homework" tasks with the following objectives:

- Consider employment or further study options and achievable next steps
- Identify potential barriers that their autism presents
- Equip them with job search skills and preparation for interviews
- Give guidance and practical tools to disclose their diagnosis in the workplace, request reasonable adjustments and communicate effectively with managers and colleagues.
- Provide signposting of further sources of support

The benefit of the programme is that it combines tailored one to one support with workshops and peer support for the participants at a key transition stage in their lives, in a very cost effective way.

#### **(f) Fundraising**

We are extremely grateful to our supporters and regular donors who have enabled us to continue to provide vital support to autistic job seekers throughout this challenging time and ensure that we have certainty of funds for the coming financial year so that we can continue to increase the number of autistic job seekers we are able to support across the country.

We have not received any grants during this financial year, so have relied upon individual fundraisers and supporters. Autism Forward is registered with the donation platforms Just Giving, Charities Aid Foundation and Work for Good.

## **AUTISM FORWARD**

### **TRUSTEES' REPORT**

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#### **7. FINANCIAL REVIEW**

At the end of the financial year ending 31 March 2023, the charity had reserves of £152,997 available. The charity awarded 79 new grants for mentoring support and provided funding for various workshop programmes and peer support groups run by AS Mentoring for the benefit of autistic job seekers and self-employed people. We also continued to support 59 grant holders from previous financial years.

During the financial year ending 31 March 2023, the charity received donations totalling £68,609 and £13,965 in gift aid receipts. None of the donations received by the charity had any conditions attached.

The charity's grant making function is entirely reliant on funds that are raised through donations and sponsored events, employer match funding of donations and trust or foundations grants. The trustees are extremely grateful to all the individual donors, fundraisers and corporate supporters who have enabled the charity to provide so many autistic people with the support they need to access employment and fulfil their potential.

The charity only makes grants available if it has sufficient funds available to be able to fund the entire grant which ensures its financial stability. When the charity awards a grant, it designates funds in relation to the full amount of the grant awarded at the time the grant is approved, even though the grant will generally be paid out at regular intervals over the course of the grant period rather than in one upfront payment. If the grant is curtailed for any reason, for example if the beneficiary finds paid employment or no longer wishes to continue with the mentoring, any funds designated for that grant but not used will be reallocated to the charity's general funds and be available to fund other grants.

The charity keeps designated funds to cover the full amount of any grant awarded which ensures that its obligations to grant holders can always be met in full. All of the charity's grant administration, record keeping, data analysis, fundraising, event organisation and awareness raising with employers and universities is carried out by the charity trustees on a pro bono basis.

As the charity relies largely on individual donations which can be unpredictable, based on current levels of expenditure and in order to ensure that the charity is able to renew and continue making grants through periods where donations are lower, the trustees have agreed that appropriate level of reserves should be kept at the level of at least £20,000, to be reviewed at the end of each financial year or more frequently if requested by the Treasurer. The charity currently has a higher than usual level of reserves that will enable it to continue to award new grants and grant extensions without having to seek new sources of funding for the upcoming financial year, but trustees will continue to review the financial situation on a monthly basis to ensure that the charity can continue to operate effectively.

#### **8. PLANS FOR THE FUTURE**

The charity is currently funding specialist one-to-one support for around 130 autistic job seekers to help them prepare for, find and maintain paid or voluntary employment and to improve their social inclusion, support which they would not otherwise have been able to access. The number of new grant applications from autistic job seekers has continued to increase, with the largest ever number being awarded this financial year. We will continue to extend grants for existing beneficiaries who are engaging well with support and making progress towards employment. We are continuing to see successful outcomes for our job seekers across a wide range of sectors and are now being actively sought out by employers to signpost services to support and attract neurodivergent talent.

## AUTISM FORWARD

### TRUSTEES' REPORT

We work with specialist mentors covering a wide area of the country and continue to seek out experienced mentors in new geographical areas. In addition to this, our current mentors all offer remote support so that we can support autistic job seekers in all areas of England and Wales.

Over the last financial year, the charity has continued to grow its network of employers who are keen to improve inclusion and support for autistic employees, including making changes to their recruitment procedures and workplaces, developing neurodiversity networks or putting in place specific recruitment programmes or internships for autistic candidates. We are extending our reach to new fields including PR, advertising, restaurant and entertainment businesses.

We are also continuing to expand our connections and to work with other charities and to promote the work of neurodivergent led groups such as Neurodiversity in Business, the Legal Neurodiversity Network and GAIN to improve inclusion and employment outcomes for autistic people. We have also offered to contribute to the Buckland Review of Autism Employment and we hope that this leads to real and lasting improvement in the employment opportunities for autistic people.

We are proud to be able to support both autistic job seekers and employers to drive change, reduce the autism employment gap, which has now been recognised at Government level as an important and pressing priority. The outcomes and feedback from the autistic job seekers we support demonstrate the value of the specialist support we fund and we are pleased to see more employers recognising the value of a neurodiverse workforce and the skills and different perspective that autistic employees bring, as well as an increase in neurodivergent led support groups both within and outside the workplace.

### 9. INDEPENDENT EXAMINER


A resolution to reappoint Mr NP Smith FCCA as independent examiner for the ensuing year will be proposed at the annual general meeting.

### 10. DECLARATION

The annual report was approved by the trustees of the charity on ..... and signed on its behalf by:

SIGNED SECURELY  
  
31/07/2023 at 5:23:56 PM UTC

.....  
Ms A Leverett  
Trustee

SIGNED SECURELY  
  
31/07/2023 at 3:52:37 PM UTC

.....  
Ms J Pierce  
Trustee

SIGNED SECURELY  
  
09/09/2023 at 6:41:16 PM UTC

.....  
Dr E Gokcen  
Trustee

SIGNED SECURELY  
31/07/2023  
31/07/2023 at 3:52:37 PM UTC

## AUTISM FORWARD

### TRUSTEES' REPORT

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SIGNED SECURELY  
*Helen Needham*  
21/08/2023 at 1:02:40 PM UTC

.....  
Ms H Needham  
Trustee



## AUTISM FORWARD

### STATEMENT OF TRUSTEES' RESPONSIBILITIES

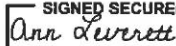
The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities 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 charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.


Approved by the trustees of the charity on ..... and signed on its behalf by:

SIGNED SECURELY  
  
31/07/2023 at 5:23:56 PM UTC

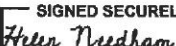
.....  
Ms A Leverett  
Trustee

SIGNED SECURELY  
  
31/07/2023 at 3:52:37 PM UTC

.....  
Ms J Pierce  
Trustee

SIGNED SECURELY  
  
09/08/2023 at 6:41:18 PM UTC

.....  
Dr E Gokcen  
Trustee

SIGNED SECURELY  
  
21/08/2023 at 1:02:40 PM UTC

.....  
Ms H Needham  
Trustee

## **AUTISM FORWARD**

### **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF AUTISM FORWARD**

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I report to the trustees on my examination of the financial statements of Autism Forward ('the charity') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet and related notes, which are set out on pages 20 to 27.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed

#### **Respective responsibilities of trustees and examiner**

As the trustees of Autism Forward you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the financial statements of Autism Forward carried out under section 145 of the 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.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

#### **Independent examiner's statement**

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

1. accounting records were not kept in respect of Autism Forward as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting 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.



## **AUTISM FORWARD**

### **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF AUTISM FORWARD**

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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.



.....  
Mr N P Smith  
FCCA

21 Navigation Business Village  
Navigation Way  
Ashton-on-Ribble  
Preston  
PR2 2YP

Date: 31/7/23

## AUTISM FORWARD

### STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023

	Note	Unrestricted funds £	Total 2023 £
<b>Income and Endowments from:</b>			
Donations and legacies	2	82,574	82,574
Investment income	3	848	848
Total income		<u>83,422</u>	<u>83,422</u>
<b>Expenditure on:</b>			
Raising funds		(250)	(250)
Charitable activities		(115,187)	(115,187)
Support costs	6	<u>(1,561)</u>	<u>(1,561)</u>
Total expenditure		<u>(116,998)</u>	<u>(116,998)</u>
Net expenditure		<u>(33,576)</u>	<u>(33,576)</u>
Net movement in funds		(33,576)	(33,576)
<b>Reconciliation of funds</b>			
Total funds brought forward		<u>186,573</u>	<u>186,573</u>
Total funds carried forward	12	<u>152,997</u>	<u>152,997</u>

	Note	Unrestricted funds £	Total 2022 £
<b>Income and Endowments from:</b>			
Donations and legacies		121,994	121,994
Investment income	3	<u>108</u>	<u>108</u>
Total income		<u>122,102</u>	<u>122,102</u>
<b>Expenditure on:</b>			
Raising funds		(1,261)	(1,261)
Charitable activities		(37,369)	(37,369)
Support costs	6	<u>(1,543)</u>	<u>(1,543)</u>
Total expenditure		<u>(40,173)</u>	<u>(40,173)</u>
Net income		<u>81,929</u>	<u>81,929</u>
Net movement in funds		81,929	81,929
<b>Reconciliation of funds</b>			
Total funds brought forward		<u>104,644</u>	<u>104,644</u>
Total funds carried forward	12	<u>186,573</u>	<u>186,573</u>

The notes on pages 22 to 27 form an integral part of these financial statements.

## AUTISM FORWARD

(REGISTRATION NUMBER: 1171704)  
BALANCE SHEET AS AT 31 MARCH 2023

	Note	2023 £	2022 £
<b>Current assets</b>			
Debtors	9	13,150	5,300
Cash at bank and in hand	10	231,851	235,920
		245,001	241,220
<b>Creditors: Amounts falling due within one year</b>	11	(92,004)	(54,647)
<b>Net assets</b>		152,997	186,573
<b>Funds of the charity:</b>			
<b>Unrestricted income funds</b>			
Unrestricted funds		152,997	186,573
<b>Total funds</b>	12	152,997	186,573

SIGNED SECURELY  
31/07/2023

The financial statements on pages 20 to 27 were approved by the trustees, and authorised for issue on ..... and signed on their behalf by:

SIGNED SECURELY  
*Ann Leverett*  
31/07/2023 at 5:23:56 PM UTC

.....  
Ms A Leverett  
Trustee

SIGNED SECURELY  
*Jane Pierce*  
31/07/2023 at 3:52:37 PM UTC

.....  
Ms J Pierce  
Trustee

SIGNED SECURELY  
*[Signature]*  
05/08/2023 at 6:41:18 PM UTC

.....  
Dr E Gokcen  
Trustee

SIGNED SECURELY  
*Helen Needham*  
21/08/2023 at 1:02:40 PM UTC

.....  
Ms H Needham  
Trustee

## **1 ACCOUNTING POLICIES**

### **Statement of compliance**

The financial statements have been prepared in accordance with 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) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

### **Basis of preparation**

Autism Forward meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of a Recommended Practice effective from 1 April 2005 which has since been withdrawn.

### **Going concern**

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

### **Income and endowments**

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

### **Donations and legacies**

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

### **Gift aid**

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.

### **Investment income**

Income from interest, royalties and dividends are included in the accounts when receipt is probable and the amount received can be measured reliably.

## **AUTISM FORWARD**

### **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023**

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#### **Expenditure and liabilities**

##### ***Grant expenditure***

Grants are recognised in the financial statements as liabilities after they have been approved by the trustees, the recipients have been notified and there are no further terms and conditions to be fulfilled within the control of the charity. In these circumstances there is a valid expectation by the recipients that they will receive the grant.

##### ***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.

##### ***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.

##### ***Creditors***

The charity has creditors which are measured at settlement amounts less any trade discounts.

##### ***Provisions for liabilities***

A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

##### ***Financial instruments***

The charity accounts for basic financial instruments on initial recognition as per paragraph 10.7 FRS 102 SORP. Subsequent measurement is as per paragraphs 11.17 to 11.19, FRS 102 SORP.

##### ***Fund structure***

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

##### ***Debtors***

Debtors are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

Gift Aid receivable is recorded as accrued income at the reporting date.

## AUTISM FORWARD

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

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#### 2 INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds General £	Total funds £
Donations and legacies; Appeals and donations Gift Aid reclaimed	68,609 13,965	68,609 13,965
<b>Total for 2023</b>	<b>82,574</b>	<b>82,574</b>
<b>Total for 2022</b>	<b>121,994</b>	<b>121,994</b>

#### 3 INVESTMENT INCOME

	Unrestricted funds General £	Total funds £
Interest receivable and similar income; Interest receivable on bank deposits	848	848
<b>Total for 2023</b>	<b>848</b>	<b>848</b>
<b>Total for 2022</b>	<b>108</b>	<b>108</b>

#### 4 EXPENDITURE ON RAISING FUNDS

##### A) COSTS OF GENERATING DONATIONS AND LEGACIES

	Unrestricted funds General £	Total funds £
Donations	250	250
<b>Total for 2023</b>	<b>250</b>	<b>250</b>
<b>Total for 2022</b>	<b>1,261</b>	<b>1,261</b>

## AUTISM FORWARD

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

#### 5 EXPENDITURE ON CHARITABLE ACTIVITIES

	Unrestricted funds General £	Total funds £
Grant funding of activities	115,187	115,187
<b>Total for 2022</b>	<b>37,369</b>	<b>37,369</b>

#### 6 SUPPORT COSTS

	Note	Unrestricted funds General £	Total funds £
Independent examiner fees			
Examination of the financial statements	7	1,260	1,260
Marketing and publicity		57	57
Administrative expenses		244	244
<b>Total for 2023</b>		<b>1,561</b>	<b>1,561</b>
<b>Total for 2022</b>		<b>1,543</b>	<b>1,543</b>

#### 7 INDEPENDENT EXAMINER'S REMUNERATION

	2023 £	2022 £
Examination of the financial statements	1,260	1,200

#### 8 TAXATION

The charity is a registered charity and is therefore exempt from taxation.

#### 9 DEBTORS

	2023 £	2022 £
Accrued income	13,150	5,300

#### 10 CASH AND CASH EQUIVALENTS

	2023 £	2022 £
Cash at bank	231,851	235,920

**AUTISM FORWARD****NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023****11 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Other creditors	90,744	53,447
Accruals	1,260	1,200
	<u>92,004</u>	<u>54,647</u>

**12 FUNDS**

	<b>Balance at 1 April 2022</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Balance at 31 March 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Unrestricted funds</b>				
General	<u>186,573</u>	<u>83,422</u>	<u>(116,998)</u>	<u>152,997</u>
	<b>Balance at 1 April 2021</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Balance at 31 March 2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Unrestricted funds</b>				
General	<u>104,644</u>	<u>122,102</u>	<u>(40,173)</u>	<u>186,573</u>



## AUTISM FORWARD

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

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#### 13 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	<b>Unrestricted funds General £</b>	<b>Total funds at 31 March 2023 £</b>
Current assets	245,001	245,001
Current liabilities	<u>(92,004)</u>	<u>(92,004)</u>
Total net assets	<u>152,997</u>	<u>152,997</u>

	<b>Unrestricted funds General £</b>	<b>Total funds at 31 March 2022 £</b>
Current assets	241,220	241,220
Current liabilities	<u>(54,647)</u>	<u>(54,647)</u>
Total net assets	<u>186,573</u>	<u>186,573</u>

**AUTISM FORWARD****STATEMENT OF FINANCIAL ACTIVITIES BY FUND FOR THE YEAR ENDED 31 MARCH 2023**

	<b>Total Unrestricted Funds 2023 £</b>	<b>Total Unrestricted Funds 2022 £</b>
<b>Income and Endowments from:</b>		
Donations and legacies	82,574	121,994
Investment income	848	108
<b>Total income</b>	<b>83,422</b>	<b>122,102</b>
<b>Expenditure on:</b>		
Raising funds	(250)	(1,261)
Charitable activities	(115,187)	(37,369)
Other expenditure	(1,561)	(1,543)
<b>Total expenditure</b>	<b>(116,998)</b>	<b>(40,173)</b>
<b>Net (expenditure)/income</b>	<b>(33,576)</b>	<b>81,929</b>
<b>Net movement in funds</b>	<b>(33,576)</b>	<b>81,929</b>
<b>Reconciliation of funds</b>		
Total funds brought forward	186,573	104,644
Total funds carried forward	152,997	186,573