

Charity registration number: 1171704

The logo for Autism Forward features the words "AUTISM" and "FORWARD" in a bold, sans-serif font, stacked vertically. To the right of the text is a large, stylized right-pointing chevron, formed by two thick black lines meeting at a point.

**AUTISM
FORWARD**

AUTISM FORWARD

**ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

AUTISM FORWARD

CONTENTS

Reference and Administrative Details	1
Trustees' Report	2 to 16
Statement of Trustees' Responsibilities	17
Independent Examiner's Report	18 to 19
Statement of Financial Activities	20
Balance Sheet	21
Notes to the Financial Statements	22 to 27

AUTISM FORWARD

REFERENCE AND ADMINISTRATIVE DETAILS

Trustees	Ms A Leverett Ms J Pierce Dr E Gokcen Ms H Needham
Principal Office	37 Granville Park London SE13 7DY
Charity Registration Number	1171704
Website	www.autismforward.org.uk
Bankers	Metro Bank PLC One Southampton Row London WC1B 5HA
Independent Examiner	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 2024.

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 and was reappointed for a further period of 3 years commencing on 1 November 2023.

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.

AUTISM FORWARD

TRUSTEES' REPORT

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 which is reviewed by the Treasurer annually. 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.

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 twelve independent specialist mentor partners across the country and we are actively seeking out more potential mentor partners in new geographical areas of the country. We have added two new mentor organisations to our network this financial year to expand our geographical reach.

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 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.

AUTISM FORWARD

TRUSTEES' REPORT

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.

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.

In March 2024 we attended the launch of the Buckland Review of Autism Employment initiated by Sir Robert Buckland KC MP, having been invited to contribute to the Review alongside the Legal Neurodiversity Network. We welcome the recommendations of the Review and the attention it brings to the pressing need to remove barriers to employment for autistic people. It highlights many of the issues that Autism Forward was set up to address, in particular:

- The lack of specialist coaches and support for autistic people seeking employment in many areas of the country.
- The difficulties in obtaining DWP Access to Work funded support, which is only available once in paid employment. It often takes months to put in place after employment is secured, so does not aid the crucial transition into work.
- Many people are unaware of their right under the Equality Act to request "reasonable adjustments" in the workplace, or indeed exactly what adjustments they might need.
- People are often unwilling to request "reasonable adjustments" due to perceived stigma or are denied the adjustments by their employer.
- Lack of awareness among employers of the benefit of employing more autistic people and the adjustments they can offer to make their recruitment processes and workplace more accessible for autistic people.
- Lack of guidance and awareness training for colleagues and line managers.

AUTISM FORWARD

TRUSTEES' REPORT

The report has some excellent recommendations for employers and will be piloting schemes such as an "adjustments passport" designed to make it easier for people to request and maintain reasonable adjustments in the workplace. There is also an intention to improve the ability of job centre work coaches to assist autistic job seekers. However, very few such work coaches have an in-depth understanding of autism and are incentivised to get people into work as quickly as possible, rather than helping the individual identify the best role for them and the adjustments they need to thrive at work. The report also mentions referrals by DWP to Work Psychologists, but there are very few of those across the country and the support is often in groups and limited in frequency and duration.

Our own approach ensures that mentoring support is provided on a one to one basis, with regularity and consistency by a mentor who has lived and/or professional experience supporting autistic people into employment with the right adjustments. Support is also given to help access benefits, social activities, training and navigate social expectations at work. We do not have a set timeframe or timetable for support, the mentor will tailor this to the needs of the individual. We can generally extend support until the individual has achieved their employment goals or is equipped to pursue them without further support and often our clients continue to work with the same mentor once they are in employment, funded by Access to Work. This point is missing in the Review, which focuses on the changes employers need to make rather than the support autistic people need to prepare for and secure employment.

The Buckland Review states that the estimated cost to the UK economy of the autism employment gap is around £14.5 billion per year, with the latest Labour Force Survey showing that only 3 in 10 working age autistic people are in employment. This is a tragic waste of talent and leads to social isolation and financial hardship for so many autistic people. Our work is therefore more important than ever. While the Buckland Review does not offer much in the way of pre-employment support for autistic job seekers and certainly no additional funding, we hope that the renewed focus on what employers can and should be doing to make workplaces more accessible for autistic people will benefit our grant holders and autistic people across the country.

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 six years, including the two years when covid restrictions applied, 81% of the autistic job seekers we have supported have secured paid or voluntary employment (59% paid and 22% voluntary) (up from 72% average last year, of which 54% was paid employment). 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. We also fund regular Peer Support meetings which are run by our mentor partner, AS Mentoring and have recently started funding a Movie Club for Autism Forward clients in Brighton run by our mentor partner Karen-Anne Manghan of ASC Key Mentoring, who meet on a weekly basis to discuss films selected by the group.

AUTISM FORWARD

TRUSTEES' REPORT

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. We are actively involved with the Legal Neurodiversity Network and are also a member of GAIN (Group for Autism, Insurance, Investment and Neurodiversity). We have also just signed up to the new Autism Employment Network launched by the Autism Centre for Excellence.

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 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.

The charity currently works with twelve 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, Poole, Cambridgeshire and Nottingham. 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
Autistic Nottingham
Autism East Midlands
AS Mentoring Limited
ASC Key Mentoring (Karen Manghan)
Autism Success Formula Limited
Faraday Fearnside
Matthew's Hub
Spectrum Career Coach
Think Musique
Track NN Limited
WayMakers Devon CIC

AUTISM FORWARD

TRUSTEES' REPORT

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. While many of our applicants are looking for their first role after leaving education, we also support many people who are late diagnosed, long term unemployed or who have struggled to find a suitable role or an employer who is willing to offer the adjustments necessary for them to succeed at work.

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 2024, the charity awarded grants for specialist mentoring support to 77 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 107 of the grant holders from previous financial years, thus providing support for a total of 184 autistic job seekers during the financial year ended 31 March 2024, 120 of whom were still receiving support at the end of the financial year. This was the largest ever cohort supported by the charity and we are continuing to see a rise in applications from all areas of the country.

The average age of our 2023-24 grant holders is 30 years old, with 51% identifying as female, 48% male and 1% non-binary. It is the first year that our percentage of female clients has exceeded that of male clients. 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, research, game design, pharmacy, IT, hospitality, horticulture, 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. Some are also given support to pursue self-employment, which can be an attractive option for autistic people given the challenges some workplaces can present.

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.

AUTISM FORWARD

TRUSTEES' REPORT

(b) Outcomes from Mentoring Support

The Government stated in 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 2023-24 who have had between 3 and 12 months' support were as follows:

89% made job applications

79% attended job interviews

50% joined new clubs or groups

50% undertook some form of training or placement

50% secured voluntary roles

50% secured paid employment

The total employment figure for our 2023-24 grant holders is 80% (52% paid; 28% voluntary)

The total employment figure for our 2022-23 grant holders is 72% (52% paid; 20% voluntary)

The total employment figure for our 2021-22 grant holders is 75% (58% paid; 17% 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% (65% paid; 25% voluntary)

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 2023-24 grant holders, as has happened with all previous cohorts.

AUTISM FORWARD

TRUSTEES' REPORT

(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 2024 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.

Every one of the metrics below has improved since last year, some by as much as 20%. We are particularly proud that 100% said they would recommend the support funded by the charity to other autistic job seekers, demonstrating the consistently high level of support provided by all our mentor partners. Furthermore, some clients commented that they had responded "no" to questions such as "helping prepare for interviews" because that support was not relevant to them. Following their suggestion, going forward the forms will be revised to include a "not relevant" option to get a more accurate picture of the impact of the support.

99% said the support improved their understanding of their strengths and challenges.

95% said the support improved their understanding of what job is suitable for them.

89% said the support improved their understanding of how to find a job.

79% said the support helped them draft or update their CV.

85% said the support made them more confident about disclosing their diagnosis and

93% said the support made them more confident about requesting "reasonable adjustments"

73% said the support helped them prepare for interviews.

67% said the support helped them join groups, make friends or participate in other activities.

94% said the support improved their self-confidence.

63% said the support helped them access benefits, health care or other public services.

63% said the support helped them access training, workshops or further education.

100% said that they would recommend the support funded by the charity to other autistic job seekers.

The 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.

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

TRUSTEES' REPORT

Client of Ros Evans (Surrey)

Ros has supported me through one of the most difficult periods of my life. When we first met, I felt utterly lost and defeated. Lacking confidence following my autism diagnosis, Ros has helped me to rediscover my strengths and passions. I am now regularly applying for jobs and feel confident that, in time, I will be back in employment. Furthermore, I now have a much better understanding of which types of work are suitable for me and the workplace accommodations that I can ask for. Ros is an incredibly supportive and caring mentor, and I look forward to every session with her. I am so incredibly grateful to have received this grant from Autism Forward - thank you!

ASC Key Mentoring Client (Brighton)

I cannot overstate the importance of the mentoring I've received. It has been an essential component to my understanding of myself as an autistic adult, my needs, abilities and skills as well as how to set myself up to thrive. Within the context of work, having a safe space where I can share, feel listened to and seen and to have an advocate, someone with the knowledge, experience and skills to support me to better understand the work environment and how I can thrive rather than just survive has been life changing. Further, I feel far more confident moving from a position of isolation and loneliness to finding like minded people, a community and find the social interactions that I'm so keen to experience on my terms. The benefits for me have been far reaching, massively meaningful and are deep rooted.

AS Mentoring client (London)

I feel that during each session I have really grown in confidence, and it is helpful to discuss ideas for how to find new employment, and improve interview skills.

Autism East Midlands Client

Samantha has been a big help for me, she's helped me feel confident in my diagnosis and comfortable acknowledging that I need extra support in the workplace. Understanding my challenges has helped me feel more comfortable in finding a job and asking for help when I need it.

Autism Success Formula Client (Essex)

Mentoring has helped me focus on what I would specifically be interested in. It has helped me by directing me to a specific course on data analytics and therefore got a foot in the door for an IBM course. I was applying for jobs whilst studying and I am updating my CV further having done the course and will apply for more jobs in 2024. I have made progress in my job searching and professional development.

ASC Key Mentoring Client (Brighton)

Karen has helped me to become more self aware and accepting of my autistic self in many different areas of my life. I feel listened to, understood and respected which is very refreshing as an autistic person. I am looking forward to working on new ideas for 2024.

Autism Bedfordshire Client

I have been supported to get a job with Autism Bedfordshire as an expert with experience and also I run workshops in photography.

AUTISM FORWARD

TRUSTEES' REPORT

ASC Key Mentoring Client (Brighton)

This mentoring has been vital to my transition from university into the workplace. Whilst I am still struggling, I feel it would be completely impossible without this support.

AS Mentoring (London)

Siobhan is an amazing mentor and has been very helpful throughout the process. I am now focusing on applying for jobs thanks to her support and assistance.

WayMakers (Devon) CIC Client

It has helped me gain more confidence in getting myself around in public transport, increased confidence and the process for my mental health and in job process in general. Knowing the right environment and right job for me e.g. sensory, heavy lifting, hours, travel and distance. It has been an enjoyable process.

Faraday Fearnside Client (Plymouth)

It has helped me get into voluntary work, which is providing valuable experience to help me move onto the next step of gaining paid employment. The mentoring has also supported me in moving into a more independent way of living, finding information about supported housing, contacting social services, and getting all my benefits sorted. It is very valuable in developing confidence and awareness of jobs that are suitable for me, and other training that is available.

AS Mentoring Client (London)

Working with my mentor has been incredibly valuable for my confidence, acceptance of my autism diagnosis, and ability to ask for accommodations. With this support I feel more optimistic that I will be able to find work and have the right support while working so I can succeed.

Faraday Fearnside Client (Plymouth)

The mentoring has been extremely helpful for me, I would not have been able to access most of the resources I am now using without it. I've been able to understand and work through certain issues I've had with applying for jobs in the past. I would absolutely recommend the mentoring to other autistic jobseekers and know my own future career progression would not have happened without it.

ASC Key Mentoring Client (Brighton)

The mentoring I have received has been a vital support for me while I apply to jobs and try to work out what supports I might need in a workplace. The benefits of speaking to a mentor who shares your neurotype really can't be understated. My mentor is excellent and I am incredibly grateful.

WayMakers (Devon) CIC Client

The mentoring has helped me make lots of positive steps in the right direction after being made redundant. I'm in the process of setting myself up as a self-employed virtual assistant, which is something I hadn't considered until accessing this support.

AUTISM FORWARD

TRUSTEES' REPORT

(d) 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. In May 2023, the global PR company MSL hosted a roundtable with Autism Forward, AS Mentoring and the specialist inclusive communications consultancy, Untapped, for their teams and also a number of the clients they work with. The roundtable was focused on communicating internally and externally as an inclusive organisation.

In June 2023 we attended the Employment Autism, Care Trade and LSBU Conference focused on Transition into Employment for autistic adults which gave us the opportunity to connect with other organisations working to improve employment outcomes for autistic people.

We were invited by the Legal Neurodiversity Network to present at a roundtable with Sir Robert Buckland QC MP and representatives of the DWP as part of the Buckland Review of Autism Employment. We used the opportunity to highlight the current gap in support that autistic people face when leaving education and transitioning to employment and the issues faced by late diagnosed adults who face challenges in the workplace.

We also attended a number of roundtable events held by the Legal Neurodiversity Network, including events at Linklaters, Weil Gotshal & Manges and BCLP and Allen & Overy, which included many firms we have worked with over the last 6 years. It was encouraging to see the Legal Neurodiversity Network singled out in the Buckland Review as an example of good practice. This dynamic network of over 50 organisations has adopted the roundtable approach that we have used successfully over the last 6 years to bring together employers and their neurodivergent staff to share best practice and promote inclusion and opportunities across various sectors including legal, insurance, banking, accountancy and media.

(e) Peer support groups for Autistic Adults

We have continued to fund a series of online support groups, 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) AS Mentoring Peer Support Groups

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.

AUTISM FORWARD

TRUSTEES' REPORT

(ii) Tuesday Night Movie Club

Autism Forward is funding a new Tuesday Night Movie Club for the autistic job seekers supported by our mentor partner in Brighton, Karen-Anne Manghan, to enable them to meet up socially. The club is proving a great success as the following feedback from one of the participants demonstrates:

"The Autism Forward Film Club has been a great opportunity to connect with other autistic people who share my interest in films (and neurodivergent representation in media). It's a novel experience for me to be part of a group entirely comprised of other autistic adults, and I find that it's both exciting and relaxing to feel that I'm truly amongst my peers. I also like that the format of our meetings is loosely structured because it ensures that those who are feeling shy can be involved as much as they are comfortable with, but also allows for those feeling more chatty to share too. It's really fun to get to watch movies that I might otherwise have missed and to hear everyone's thoughts. Perhaps unsurprisingly, someone always has a fun fact to share, and everyone is really welcoming! I always look forward to our meetings."

(f) Neurodiversity Awareness Raising Events

In addition to our work with employers, this year we were invited to present a session on neurodiversity at work to the current cohort of young people on the excellent 20/20 Levels "I Am Change" programme covering declaring a diagnosis, Equality Act rights, reasonable adjustments, Access to Work and other support available for neurodivergent people in the workplace.

20/20 Levels is a social mobility organisation, empowering Black and racially underrepresented young people through opportunities to maximise their potential. Their programmes have transformed the lives of over a thousand young people across London, with over 60% of their candidates gaining new employment within 3 months of completing their programme. We have been invited back to present to the next intake in June 2024.

(g) 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. Autism Forward is registered with the donation platforms Just Giving and Charities Aid Foundation and we rely mostly on individual donors to support our work.

We were delighted to be nominated as a charity beneficiary of the CVC 30th Anniversary Challenge, receiving a donation of over £17,000 through the efforts of two of the CVC teams. We are also very grateful to John Leverett, son of our Chair and Treasurer, Ann Leverett, who raised over £4,500 for Autism Forward by running the London Marathon in April 2023.

7. FINANCIAL REVIEW

At the end of the financial year ending 31 March 2024, the charity had reserves of £132,310 available. The charity awarded 77 new grants for mentoring support and provided funding for various workshop programmes and peer support groups run by our mentors for the benefit of autistic job seekers and self-employed people. We also continued to support 107 grant holders from previous financial years.

The initial grant amount generally awarded has been £1,500 since the charity was formed in 2017, with extensions of £750 being granted where a client is engaging well with support but has not yet reached their employment goals, up to a maximum total grant of £3,000. In past years, a total grant of £3,750 has been awarded in a couple of exceptional circumstances. Due to a gradual increase in mentor fees over the last six years, the trustees have unanimously agreed that in the coming financial year, the initial grant amount for all clients will be increased to £1,800 and extensions of £900 will be awarded where appropriate, up to a maximum total grant of £3,600. The new extension amount of £900 and cap of £3,600 will also apply to existing clients. This is to ensure that clients are still getting sufficient hours of support and reflects the effect of inflation over the last six years.

During the financial year ending 31 March 2024, the charity received donations totalling £78,895 and £11,424 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 120 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. This financial year we have supported 184 autistic job seekers, which is our largest ever cohort. 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.

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. This year we have welcomed two new mentor partners to our network, Autistic Nottingham and Spectrum Career Coach, which has further expanded our reach.

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. We are delighted to have been nominated Charity of the Year by the recruitment consultancy, IDEX Consulting and look forward to working with them over the coming year to improve recruitment procedures and neurodiversity inclusion, as well as helping them better support neurodivergent candidates.

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 Employment Autism, the Legal Neurodiversity Network and GAIN to improve inclusion and employment outcomes for autistic people. We contributed 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 have also been invited to join the new Autism Employment Network formed by the Autism Centre for Excellence, which aims to bring together organisations across the UK to drive forward change and support one another to improve employment opportunities for autistic people.

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. We are very proud that 100% of the autistic people we have supported this financial year have said they would recommend the support we provide to other autistic job seekers and of the employment outcomes our clients have achieved.

AUTISM FORWARD

TRUSTEES' REPORT

9. DECLARATION

SIGNED SECURELY
27/06/2024
27/06/2024 at 10:42:03 AM UTC

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

SIGNED SECURELY
Ann Leverett
27/06/2024 at 10:42:03 AM UTC

.....
Ms A Leverett
Trustee

SIGNED SECURELY
Jane Pierce
18/07/2024 at 7:26:51 PM UTC

.....
Ms J Pierce
Trustee

SIGNED SECURELY
Elif Gokcen
03/07/2024 at 7:20:16 PM UTC

.....
Dr E Gokcen
Trustee

SIGNED SECURELY
Helen Needham
03/07/2024 at 7:20:07 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.

SIGNED SECURELY
27/06/2024
27/06/2024 at 10:42:03 AM UTC

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

SIGNED SECURELY
Ann Leverett
27/06/2024 at 10:42:03 AM UTC

.....
Ms A Leverett
Trustee

SIGNED SECURELY
Jane Pierce
18/07/2024 at 7:26:51 PM UTC

.....
Ms J Pierce
Trustee

SIGNED SECURELY
Elif Gokcen
03/07/2024 at 7:20:16 PM UTC

.....
Dr E Gokcen
Trustee

SIGNED SECURELY
Helen Needham
03/07/2024 at 7:20:07 PM UTC

.....
Ms H Needham
Trustee

AUTISM FORWARD

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF AUTISM FORWARD

I report to the trustees on my examination of the financial statements of Autism Forward ('the charity') for the year ended 31 March 2024 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

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: 18/7/24

AUTISM FORWARD

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024

	Note	Unrestricted funds £	Total 2024 £
Income and Endowments from:			
Donations and legacies	2	90,319	90,319
Investment income	3	3,436	3,436
Total income		<u>93,755</u>	<u>93,755</u>
Expenditure on:			
Raising funds		(779)	(779)
Charitable activities		(112,042)	(112,042)
Support costs	6	<u>(1,621)</u>	<u>(1,621)</u>
Total expenditure		<u>(114,442)</u>	<u>(114,442)</u>
Net expenditure		<u>(20,687)</u>	<u>(20,687)</u>
Net movement in funds		(20,687)	(20,687)
Reconciliation of funds			
Total funds brought forward		<u>152,997</u>	<u>152,997</u>
Total funds carried forward	12	<u>132,310</u>	<u>132,310</u>

	Note	Unrestricted funds £	Total 2023 £
Income and Endowments from:			
Donations and legacies		82,574	82,574
Investment income	3	<u>848</u>	<u>848</u>
Total income		<u>83,422</u>	<u>83,422</u>
Expenditure on:			
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)
Reconciliation of funds			
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>

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 2024

	Note	2024 £	2023 £
Current assets			
Debtors	9	10,275	13,150
Cash at bank and in hand	10	<u>219,420</u>	<u>231,851</u>
		229,695	245,001
Creditors: Amounts falling due within one year	11	<u>(97,385)</u>	<u>(92,004)</u>
Net assets		<u>132,310</u>	<u>152,997</u>
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		<u>132,310</u>	<u>152,997</u>
Total funds	12	<u>132,310</u>	<u>152,997</u>

SIGNED SECURELY
27/06/2024
27/06/2024 at 10:42:03 AM UTC

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
27/06/2024 at 10:42:03 AM UTC

.....
Ms A Leverett
Trustee

SIGNED SECURELY
Jane Pierce
18/07/2024 at 7:26:51 PM UTC

.....
Ms J Pierce
Trustee

SIGNED SECURELY
Elif Gokcen
03/07/2024 at 7:20:16 PM UTC

.....
Dr E Gokcen
Trustee

SIGNED SECURELY
Helen Needham
03/07/2024 at 7:20:07 PM UTC

.....
Ms H Needham
Trustee

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

AUTISM FORWARD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

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 2024

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 2024

2 INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds General £	Total funds £
Donations and legacies;		
Appeals and donations	78,895	78,895
Gift Aid reclaimed	11,424	11,424
Total for 2024	90,319	90,319
Total for 2023	82,574	82,574

3 INVESTMENT INCOME

	Unrestricted funds General £	Total funds £
Interest receivable and similar income;		
Interest receivable on bank deposits	3,436	3,436
Total for 2024	3,436	3,436
Total for 2023	848	848

4 EXPENDITURE ON RAISING FUNDS

A) COSTS OF GENERATING DONATIONS AND LEGACIES

	Unrestricted funds General £	Total funds £
Donations	779	779
Total for 2024	779	779
Total for 2023	250	250

AUTISM FORWARD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

5 EXPENDITURE ON CHARITABLE ACTIVITIES

	Unrestricted funds General £	Total funds £
Grant funding of activities	112,042	112,042
Total for 2023	115,187	115,187

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		117	117
Administrative expenses		244	244
Total for 2024		1,621	1,621
Total for 2023		1,561	1,561

7 INDEPENDENT EXAMINER'S REMUNERATION

	2024 £	2023 £
Examination of the financial statements	1,260	1,260

8 TAXATION

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

9 DEBTORS

	2024 £	2023 £
Accrued income	10,275	13,150

10 CASH AND CASH EQUIVALENTS

	2024 £	2023 £
Cash at bank	219,420	231,851

AUTISM FORWARD**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024****11 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2024	2023
	£	£
Other creditors	96,125	90,744
Accruals	<u>1,260</u>	<u>1,260</u>
	<u>97,385</u>	<u>92,004</u>

12 FUNDS

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 31 March 2024 £
Unrestricted funds				
General	<u>152,997</u>	<u>93,755</u>	<u>(114,442)</u>	<u>132,310</u>
	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Balance at 31 March 2023 £
Unrestricted funds				
General	<u>186,573</u>	<u>83,422</u>	<u>(116,998)</u>	<u>152,997</u>

AUTISM FORWARD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

13 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds General £	Total funds at 31 March 2024 £
Current assets	229,695	229,695
Current liabilities	<u>(97,385)</u>	<u>(97,385)</u>
Total net assets	<u>132,310</u>	<u>132,310</u>

	Unrestricted funds General £	Total funds at 31 March 2023 £
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>

AUTISM FORWARD

STATEMENT OF FINANCIAL ACTIVITIES BY FUND FOR THE YEAR ENDED 31 MARCH 2024

	Total Unrestricted Funds 2024 £	Total Unrestricted Funds 2023 £
Income and Endowments from:		
Donations and legacies	90,319	82,574
Investment income	3,436	848
Total income	93,755	83,422
Expenditure on:		
Raising funds	(779)	(250)
Charitable activities	(112,042)	(115,187)
Other expenditure	(1,621)	(1,561)
Total expenditure	(114,442)	(116,998)
Net expenditure	(20,687)	(33,576)
Net movement in funds	(20,687)	(33,576)
Reconciliation of funds		
Total funds brought forward	152,997	186,573
Total funds carried forward	132,310	152,997