

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, composed of two thick black lines meeting at a point.

**AUTISM
FORWARD**

AUTISM FORWARD

**ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

AUTISM FORWARD

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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 present the annual report together with the financial statements of the charity for the year ended 31 March 2025.

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.

THE TRUSTEES

The trustees who served the charity during the period were as follows:

Jane Pierce (Chair and Secretary)

Ann Leverett (Treasurer)

Elif Gokcen

Helen Needham

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.

At the AGM on 3 July 2024 the Trustees accepted the resignation of Ann Leverett as Chair of the charity and approved the appointment of Jane Pierce as Chair with effect from 1 September 2024. Ann Leverett confirmed that she would continue her roles as Trustee and Treasurer of the charity.

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 grant applications and grant extensions in accordance with its terms of reference (as amended in writing and approved by the trustees from time to time). 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.

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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.

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 thirteen independent specialist mentor partners across 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, the charity's deposit account with United Trust Bank and a new 31 day Business Notice Account with Cambridge & Counties Bank in order to benefit from the FSCS compensation scheme with all four 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 (except where withdrawals can only be made into the Metro Bank account, which requires authorisation by two trustees for any withdrawal).

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;

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(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.

The charity carries out these objects by:

(a) 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;

(b) 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;

(c) 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

(d) 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.

Our 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 or the employer.

The Buckland Review of Autism Employment, which we contributed to last year, stated that the estimated cost to the UK economy of the autism employment gap is around £14.5 billion per year, with the 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. The current Labour government has also identified the lack of support available to help disabled and neurodivergent people into work and has set up a formal review panel to report on this later this year. However, as yet no specific funding or plan has been put in place, so our work remains as important as ever. We hope that the renewed focus on support to help disabled and neurodivergent people into work and also on what employers can and should be doing to make workplaces more accessible for disabled and neurodivergent people will benefit our grant holders and autistic people across the country.

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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 seven years, including the two years when covid restrictions applied, 81% of the autistic job seekers we have supported have secured paid or voluntary employment (60% paid and 21% voluntary), maintaining the excellent results achieved last year. 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 neurodivergent. 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 continue to fund the successful Culture Club (previously called the 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 a wide range of topics selected by the group. Three members of the group secured paid employment recently, with their mentor noting that their self-confidence had improved considerably due to being part of the group.

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 participate in events with employers, universities and researchers. We are actively involved with the Legal Neurodiversity Network and are also a member of GAIN (Group for Autism, Insurance, Investment and Neurodiversity) and Autism Action (formerly Autism Employment Network) launched by the Autism Centre for Excellence.

PRO BONO CONTRIBUTIONS

The charity has no paid employees and the expenses of the charity are kept to a minimum as the charity has no office space or fixed overheads. 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.

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 thirteen 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.

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Autistic Nottingham
Autism East Midlands
AS Mentoring Limited
ASC Key Mentoring (Karen Manghan)
Autism Success Formula Limited
Connect Coaching
Faraday Fearnside
Matthew's Hub
Responsa Coaching

Spectrum Career Coach
Think Musique
Track NN Limited
WayMakers Devon CIC

The charity has further expanded its reach this year with two new mentor partners, Connect Coaching and Responsa Coaching.

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 and those who have not previously had any employment related mentoring support. 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.

ACHIEVEMENTS AND PERFORMANCE

(a) Grants for Mentoring Support

In the financial year ending 31 March 2025, the charity awarded grants for specialist mentoring support to 97 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 121 of the grant holders from previous financial years, thus providing support for a total of 218 autistic job seekers during the financial year ended 31 March 2025, 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 continue to see a rise in applications from all areas of the country.

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The average age of our 2024-25 grant holders is 31 years old, with 54% male, 45% identifying as female and 1% non-binary. 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, including publishing novels or freelance photography, 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.

(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 2024-25 who have had between 3 and 12 months' support were as follows:

92% made job applications

73% attended job interviews

36% joined new clubs or groups

47% undertook some form of training or placement

26% secured voluntary roles

48% secured paid employment

We anticipate that our beneficiaries will continue to move into employment, improving the employment outcomes for our 2024-25 grant holders, as has happened with all previous cohorts.

The total employment figure for our 2024-25 grant holders is 71% (48% paid; 23% voluntary)

The total employment figure for our 2023-24 grant holders is 86% (70% paid; 16% voluntary)

The total employment figure for our 2022-23 grant holders is 75% (56% paid; 19 % 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).

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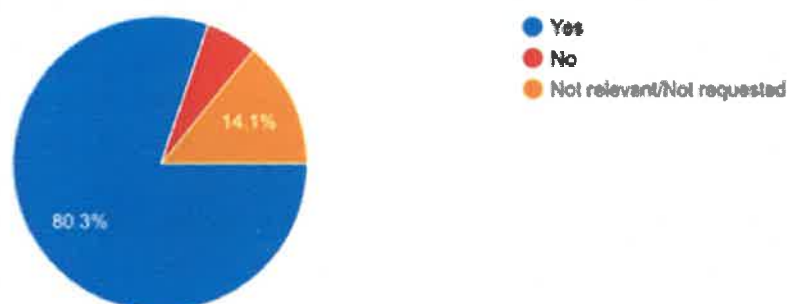
The above figures for all financial years include clients whose support was ended early due to health or other issues and clients whose grants have been temporarily paused. The figures for the current financial year include only grant holders who have had between 3 and 12 months' support. Some of the grant holders who were awarded grants in previous financial years have had more than 12 months' support.

(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 2025 are set out in the charts 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.

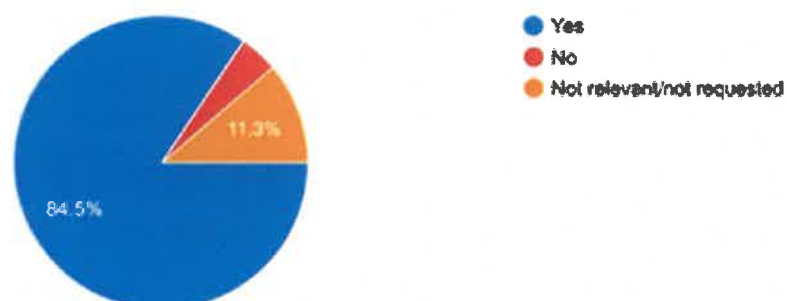
Has the mentoring improved your understanding of what job is suitable for you?

71 responses



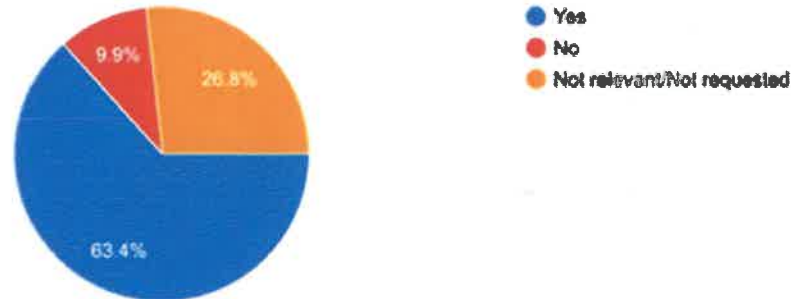
Has the mentoring improved your understanding of how to find a job?

71 responses



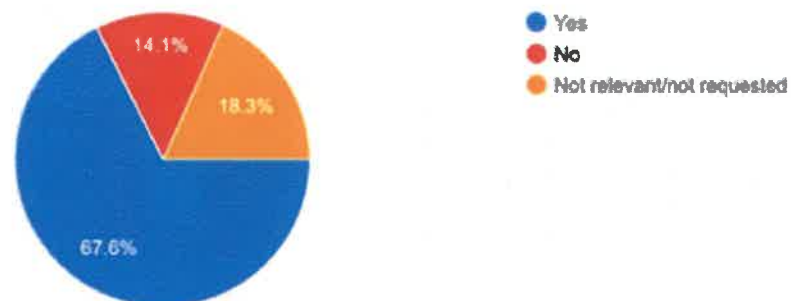
Has the mentoring helped you draft or update your CV?

71 responses



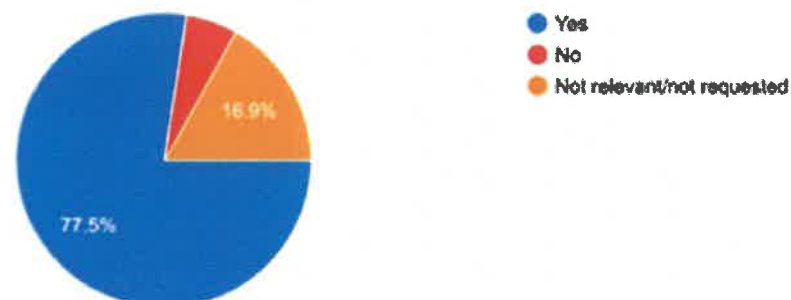
Has the mentoring made you more confident about disclosing your diagnosis?

71 responses



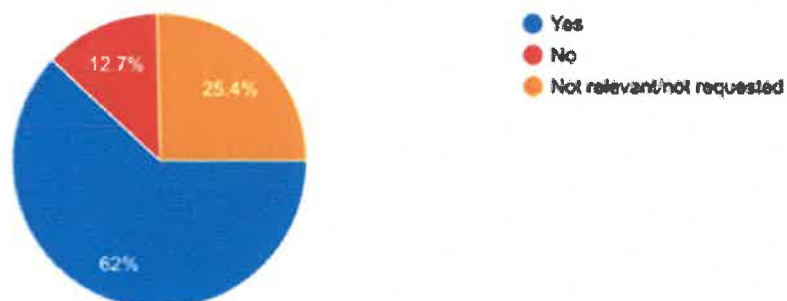
Has the mentoring given you a better understanding of the "reasonable adjustments" you can request from an employer to help you in the workplace?

71 responses



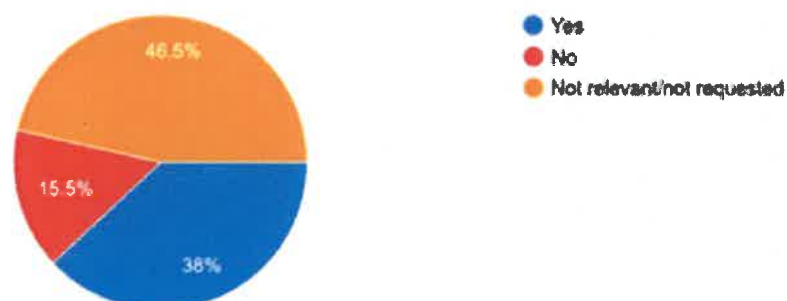
Has the mentoring helped you prepare for interviews?

71 responses



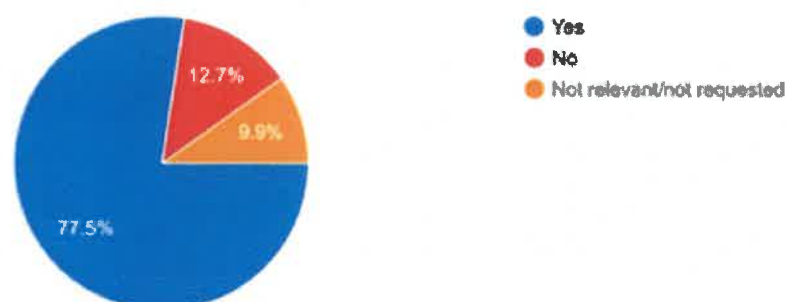
Has the mentoring improved your social contact, eg helped you join groups, make friends, participate in activities?

71 responses



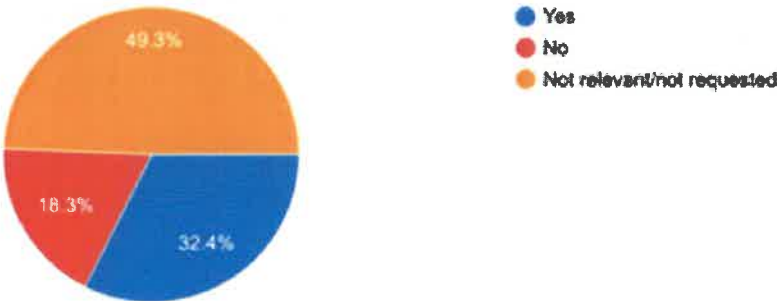
Has the mentoring improved your self-confidence?

71 responses



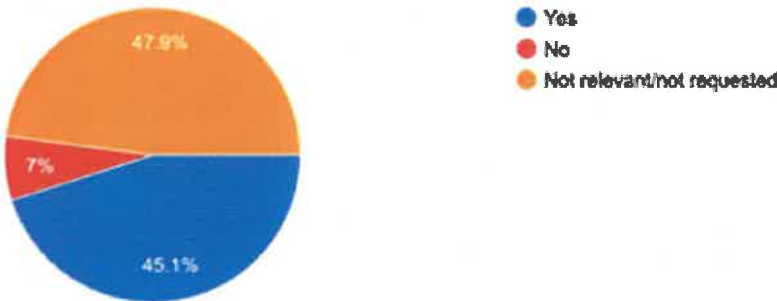
Has the mentoring helped you access benefits, health care or other public services?

71 responses



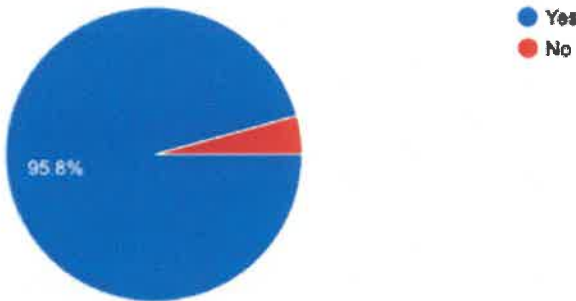
Has the mentoring helped you access training, workshops or further education?

71 responses



Would you recommend mentoring support to other autistic jobseekers?

71 responses



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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.

Autistic Nottingham Client

The help and input I have received from Phil has been incredibly helpful. I am making progress that seemed impossible to me six months ago. I also tried approaching the local careers service, and a key worker from the group who diagnosed me - both were significantly lacking. In the former case they clearly had no idea how to handle my being autistic and so it was up to me to 'mask', to appear as non-autistic as possible - this inevitably gets in the way of actually getting help. In the latter case, they treated me as they'd been trained, having no appreciation of, or interest in, individual experience. It has been vital to speak with someone who has been where I find myself, and who understands the difficulties from the inside. I wish careers etc organisations at large had some autistic (or at least neurodivergent) people among their staff, to allow for that common understanding of difficulties. Until then, I am incredibly grateful that this service exists, and to Phil in particular.

AS Mentoring Client (London)

My heartfelt appreciation to Autism Forward for your initiative and support with mentoring, education and providing resources to employers and employees, raising awareness and building bridges.

I'm specifically grateful for the opportunity to be able to access mentoring during a time of economic hardship and being unemployed, whilst being in the process of becoming more aware of my neurodiverse traits and needs - learning to verbalise them, to navigate the process of getting back into work, and to find balance in more sustainable and inclusive ways.

It's been quite a journey to get here, and it's a lot to get my head around, and I'm still working on my confidence - so I'll keep it short for now with a huge - Thank you so much, the mentoring is very helpful!

Faraday Fearnside Client (Plymouth)

It has been really helpful for me to have some extra support on a regular basis. My husband has commented that I am getting my 'spark' back. I really like Faraday's holistic approach: she views you as a whole person and considers the bigger picture. It is not quite what I expected when I applied to have a work mentor. It is so much more! She gives me much-needed emotional support because she realises that that is what I need. When you haven't worked for a long time (because you have been traumatised by the world of work), starting to look for work again can bring up a lot of emotions. Faraday realises that neurodivergent people can often have a bumpy road to finding the right work for them.

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I have sometimes found the process difficult but that's because making changes (even positive ones) can be overwhelming for me as an autistic person. Faraday has identified that I may have ADHD in addition to autism, which may explain why the diagnosis of autism doesn't seem to cover the full range of challenges that I experience. It is her extensive experience of working with neurodivergent people that allowed her to quickly notice that something else might be going on with me.

I find that Faraday is just the right combination of encouraging and no-nonsense and sensitive and perceptive. She gives me the push that I sometimes need but knows when I am feeling overwhelmed and when we need to slow down a bit. She has helped me to start volunteering again which is helping with my confidence and helping me to feel like a useful member of society again. She is helping me to learn how to be patient with myself and that big changes cannot be made overnight (especially if you are autistic!!). I was feeling hopeless and stuck and now I feel empowered to make positive changes in my life. She is helping me to change my life for the better and I feel so grateful.

Autistic Nottingham Client

I had the privilege of being mentored by Phil, whose exceptional guidance significantly enhanced my workplace soft skills and job-seeking strategies. His insightful advice improved my interactions with colleagues and clients, while his support in refining my job search approach was invaluable. Phil's kindness and dedication created a comfortable environment for growth, and I wholeheartedly recommend his mentorship to anyone seeking professional development.

Spectrum Career Coach Client (Bedfordshire)

It's really helpful, in terms of improving my CVs and to know what employers are looking for. Understanding what I'm good at and broadening my perceptions and awareness. Also Sonya has forwarded me some really helpful resources and opportunities. Sonya is a really nice person, very positive, truthful and easy to connect with as well. I don't think I could have mustered up the confidence to go in person to the solicitors or to the bookshop if it hadn't been for the mentoring. It has helped to dispel the fears that I have of making a fool of myself.

WayMakers (Devon) Client

Mentoring has helped me to build my confidence, particularly with setting boundaries and advocating for myself and my needs/adjustments. Since starting mentoring last year, I have completed a Level 2 Admin course via Free Courses for jobs, have started a fitness class once a week and am about to start volunteering.

Mentoring helped me to make the initial email contact and plan what to say when I had a face to face meeting about volunteering. I am more comfortable sharing about my diagnosis if needed to help me to access and support that may help me thrive/stay in a role.

Mentoring has also helped me with planning and time management skills, something that was an issue for me with my neurodiversity - I have learnt about specific tools/techniques that can help with this. I am now looking at going back into self-employment or a part-time role in the future.

Think Musique Client (Manchester)

The mentoring has helped me through the difficult challenges of attending interviews following distressing previous work situations and get around the feelings of PTSD that have been brought up. It's difficult as although I have applied/interviewed for many jobs, at the moment I have been rejected a lot. The mentoring has also supported me with processing that and finding ways to keep trying.

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AS Mentoring Client (London)

I have had a fantastic experience with my mentor. On my own, I struggled for a year and a half to secure a role, but after joining AS Mentoring, I was able to secure a position in just five months, thanks to my mentor's incredible guidance and support.

ASC Key Mentoring Client (Brighton)

My mentor has been a fantastic support for both my ongoing difficulties at my job with implementing reasonable adjustments and with helping me find new jobs to apply for. One of the areas I struggle with in life is accessing healthcare because of the stress this causes me, and she has been an invaluable source of information as well as support in this area too.

ASC Key Mentoring Client (Brighton)

Thanks to the support of my mentor, I have been gradually able to understand my AuDHD brain, and start building a life that is sustainable for it. Without that support, I was unable to really function in society, let alone attempt to contribute! I am hugely grateful for the mentoring I receive, it is integral to both my personal well-being and my ability to find and retain employment.

Faraday Fearnside Client (Plymouth)

My confidence has vastly improved working with Faraday over time as well as my own organisational skills. I've found a job and am hoping to start in the next few weeks with the help of Faraday to move back into employment.

Autism East Midlands Client

The mentoring I have received thus far has been exceptional due to the fact that I felt listened to and understood by my advisor. I felt very comfortable talking about the kind of work I want to do without judgement and was given all the necessary support to get to the point that I was able to publish my own book, including having support in getting my book into libraries and bookshops in the future.

(d) Employer Network

Autism Forward has created a network of employers, autistic employees and professionals to discuss and implement initiatives to improve opportunities and inclusion for autistic people. By 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.

This year we were fortunate to be selected as charity partner of the year for IDEX Consulting, who are award winning, independent, talent and business growth consultancy specialising in the General Insurance, Financial Services and Legal professions. Through a range of events, the IDEX team raised over £29,000 for the charity over the year, which will enable us to fund support for many more autistic job seekers. We also held awareness raising sessions for the IDEX team and two of their team are presenting to the autistic job seekers peer support group that we fund.

The series of roundtables we previously held have now largely been replaced by peer networks within law (Legal Neurodiversity Network and Neurodiversity in Law) and insurance, investment and banking (GAIN) as well as Neurodiversity in Business, who now hold their own regular events which are driving change forward at an impressive rate across many employment fields.

AUTISM FORWARD

TRUSTEES' REPORT

We continue to see impressive initiatives resulting from our roundtables and introduction of our corporate contacts to our mentor partners such as AS Mentoring. This year, Publicis Groupe have launched their first internship for a neurodivergent candidate and Invesco are continuing to run their successful neurodiversity internship programme, both with support from AS Mentoring.

(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 runs regular peer support groups for autistic job seekers and for neurodivergent people who are or wish to be self-employed. They also run a peer support group for autistic women as well as regular Lunch & Learn workshops on a variety of topics including reasonable adjustments, managing anxiety, burnout and understanding your diagnosis.

(ii) Culture Club

Autism Forward funds a peer support group, known as the Culture Club (previously the 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 and several group members have been successful in securing employment over the last year, partly due to the increase in self-confidence from being part of this supportive group.

(f) Neurodiversity Awareness Raising Events

In addition to our work with employers, this year we were again 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.

In July 2024 we teamed up with Avatar Jo to produce a webinar aimed at helping employers learn how to support autistic candidates at interviews through simple changes to the environment and communication style. The webinar included a role play between an autistic candidate (played by an autistic actor) and an interviewer, modelling first a difficult interview for the candidate, then showing how simple changes to the structure of questions and attitude of the interviewer can help the autistic candidate to perform at their best.

We were also invited to take part as a panel member alongside other professionals and alumni for the first ever neurodivergent careers event for students, focusing on what it means to be neurodivergent in work environments and professional spaces at the University of Southampton in March 2025. The panel spoke about their experiences and advice in relation to looking for work or becoming self-employed and answered questions on a wide range of topics including reasonable adjustments at interview and at work, sharing your diagnosis with an employer, strategies for time management, rights under the Equality Act and support and resources available to neurodivergent job seekers.

AUTISM FORWARD

TRUSTEES' REPORT

(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. This year we have had some magnificent fundraising events, including the following:

Autism Forward Sponsored Cycle - 100km Kent Loop

On a bleak Sunday morning in September, five teams of cyclists turned out to cycle a 100km loop into Kent to raise funds for Autism Forward. This was Autism Forward's first large sponsored event post-Covid and our funding levels were at an all time low. The hard work of the organisers and team captains and the tremendous efforts of everyone involved paid off and the day was a great success. After a night of torrential rain, the roads and skies were drier than expected and all teams completed the challenging routes commendably.

Thanks to the incredible generosity of the cyclists and their sponsors, the ride raised over £100,000, which was an absolutely fantastic achievement and has put the charity on a healthy financial footing for the coming year.

We are also very grateful to the cyclists from local club Blackheath Velo who helped organise the ride and our friends who provided back up support for the riders.



Brighton Marathon

On April 6th, Neil, his son Charlie, and three of Charlie's friends—James, Joe, and Kamil—took on the Brighton Marathon in support of Autism Forward. The Brighton crowd, known for their enthusiasm, played a crucial role in keeping spirits high, cheering on runners as they made their way through the scenic coastal course. The team's dedication paid off, as all five successfully completed the marathon, a testament to their preparation and determination. Running for Autism Forward added a deeper purpose to the challenge, making every mile more meaningful.

AUTISM FORWARD

TRUSTEES' REPORT

The event itself was part of the larger Brighton Marathon Weekend, which saw over 12,500 participants taking on the 26.2-mile course, celebrating endurance, community, and charitable causes. With the support of the vibrant Brighton atmosphere and each other, the Autism Forward team crossed the finish line, not just achieving a personal milestone but also contributing to a cause close to their hearts. The day was one of camaraderie, achievement, and shared joy—a marathon



Manchester 100 Mile Cycle Challenge

In another epic cycling event, David Hargreaves, partner of one of our mentors, Sarah Musique, completed the gruelling Manchester 100 Mile Cycle Challenge to raise funds for Autism Forward in September 2024.

IDEX Consulting - Charity Partner of the Year

IDEX Consulting, a business growth consultancy advising the Financial Services, Legal and General Insurance sectors chose Autism Forward as their charity of the year in a successful partnership for both IDEX and Autism Forward. Autism Forward provided webinars for the IDEX team to help them understand how better to support autistic candidates with job seeking, interviews and in the workplace. These were very interactive sessions, building better awareness within the teams and resonating on both a professional and personal level. In turn, members of the IDEX team are presenting to the AS Mentoring job seeker groups, providing professional guidance and feedback.

We are incredibly grateful to IDEX for all their fundraising efforts for Autism Forward throughout the year, raising over £29,000 in total. Two members of the team have signed up for sponsored skydives which have raised several thousand pounds, one of the team took part in the 100km Kent Loop Sponsored Cycle in September 2024 and they held charity cricket matches and raffles to support our work.



AUTISM FORWARD

TRUSTEES' REPORT

FINANCIAL REVIEW

At the end of the financial year ending 31 March 2025, the charity had reserves of £161,785 available. The charity awarded 97 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 121 grant holders from previous financial years, making this our largest ever cohort of autistic job seekers.

This financial year, the initial grant amount for all clients increased from £1,500 to £1,800, with extensions of £900 being awarded where appropriate, up to a maximum total grant of £3,600. This is to ensure that clients are still getting sufficient hours of support and reflects the effect of inflation over the last seven years.

During the financial year ending 31 March 2025, the charity received donations totalling £159,701 and £24,250 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 cost of fundraising has increased this year to £3,527, due to the increase in fees payable to Just Giving and the cost of cycling shirts for the Sponsored Cycle and entry fees and shirts for the Brighton Marathon runners.

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.

AUTISM FORWARD

TRUSTEES' REPORT

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 218 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 continue to be 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, Responsa Coaching and Connect Coaching, 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 were delighted to have been nominated Charity of the Year by the recruitment consultancy, IDEX Consulting and enjoyed working with them to improve recruitment procedures and neurodiversity inclusion, as well as helping them better support neurodivergent candidates. IDEX employees also volunteered to speak at the workshops for autistic job seekers run by our partner, AS Mentoring. In addition, the IDEX team raised over £29,000 for the charity through a number of events including skydives, cricket matches and participating in our 100km Kent Loop sponsored cycle ride.

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, GAIN and Autism Action (formerly the Autism Employment Network) to improve inclusion and employment outcomes for autistic people. This year has seen the creation of a new internship with Publicis Groupe and a continuation of the Invesco internship programme.

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 a continuing increase in neurodivergent led support groups. While the government has recognised the need for more support to help autistic and disabled people into work to help address the woeful employment gap, at present there are no tangible plans or spending commitments for this, so our work remains as important as ever.

AUTISM FORWARD

TRUSTEES' REPORT

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

SIGNED SECURELY
Ann Leverett
18/06/2025 at 6:41:13 PM UTC

.....
Ms A Leverett
Trustee

SIGNED SECURELY
Jane Pierce
18/06/2025 at 6:57:59 PM UTC

.....
Ms J Pierce
Trustee

SIGNED SECURELY
Elif Gokcen
18/06/2025 at 6:32:51 PM UTC

.....
Dr E Gokcen
Trustee

SIGNED SECURELY
Helen Needham
18/06/2025 at 6:40:47 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:


18/06/2025 at 6:41:13 PM UTC


.....
Ms A Leverett
Trustee


18/06/2025 at 6:57:59 PM UTC

.....
Ms J Pierce
Trustee


18/06/2025 at 6:32:51 PM UTC

.....
Dr E Gokcen
Trustee


18/06/2025 at 6:40:47 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 2025 which comprise the Statement of Financial Activities, the Balance Sheet and related notes, which are set out on pages 24 to 31.

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 financial statements do not accord with those records; or
3. the financial statements 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 financial statements 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

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

Date: 16/6/25

AUTISM FORWARD

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2025

	Note	Unrestricted funds £	Total 2025 £
Income and Endowments from:			
Donations and legacies	2	183,951	183,951
Investment income	3	<u>5,045</u>	<u>5,045</u>
Total income		<u>188,996</u>	<u>188,996</u>
Expenditure on:			
Raising funds		(3,527)	(3,527)
Charitable activities		(154,028)	(154,028)
Support costs	6	<u>(1,966)</u>	<u>(1,966)</u>
Total expenditure		<u>(159,521)</u>	<u>(159,521)</u>
Net income		<u>29,475</u>	<u>29,475</u>
Net movement in funds		29,475	29,475
Reconciliation of funds			
Total funds brought forward		<u>132,310</u>	<u>132,310</u>
Total funds carried forward	12	<u><u>161,785</u></u>	<u><u>161,785</u></u>

	Note	Unrestricted funds £	Total 2024 £
Income and Endowments from:			
Donations and legacies		90,319	90,319
Investment income	3	<u>3,436</u>	<u>3,436</u>
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><u>132,310</u></u>	<u><u>132,310</u></u>

The notes on pages 26 to 31 form an integral part of these financial statements.

AUTISM FORWARD

(REGISTRATION NUMBER: 1171704)
BALANCE SHEET AS AT 31 MARCH 2025

	Note	2025 £	2024 £
Current assets			
Debtors	9	10,975	10,275
Cash at bank and in hand	10	278,152	219,420
		289,127	229,695
Creditors: Amounts falling due within one year	11	(127,342)	(97,385)
Net assets		161,785	132,310
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		161,785	132,310
Total funds	12	161,785	132,310

The financial statements on pages 24 to 31 were approved by the trustees, and authorised for issue on and signed on their behalf by:

SIGNED SECURELY
Ann Leverett
18/06/2025 at 6:41:13 PM UTC

.....
Ms A Leverett
Trustee

SIGNED SECURELY
Jane Pierce
18/06/2025 at 6:57:59 PM UTC

.....
Ms J Pierce
Trustee

SIGNED SECURELY
Elif Gokcen
18/06/2025 at 6:32:51 PM UTC

.....
Dr E Gokcen
Trustee

SIGNED SECURELY
Helen Needham
18/06/2025 at 6:40:47 PM UTC

.....
Ms H Needham
Trustee

The notes on pages 26 to 31 form an integral part of these financial statements.
Page 25

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 2025

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 2025

2 INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds General £	Total funds £
Donations and legacies;		
Appeals and donations	159,701	159,701
Gift Aid reclaimed	24,250	24,250
Total for 2025	183,951	183,951
Total for 2024	90,319	90,319

3 INVESTMENT INCOME

	Unrestricted funds General £	Total funds £
Interest receivable and similar income;		
Interest receivable on bank deposits	5,045	5,045
Total for 2025	5,045	5,045
Total for 2024	3,436	3,436

4 EXPENDITURE ON RAISING FUNDS

A) COSTS OF GENERATING DONATIONS AND LEGACIES

	Unrestricted funds General £	Total funds £
Donations	3,527	3,527
Total for 2025	3,527	3,527
Total for 2024	779	779

AUTISM FORWARD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

5 EXPENDITURE ON CHARITABLE ACTIVITIES

	Unrestricted funds General £	Total funds £
Grant funding of activities	154,028	154,028
Total for 2025	154,028	154,028
Total for 2024	112,042	112,042

6 SUPPORT COSTS

	Note	Unrestricted funds General £	Total funds £
Independent examiner fees			
Examination of the financial statements	7	1,326	1,326
Marketing and publicity		93	93
Administrative expenses		547	547
Total for 2025		1,966	1,966
Total for 2024		1,621	1,621

7 INDEPENDENT EXAMINER'S REMUNERATION

	2025 £	2024 £
Examination of the financial statements	1,326	1,260

8 TAXATION

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

9 DEBTORS

	2025 £	2024 £
Accrued income	10,975	10,275

AUTISM FORWARD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

10 CASH AND CASH EQUIVALENTS

	2025 £	2024 £
Cash at bank	<u>278,152</u>	<u>219,420</u>

11 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Other creditors	126,016	96,125
Accruals	<u>1,326</u>	<u>1,260</u>
	<u>127,342</u>	<u>97,385</u>

12 FUNDS

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Balance at 31 March 2025 £
Unrestricted funds				
General	<u>132,310</u>	<u>188,996</u>	<u>(159,521)</u>	<u>161,785</u>
	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>

AUTISM FORWARD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

13 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds General £	Total funds at 31 March 2025 £
Current assets	289,127	289,127
Current liabilities	<u>(127,342)</u>	<u>(127,342)</u>
Total net assets	<u>161,785</u>	<u>161,785</u>

	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>

AUTISM FORWARD

STATEMENT OF FINANCIAL ACTIVITIES BY FUND FOR THE YEAR ENDED 31 MARCH 2025

	Total Unrestricted Funds 2025 £	Total Unrestricted Funds 2024 £
Income and Endowments from:		
Donations and legacies	183,951	90,319
Investment income	<u>5,045</u>	<u>3,436</u>
Total income	<u>188,996</u>	<u>93,755</u>
Expenditure on:		
Raising funds	(3,527)	(779)
Charitable activities	(154,028)	(112,042)
Other expenditure	<u>(1,966)</u>	<u>(1,621)</u>
Total expenditure	<u>(159,521)</u>	<u>(114,442)</u>
Net income/(expenditure)	<u>29,475</u>	<u>(20,687)</u>
Net movement in funds	29,475	(20,687)
Reconciliation of funds		
Total funds brought forward	<u>132,310</u>	<u>152,997</u>
Total funds carried forward	<u>161,785</u>	<u>132,310</u>