

Charity registration number 1172227

Company registration number 09615159 (England and Wales)

THE PHOENIX AUTISM TRUST
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

THE PHOENIX AUTISM TRUST

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Stewart Harris - Chair Jonathan Caunt Tina Sode Andrew Scott Lusk Mike Wojcik Gosia Dawson Michael Samuels Jujhar Singh Dusanj
Senior Management Team	Renato Marques Teixeira – Principal Ricky Nunn - Assistant Principal Natasha Wood – Assistant Principal Ambreen Shafiq - Office Manager Matthew Snow – Assistant Principal (Appointed as on 01st September 2024)
Charity number	1172227
Company number	09615159
Registered office	Phoenix School 2 Paton Close London E32QD
Auditors	RAA Audit LLP (formerly SKS Audit LLP) Chartered Accountants and Statutory Auditors 3 Sheen Road Richmond Upon Thames TW9 1AD
Bankers	Royal Bank of Scotland Threadneedle Street Branch London EC2R 8LA
Website	www.phoenixcollege.london

THE PHOENIX AUTISM TRUST

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THE PHOENIX AUTISM TRUST

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2025

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report and accounts for the year ended 31 August 2025.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charitable company's Memorandum and Articles of Association, provisions of Charities Act 2011, the Companies Act 2006 and "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 2019)"

Objectives and activities

Our community values opportunity and diversity, and we seek to reduce barriers and to give everyone an equal chance to learn, work, and live free from the action, or fear, of racism, discrimination, or prejudice.

We operate mainly in East London, where we run Phoenix College, a post-19 educational provider serving the needs of young people from Tower Hamlets and surrounding boroughs with mainly Autism and / or language, communication or interaction difficulties. The charity's objects are:

To advance the education of people with Autism and / or language, communication or interaction difficulties, including but not exclusively those currently or previously attending or supported by Phoenix School, Tower Hamlets, in particular by:

- *Developing effective relationships between the staff, parents and others associated with the college and related institutions;*
- *Engaging in activities or providing teaching facilities and / or equipment which supports the education of people with Autism and / or language, communication or interaction difficulties; and*
- *Developing broader life opportunities for people with Autism and / or language, communication or interaction difficulties by providing training, guidance and support and improving their life and work skills so they may work towards a more independent life.*

This includes supporting post-16 education and other areas of activity.

Our volunteers

There were no volunteers during the year.

Achievements and performance

During the 2024/25 academic year, Phoenix College continued to deliver specialist post-19 education for young people with Autism and/or language, communication or interaction difficulties across East London and surrounding boroughs.

The College delivered a broad and ambitious curriculum focused on the four areas of Preparation for Adulthood: Learning, Education or Employment; Independence; Health; and Friendships and Relationships. Students accessed vocational pathways linked to cooking, enterprise, horticulture, ICT and sports, alongside a growing range of work placement opportunities.

The College continued to strengthen partnerships with employers and external organisations including IKEA, Marriott Hotel, Ottolenghi, Tate Modern, Starbucks and Regent's Park. These partnerships supported work placements, enterprise opportunities and supported employment pathways for students.

The College achieved a record number of graduates during the year, with seventeen students completing their programmes. Many graduates progressed into employment or volunteering opportunities. Employers offering supported employment opportunities included Tower Hamlets City Hall, Spitalfields Market and museums across London.

The Senior Leadership Team continued to support transition planning for leavers in partnership with parents, carers and local authorities. Leadership capacity was strengthened through the continued development of middle leadership responsibilities including Curriculum Lead, Careers Lead and Supported Employment Lead.

THE PHOENIX AUTISM TRUST

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2025

The Project SEARCH provision operated across three host business sites with a capacity of 10 interns per site.

In June 2024, Phoenix College received a full OFSTED inspection. Quality of Education and Leadership and Management were graded GOOD, while Behaviour and Attitudes and Personal Development were graded OUTSTANDING. The inspection recognised the strength of student outcomes, the quality of the curriculum and the College's preparation for adulthood provision.

Public benefit statement

In shaping our objectives for the year and planning our activities, the Trustees have considered the charity Commission's guidance on public benefit, including the guidance 'Public benefit: running a charity' (PD2). The achievements and activities above demonstrate the public benefit arising through the charity's activities.

Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

Financial review

The Statement of Financial Activities showed a net surplus of £100,606 (2024 – £44,122) for the year and reserves stand at £1,568,902 (2024 - £1,468,296) as on 31 August 2025. The financial position at the year revealed by the Balance Sheet shows net current assets or working capital of £1,538,496 (2024 – £1,449,254). The net book value of tangible fixed assets held, all of which are used directly for charitable purposes, amounted to £30,406 (2024 – £19,042).

During the year ended 31 August 2025, total expenditure of £2,441,890 (2024 - £1,815,166) was met by recurrent education grant funding from the ESFA and from Local Authorities.

The Trust is holding balances as part of its reserve policy and in anticipation of the future development of Phoenix College, especially the search for new premises.

Reserves policy

The Trustees consider it prudent to maintain an adequate balance of unrestricted funds to cover the charity's contractual commitments and ideally would like these to be at a minimum level of 6 months of expenditure. This is in recognition of the volatile and complex nature of education high needs funding and the inflexibility to adjust expenditure quickly to respond to any changes.

The ESFA's 'lagged learner' funding model takes the number of students from the previous year to allocate funding in the following year. This approach often entails colleges not receiving full funding for additional students until the year after and the reserves will support this transitional gap in funding.

The remainder of reserves are currently set aside for the development and growth of Phoenix College and the Trustees will review this on an ongoing basis.

Phoenix College moved into its current premises in January 2021. Phoenix School continues to grow and are being asked by Tower Hamlets to increase their role. One of the school's options would be to expand the accommodation currently let to the Phoenix College. This school's need for expansion so imminently is somewhat unexpected. This has necessitated exploring alternative long-term solutions, including obtaining new premises on a long-term lease, ideally in the first instance within the Borough.

The Phoenix Trustees are therefore aware of the need to increase reserves to facilitate any move, and to review the College's fees accordingly.

THE PHOENIX AUTISM TRUST

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2025

As of 31st August 2025, financial statements showed reserves of £1,568,902 (2024 - £1,468,296) of which £nil (2024 - £14,883) were restricted funds and £1,568,902 (2024 - £1,453,413) were unrestricted funds. The unrestricted funds not designated or invested in tangible fixed assets held by the charity are £1,538,496 (2024 - £1,434,371).

The Trustees consider that the charity's reserves will enhance the services provided and provide financial security for the future.

Details of reserves are shown in notes 13 and 14 to the financial statements.

Principal Funding Sources

The principal funding sources during the 2024/25 year were education funding from the ESFA, Tower Hamlets Local Authority, Hackney Local Authority and Waltham Forest County Council.

Investment powers and policy

Under the Memorandum and Articles of Association, the charity has the power to make any investment which the Trustees see fit. The Trustees have considered the most appropriate approach for investing funds and have decided that 6 months revenue should be placed in a fixed term high interest account and the balance in a high interest easy access account as a development fund.

Future Plans and Developments

The Trust will continue to develop its long-term strategic plan to support the sustainable growth of Phoenix College and its specialist post-19 provision.

The Trust continues to explore options for securing suitable long-term premises within the Borough of Tower Hamlets to support increasing demand for places and the continued development of the College's education and employability model.

The ESFA contract was renewed for a further year and forty-four (44) places were commissioned for the 2025/26 academic year from Tower Hamlets Local Authority, Waltham Forest County Council and Hackney Local Authority. Demand for places remains strong and the Trust anticipates continued growth over the coming years, supported by reserve balances.

Phoenix Autism Trust remains the sole employer of staff at Phoenix College.

Project SEARCH

During the 2024/25 academic year, Project SEARCH became fully integrated into Phoenix College. As part of this transition, five (5) members of staff transferred from Phoenix School to Phoenix College through a TUPE process, supporting the successful establishment of the programme within the College structure.

The first year of operating Project SEARCH within Phoenix College was highly successful and strengthened the College's ability to provide vocational pathways and employment opportunities for young adults with Autism and additional needs. The programme continued to achieve strong outcomes, with interns developing workplace skills, independence and confidence through supported internships and employer partnerships.

Demand for the programme grew significantly during the year, with 21 students enrolled for the 2024/25 academic year. In response to increasing demand and the success of the provision, a third Project SEARCH site was opened in partnership with Clyde & Co, alongside the existing ISS/UBS and QMUL sites. The addition of the new site expanded student capacity and increased the range of vocational opportunities available to interns.

As of August 2025, the College is projecting further growth across the programme, with student numbers expected to increase to approximately 30 students for the 2025/26 academic year. The continued development of Project SEARCH reflects the growing demand for specialist supported employment pathways and the success of the College's employability model.

THE PHOENIX AUTISM TRUST

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2025

Phoenix College - Preparation for Work and Life

During the academic year, the College continued to build on the outcomes of the OFSTED inspection and further strengthen its Preparation for Work and Life provision.

Student outcomes continued to be significantly above national averages, with almost 50% of students graduating with offers of employment. The College continued to expand vocational pathways and tailor curriculum delivery towards supported employment outcomes.

The College strengthened partnerships with organisations including QMUL and Starbucks and increased the number of external work placement opportunities available to students. This contributed to continued success in supported employment outcomes for graduates.

The curriculum team continued to broaden vocational learning opportunities, while the Careers Team expanded its work across both the Preparation for Work and Life and Project SEARCH programmes. The introduction of vocational profiles, increased employer engagement and expanded work placement opportunities supported the College in meeting all Gatsby Benchmarks.

The College continues to develop its infrastructure and curriculum offer to meet growing demand for specialist post-19 places and to support long-term sustainability.

Integrating the Project SEARCH and the Preparation for Adulthood Programmes

During the year, the College strengthened integration between the Project SEARCH and Preparation for Adulthood programmes.

Investment continued in staffing and curriculum development, including specialist instructors and subject leads to support vocational pathways, particularly in ICT and Cooking. Digital Skills training was also delivered to support staff, including agency job coaches.

The Careers Team continued to expand to support increased access to work placements, employer engagement and supported employment pathways. Dedicated leadership responsibilities for Careers and Supported Employment enabled greater focus on transition planning and progression outcomes.

Student numbers across the College remained stable during 2024/25 while accommodation requirements continued to be reviewed.

Structure, governance and management

Governing document

The Phoenix Autism Trust (the word 'Limited' being omitted by license from the Board of Trade) is a company limited by guarantee and not having a capital divided by shares.

The charity was incorporated on 29 May 2015. The Company was registered as a charity on 23 March 2017 under Registration Number 1172227 and the company registration number is 09615159.

Recruitment and appointment of Trustees

As set out in the Articles of Association the chair of the Trustees is nominated by the other Trustees. The Directors of the organisation are also the charity Trustees for the purposes of charity law.

The Board of Trustees has power to appoint additional Trustees, and aims to expand its membership, to bring in additional skills and experience.

The Trustees have no beneficial interest in the company other than as members. The Trustees are also the Directors of the company. All of the Trustees are members of the company and guarantee to contribute £1 in event of winding up. The Board has the power to appoint additional Directors.

THE PHOENIX AUTISM TRUST

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) *FOR THE YEAR ENDED 31 AUGUST 2025*

Organisation

The Trustees of the charity aim to meet every three months as a Board. The Chair also meets with the Principal and Office Manager on a regular basis.

The charity is governed by the Board of Trustees, which sets the overall framework. The Principal and their staff team are then delegated full responsibility for implementation within this framework.

Trustee induction and training

The Trustees maintain a good working knowledge of charity and company law and best practice by regular reading of charity press articles and scrutiny of Companies House, Charity Commission, other Government and voluntary organisation advisory websites. New Trustees are given copies of the Memorandum and Articles of Association and copies of previous year's minutes and attend an induction session given by an experienced Trustee.

Related parties

The charity works closely with other similar organisations as detailed in the achievements and performance section of the Trustees' Report.

Pay policy

After following a TUPE process to become a fully independent college, Phoenix Autism Trust agreed to follow the same terms and conditions that employees previously had with Tower Hamlets Local Authority, including its pay policy for staff. The charity will update the pay policy at the start of the new academic year 25/26 when the new staff structure is finalised.

Risk Management

The Trustees have a risk management strategy which comprises:

- An annual review of the risks the charity may face.
- The establishment of systems and procedures to mitigate those risks identified in the annual review; and
- Implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

THE PHOENIX AUTISM TRUST

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2025

Statement of Trustees' responsibilities

The Trustees, who are also the directors of The Phoenix Autism Trust for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company Law requires the Trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, 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; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The Trustees' report was approved by the Board of Trustees and signed on its behalf by:

Signed by:

F46416E06AF6423...
S Harris
Chair

Dated: 28 May 2026

THE PHOENIX AUTISM TRUST

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF THE PHOENIX AUTISM TRUST

Opinion

We have audited the financial statements of The Phoenix Autism Trust (the 'charitable company') for the year ended 31 August 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and,
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

THE PHOENIX AUTISM TRUST

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF THE PHOENIX AUTISM TRUST

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees, who are also the directors of the charitable company for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Discussions were held with, and enquiries made of, management and those charged with governance with a view to identifying those laws and regulations that could be expected to have a material impact on the financial statements. During the engagement team briefing, the outcomes of these discussions and enquiries were shared with the team, as well as consideration as to where and how fraud may occur in the entity.

THE PHOENIX AUTISM TRUST

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE MEMBERS OF THE PHOENIX AUTISM TRUST

- The following laws and regulations were identified as being of significance to the entity:
 - Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards, Company Law, Charities Act, Tax and Pensions legislation, and distributable profits legislation.
 - It is considered that there are no laws and regulations for which non-compliance may be fundamental to the operating aspects of the charity.
- Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: inquiries of management and those charged with governance as to whether the charitable company complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of board minutes; testing the appropriateness of entries in the nominal ledger, including journal entries; reviewing transactions around the end of the reporting year; and the performance of analytical procedures to identify unexpected movements in account balances which may be indicative of fraud.
- No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:


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M Ehshan Amiraly
(Senior Statutory Auditor)
for and on behalf of RAA Audit LLP (formerly SKS Audit LLP)

28 May 2026

Chartered Accountants and Statutory Auditors
3 Sheen Road
Richmond Upon Thames
TW9 1AD

THE PHOENIX AUTISM TRUST

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
<u>Income from:</u>					
Charitable activities	3	2,518,832	6,025	2,524,857	1,839,137
Investments	4	17,639	-	17,639	20,151
Total income		2,536,471	6,025	2,542,496	1,859,288
<u>Expenditure on:</u>					
Raising funds	5	28,988	-	28,988	25,199
Charitable activities	6	2,412,902	-	2,412,902	1,789,967
Total expenditure		2,441,890	-	2,441,890	1,815,166
Net incoming resources before transfers		94,581	6,025	100,606	44,122
Gross transfers between funds		20,908	(20,908)	-	-
Net income/(expenditure) for the year/ Net movement in funds		115,489	(14,883)	100,606	44,122
Fund balances at 1 September 2024		1,453,413	14,883	1,468,296	1,424,174
Fund balances at 31 August 2025		1,568,902	-	1,568,902	1,468,296

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

The notes on pages 13 to 22 form part of these financial statements.

THE PHOENIX AUTISM TRUST

BALANCE SHEET

AS AT 31 AUGUST 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	10		30,406		19,042
Current assets					
Debtors	11	19,260		312,255	
Cash at bank and in hand		1,644,508		1,198,399	
		<u>1,663,768</u>		<u>1,510,654</u>	
Creditors: amounts falling due within one year	12	125,272		61,400	
Net current assets			<u>1,538,496</u>		<u>1,449,254</u>
Total assets less current liabilities			<u><u>1,568,902</u></u>		<u><u>1,468,296</u></u>
Income funds					
Restricted funds			-		14,883
Unrestricted funds			<u>1,568,902</u>		<u>1,453,413</u>
			<u><u>1,568,902</u></u>		<u><u>1,468,296</u></u>

The Trustees have prepared financial statements in accordance with Section 398 of the Companies Act 2006 and Section 138 of the Charities Act 2011. These financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual financial statements required by the Companies Act 2006 and are for circulation to members of the company.

The financial statements were approved by the board of directors and authorised for issue on 28 May 2026 and are signed on its behalf by:

Signed by:

 F46416E06AF6423...
 S Harris
 Chair

Company Registration No. 09615159

The notes on pages 13 to 22 form part of these financial statements.

THE PHOENIX AUTISM TRUST

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	17		455,806		(293,759)
Investing activities					
Purchase of tangible fixed assets		(27,336)		(7,326)	
Investment income received		17,639		20,151	
Net cash (used in)/generated from investing activities			(9,697)		12,825
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			446,109		(280,934)
Cash and cash equivalents at beginning of year			1,198,399		1,479,333
Cash and cash equivalents at end of year			1,644,508		1,198,399

THE PHOENIX AUTISM TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

1.1 Accounting convention

The financial statements of the charitable company, which is a public benefit under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

The charity's financial statements show net surplus of £100,606 (2024: £44,122) for the year and free reserves of £1,538,496 (2024: £1,434,371). The Trustees are of the view that these results have secured the immediate future of the charity for the next 12 to 18 months and on this basis the charity is a going concern.

1.3 Charitable funds

The general fund comprises those monies which may be used toward meeting the charitable objectives of the company at the discretion of the Management Board.

The restricted funds are monies raised for, and their use restricted to, a specific purpose or donations subject to donor-imposed conditions.

1.4 Incoming resources

All income is included in the statement of financial activities when the charity is legally entitled to it, receipt is probable, and the amount can be measured with sufficient reliability.

Grant income

Grants are credited to the statement of financial activities when the charity is entitled to the funds. Income is only deferred where there are time constraints imposed by the donor or if the funding is performance related.

Where entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the income is recognised when there is sufficient evidence that conditions will be met.

Grants supporting the core activities of the charity and with no specific restrictions placed upon their use are included within donations and legacies. Grants that have specific restrictions placed upon their use are included within income from charitable activities.

Capital grants for the purchase of fixed assets are credited to restricted incoming resources on the earlier date of when they are received or receivable. Depreciation on the related fixed assets is charged against the restricted fund.

Donations and legacies

Donations are recognised in the year in which they are received. Legacy income is recognised when the charity's entitlement is judged to be probable and where the amount can be reliably measured.

Contract income

Income from charitable activities include income recognised as earned (as the related goods and services are provided) under contract.

Investment income

Investment income is included when receivable.

THE PHOENIX AUTISM TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

(Continued)

1.5 Volunteers and donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised (refer to the trustees' annual report for more information about their contribution).

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the year of receipt.

1.6 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

- Cost of raising funds comprises the cost of seeking donations and legacies, membership services and other fundraising activities and their associated support costs.
- Expenditure on charitable activities includes the costs directly associated with providing educational needs for people with Autism and/or language, communication or interaction difficulties and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1.7 Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, finance and administration personnel, payroll and governance costs which support the Trust's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The basis on which support costs have been allocated are set out in note 7.

1.8 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. The cost of minor additions or those costing less than £500 are not capitalised.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	33% Straight Line Method
IT equipment	33% Straight Line Method

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

THE PHOENIX AUTISM TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

(Continued)

1.10 Financial instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

1.11 Taxation

The charity is a registered charity and, therefore, is not liable for Income Tax or Corporation Tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

1.12 Creditors and Provisions

Creditors and Provisions are recognised when the charitable company has a legal or constructive present obligation as a result of a past event, it is probable that the charitable company will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation. Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value. When a provision is measured at present value, the unwinding of the discount is recognised as a finance cost in net income/(expenditure) in the period in which it arises.

1.13 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.14 Pension

The Charity operates a defined contribution pension scheme on behalf of its employees. Contributions are charged to the Statement of Financial Activities in the period in which they are payable. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

2 Critical accounting estimates and judgements

In the application of the charitable company's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the year in which the estimate is revised where the revision affects only that year, or in the year of the revision and future year where the revision affects both current and future years.

THE PHOENIX AUTISM TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

3 Charitable activities

	Charitable activities £	Total 2025 £	Total 2024 £
London Borough of Tower Hamlets	1,569,099	1,569,099	1,100,909
Education and Skills Funding Agency	810,673	810,673	610,572
London Borough of Hackney	96,066	96,066	83,175
Other income	1,492	1,492	1,526
Waltham Forest	32,022	32,022	24,009
Access 2 work	15,505	15,505	18,946
	<u>2,524,857</u>	<u>2,524,857</u>	<u>1,839,137</u>
Analysis by fund			
Unrestricted funds - general	2,518,832	2,518,832	1,832,909
Restricted funds	6,025	6,025	6,228
	<u>2,524,857</u>	<u>2,524,857</u>	<u>1,839,137</u>
For the year ended 31 August 2024			
Unrestricted funds - general	1,832,909		1,832,909
Restricted funds	6,228		6,228
	<u>1,839,137</u>		<u>1,839,137</u>

4 Investments

	Unrestricted funds £	Total 2025 £	Total 2024 £
Interest Income	17,639	17,639	20,151
	<u>17,639</u>	<u>17,639</u>	<u>20,151</u>

THE PHOENIX AUTISM TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

5 Raising funds

	Unrestricted funds £	Total 2025 £	Total 2024 £
Staff costs	21,721	21,721	18,925
Share of support costs (see note 7)	7,075	7,075	6,046
Share of governance costs (see note 7)	192	192	228
	<u>28,988</u>	<u>28,988</u>	<u>25,199</u>
For the year ended 31 August 2024			
Fundraising and publicity	25,199		25,199
	<u>25,199</u>		<u>25,199</u>

6 Charitable activities

	Educational Operations £	Total 2025 £	Total 2024 £
Staff costs	1,604,701	1,604,701	1,150,516
Learning resource costs	127,444	127,444	117,447
Student Meals costs	47,945	47,945	58,006
Membership and Subscriptions	13,638	13,638	7,675
Transport & Travel costs	14,285	14,285	10,669
	<u>1,808,013</u>	<u>1,808,013</u>	<u>1,344,313</u>
Share of support costs (see note 7)	588,904	588,904	429,500
Share of governance costs (see note 7)	15,985	15,985	16,154
	<u>2,412,902</u>	<u>2,412,902</u>	<u>1,789,967</u>
Analysis by fund			
Unrestricted funds - general	2,412,902	2,412,902	1,789,967
	<u>2,412,902</u>	<u>2,412,902</u>	<u>1,789,967</u>
For the year ended 31 August 2024			
Unrestricted funds - general	1,789,967		1,789,967
	<u>1,789,967</u>		<u>1,789,967</u>

THE PHOENIX AUTISM TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

7 Support costs

The charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Governance costs and other support costs are apportioned separately between the key activities undertaken in the year. All the general support and governance costs have been apportioned to the various charitable activities on the basis of direct costs of each activity.

	Support costs £	Governance costs £	Total 2025 £	Total 2024 £
Staff costs	106,632	8,436	115,068	115,605
Depreciation	15,972	-	15,972	10,611
Management and administration	11,492	-	11,492	13,594
Insurance	9,284	-	9,284	8,055
Bank charges and interest	886	-	886	1,222
Staff training and development	16,415	-	16,415	21,105
Legal and professional fees	119,126	-	119,126	55,656
IT Costs	31,950	-	31,950	36,951
General expenses	985	-	985	628
Rent	184,063	-	184,063	171,120
Recruitment Costs	2,954	-	2,954	5,180
Repairs and maintenance	96,220	-	96,220	5,282
Auditor's fees	-	7,660	7,660	6,840
Trustees and board meeting expenses	-	81	81	79
	<u>595,979</u>	<u>16,177</u>	<u>612,156</u>	<u>451,928</u>
Analysed between				
Fundraising	7,075	192	7,267	6,274
Charitable activities	588,904	15,985	604,889	445,654
	<u>595,979</u>	<u>16,177</u>	<u>612,156</u>	<u>451,928</u>

8 Net Income/ Expenditure for the year

	2025 £	2024 £
Depreciation of owned tangible fixed assets	15,972	10,611
<u>Auditor's Remuneration</u>		
Audit Fees	4,980	4,440
Non Audit Fees	2,680	2,400
	<u>7,660</u>	<u>6,840</u>

THE PHOENIX AUTISM TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

9 Analysis of staff costs, trustees' remuneration and expenses, and cost of key management personnel

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Fundraising	-	-
Charitable Activities	23	17
Administration and Support	2	3
Governance	-	-
	<hr/>	<hr/>
Total	25	20
	<hr/>	<hr/>

Employment costs	2025 £	2024 £
Wages and salaries	1,019,058	772,214
National Insurance costs	122,601	77,848
Other pension costs	194,801	145,899
Agency and seconded staff costs	405,030	289,085
	<hr/>	<hr/>
	1,741,490	1,285,046
	<hr/>	<hr/>

No trustees received any remuneration during the year (2024 - £nil). One trustee received reimbursed expenses during the year £81 (2024 - £79).

The key management personnel of the charity comprise the Trustees, the Principal, Assistant Principal, and Office Manager. The total payments to the key management personnel of the charity were £330,881 (2024 - £203,810).

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£60,001 to £70,000	2	3
£70,001 to £80,000	1	-
£80,001 to £90,000	-	1
£90,001 to £100,000	1	-
	<hr/>	<hr/>

THE PHOENIX AUTISM TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

10 Tangible fixed assets

	Fixtures and fittings	IT equipment	Total
	£	£	£
Cost			
At 1 September 2024	4,752	29,628	34,380
Additions	-	27,336	27,336
	<u>4,752</u>	<u>56,964</u>	<u>61,716</u>
At 31 August 2025	4,752	56,964	61,716
Depreciation and impairment			
At 1 September 2024	1,417	13,921	15,338
Depreciation charged in the year	1,584	14,388	15,972
	<u>3,001</u>	<u>28,309</u>	<u>31,310</u>
At 31 August 2025	3,001	28,309	31,310
Carrying amount			
At 31 August 2025	<u>1,751</u>	<u>28,655</u>	<u>30,406</u>
At 31 August 2024	<u>3,335</u>	<u>15,707</u>	<u>19,042</u>

11 Debtors

	2025	2024
	£	£
Amounts falling due within one year:		
Trade debtors	12,693	302,201
Prepayments	6,567	10,054
	<u>19,260</u>	<u>312,255</u>

12 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	-	198
Taxation and social security	27,146	17,413
Other creditors	63,360	6,519
Accruals	34,766	37,270
	<u>125,272</u>	<u>61,400</u>

THE PHOENIX AUTISM TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

13 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Movement in funds				
	Balance at 1 September 2023	Incoming resources	Resources expended	Transfers	Balance at 1 September 2024	Incoming resources	Resources expended	Transfers	Balance at 31 August 2025
	£	£	£	£	£	£	£	£	£
Education and Skills Funding Agency	15,981	6,228	-	(7,326)	14,883	6,025	-	(20,908)	-
	<u>15,981</u>	<u>6,228</u>	<u>-</u>	<u>(7,326)</u>	<u>14,883</u>	<u>6,025</u>	<u>-</u>	<u>(20,908)</u>	<u>-</u>
	<u>15,981</u>	<u>6,228</u>	<u>-</u>	<u>(7,326)</u>	<u>14,883</u>	<u>6,025</u>	<u>-</u>	<u>(20,908)</u>	<u>-</u>

Education and Skills Funding Agency - Funding received from Education and Skills Funding Agency as Devolved Formula Capital towards IT equipment costs.

THE PHOENIX AUTISM TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

14 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total 2025 £	Unrestricted funds £	Restricted funds £	Total 2024 £
Fund balances at 31 August 2025 are represented by:						
Tangible assets	30,406	-	30,406	19,042	-	19,042
Current assets/(liabilities)	1,538,496	-	1,538,496	1,434,371	14,883	1,449,254
	<u>1,568,902</u>	<u>-</u>	<u>1,568,902</u>	<u>1,453,413</u>	<u>14,883</u>	<u>1,468,296</u>

15 Pension

The pension cost charge represents contributions payable by the Charity to the fund and amounted to £194,801 (2024 - £145,899). Contributions totaling £23,224 (2024 - £6,017) were payable to the fund at the year end and are included in other creditors

16 Share capital

The charitable company is limited by guarantee and does not have a share capital divided by shares.

17 Cash generated from operations

	2025 £	2024 £
Surplus for the year	100,606	44,122
Adjustments for:		
Investment income recognised in statement of financial activities	(17,639)	(20,151)
Depreciation and impairment of tangible fixed assets	15,972	10,611
Movements in working capital:		
Decrease/(increase) in debtors	292,995	(294,544)
Increase/(decrease) in creditors	63,872	(33,797)
Cash generated from/(absorbed by) operations	<u>455,806</u>	<u>(293,759)</u>

18 Related party transactions

During the year £247,106 (2024: £254,157) was paid/payable to The Phoenix Primary and Secondary School for recharges of resources used where Jonathon Caunt is a governor. As at the year end balance payable to The Phoenix Primary and Secondary School amounted to £nil (2024: £nil).