



# 2024-25

**Trustees' Annual Report  
& Financial Statements**



A young child in profile, looking down, with a purple overlay.

# Early Intervention, Lifelong Difference

We provide crucial support for young autistic children and their families at an age when we can make a lifelong difference that everyone can benefit from. The early years are the optimal time to ensure children experience a safe environment, so that the lifelong trauma that often comes from a feeling of not being properly understood, and even judged and criticised for who they are, can be most effectively averted.

Based on a deep understanding of the profound sensitivity and other positive aspects inherent in autism, our unique early intervention approach transforms autistic children's potential and provides parents and caregivers with the foundational support to confidently build positive, nourishing, trust-based relationships so everyone in the family can enjoy a happy and fulfilling life.

This approach is founded on our empowering conception of autism as having unlimited positive possibilities rather than one with constraints or impairments.

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# The Transforming Autism Project

The Board of Trustees are pleased to present their Trustee's Annual Report for the year ending 31 March 2025. This report and accounts comply with the Charities Act 2011.

## Charity Details

### Trustees

The Trustees who served during the period and up to the date of signature of the financial statements were:

- Carla McLuskie, Chair
- Gilles Pelenc
- Faye Long
- Ed Kamm, Treasurer
- James Gray (Appointed October 2024)

### Charity Number

- 1173134

### Address

- 167-169 Great Portland Street, 5th Floor  
London W1W 5PF

### Constitution Type

- CIO

### Governing Document

- Constitution

### Advisors

#### Bankers:

- Allica Bank, 4th Floor, 164 Bishopsgate, London EC2M 4LX
- NatWest, Chatham RCSC, Western Avenue, Waterside Court, Chatham Maritime, ME4 4RT

#### Independent examiner:

- Beevers & Struthers, One Express, 1 George Leigh St, Ancoats, Manchester M4 5DL

## Charity Purposes (as stated in Constitution)

To promote for the public benefit the advancement of health and the relief of young children in need by reason of autism, and those who care for them, by means of: providing resources for early intervention in the form of care and support, researching the potential for early intervention and promoting public awareness.

# Foreword from our Chair



I am delighted to report on a year of development and growth for the Charity, expanding our existing programmes, developing new areas of support for children and families, securing key partnerships to underpin our growth with sound expertise and knowledge and building on our strong governance.

## The Need

The need for our support has never been greater. The British Medical Association reports that 1 in 100 children now have an Autism diagnosis. The Children's Commissioner for England reports that children are having to wait too long for assessment and diagnosis, with less than 10% of children having their diagnosis started within the agreed government targets.

The potential impacts of a delayed diagnosis on a child include delayed development, trauma due to being misunderstood, undue stress to families, delaying the diagnosis of other mental health conditions and increased financial costs.

School exclusions for Autistic children continue to run above the national average, and only 26% report as being happy in school.

Despite this, and research supporting that Early Autism diagnosis can result in different outcomes for children, there are very few early support solutions available to families.

That's why we remain committed to Early years support.

## Our Focus

This year we launched our 3-year plan "Early Intervention, Life Long Difference" providing a clear road map for our development as a Charity. This reinforced our vision of "Supporting every young Autistic child to achieve their potential".

I was able to strengthen the Board adding legal expertise from James Gray and welcoming two new advisors, Theodora Papatheodorou and Andrew Shahan, in the areas of therapy, research, parent coaching and ethics.

Most importantly we have increased the number of families accessing support across all our programmes, and we continue to receive positive feedback from families reinforcing the importance of the support they have received for their child and family.

The year has also seen a challenging environment for raising funds. We are pleased we have been able to continue to provide our support at no cost in our core programmes.

However, we have introduced new paid for services for those families who can afford to pay for support.

To close I would like to thank our team at Transforming Autism especially our volunteers, employees and therapists for their dedication and ongoing invaluable support, with which we couldn't carry out our work. I would also like to thank our partners and funders who have enabled us to increase our capacity and capability to ensure we continuing to support more children and families each year.

A handwritten signature in black ink that reads "C. McLuskie".

Carla McLuskie, Chair

*"The workshops were incredible. The depth of knowledge shared was beyond anything I've come across before. Every session gave me tangible, practical strategies alongside building solid foundational knowledge that allowed me to understand autism in a new way. It didn't just inform me, it changed things. The topics covered helped me understand my children better, reduced stress at home, and shifted our whole family dynamic in a positive way. I have working tools to utilise now and a route to understand future challenges. I'd recommend the programme to any parent or carer looking for real, useful support."*

Quote from Parent



# Introduction from our CEO



As my first year as CEO ends, I am taking the opportunity to reflect on the important work we have done to build strong foundations, strong partnerships and strong relationships. Our 3-year plan - Early intervention, Lifelong Difference - set clear objectives and in this report, we update you on our progress and what to expect in the year ahead.

Our strategy is founded on reaching more children and families with an ambitious target of supporting 1,000 families by 2027, enabling key partners to learn about and deliver our programmes, reaching more families than we can alone.

It highlights the role of empowering and equipping parents to be their child's expert at a time when wait lists for diagnosis and support continues to grow. Whilst we are a charity built on a strong foundation of volunteers, we are looking at how we can move to a mixed workforce of volunteer and paid support in critical areas.

Against a backdrop of increasing referrals and the number of families we support in the year, we have started developing our "Early Years Online Parent Portal", funded by the National Lottery. The parent portal is a safe place for parents of young Autistic children to support each other and to continue to learn and share experiences. We anticipate this will launch in Autumn 2025.

We have also strengthened our impact and evaluation, working with The Open University to evaluate our First Steps early intervention in-home programme.

The research will help us to not only strengthen the programme but also contribute to the body of Autism evidence and research. We are aiming to publish a report later in the year with our findings.

Supported by our new board advisors Theodora Papatheodorou and Andrew Shahan, we have developed our new "evaluation framework" which underpins why we are here as charity and how the work we do informs the "Why".

We have built local partnerships, especially in areas where we have significant family referrals such as Essex where we are now part of the SEND solution, Buckinghamshire, Oxfordshire and we have expanded our work into London through funding from the Postcode Lottery. We became members of the Autism Alliance where we are able to share our knowledge and expertise and learn from other like-minded organisations.

We have added to our portfolio of programmes and now also offer limited affordable paid for on-going support services to families who have taken part in with First Steps or Confident Autism Parenting.

This change provides a response to the challenging fund-raising landscape but also enables those parents who want more support and can afford it to access it with us.

The highlight of the year for me has been meeting, talking to and hearing from the families we support. Parents and carers tell us about the difference the support has made to their children and their lives. Moving from feelings of loneliness, isolation and being powerless to support their child, to feeling confident, resilient and part of a community as they see important developmental changes in their child.

The work we do is still important, relevant and much needed. I thank all our supporters – families, funders, volunteers, therapists, advisors and colleagues who turn our plans into reality every day. We appreciate you.



Tracy Pepper, CEO

# About us

## Our Vision

Every Autistic child's potential realised.

## Our Mission

We provide early autism support that transforms autistic children's potential and equips their parents and caregivers to build loving, supportive relationships with them.

## Transforming Autism

We provide crucial support for young Autistic children and their families at an age when we can make a lifelong difference. The early years are the optimal time to ensure children experience a safe environment, so that the life-long trauma that often comes from a feeling of not being properly understood, and even judged and criticised for who they are, can be most effectively averted.

Based on a deep understanding of the profound sensitivity and other positive aspects inherent in Autism, our unique early intervention approach transforms Autistic children's potential and provides parents and carers with the foundational support to confidently build positive, nourishing, trust-based relationships so everyone in the family can enjoy a happy and fulfilling life.

This approach is founded on our empowering conception of autism as having unlimited positive possibilities rather than one with constraints or impairments.

## Our Values

We are a strongly values-driven organisation and are committed to manifesting our values in how we relate to each other and to the outside world, in what we are trying to achieve and in how we do it. Our values are intended to achieve the following:

- Guide our attitudes and behaviour in our approach to our work and our communication with each other and others.
- Make our charity a safe and positive place for all who join or associate with our team, including autistic people.
- To give every member of our team an opportunity for personal development and self-reflection.

In 2024 we reviewed our values with our volunteers and updated them in line with our 3-year plan.

# Values

## Kindness

Active interest in each other's welfare and how best to promote it. Alertness and responsiveness to their needs, and to our own, ensuring maximum respect for both. Unquestioning acceptance of the inherent and equal value of each individual, regardless of their attributes and character.

## Positive Trust-based Collaboration

True sense of team unity in all actions including with our external relationships. Keen mutual empowerment. Having the courage to keep trusting others and to honour the trust placed in us. A firm focus on what we can achieve, not what we can't, and to expand what we can.

## Pioneering, Ambitious Thinking

Thinking outside traditional constraints, finding new ways to understand key concepts, including questioning established assumptions. Being unafraid to modify or build from scratch to ensure possibilities and distinctiveness. Constant openness to unconventional routes. A focus on abundant possibility rather than on any apparent limitations to allow the keen pursuit of our full potential.

## Authenticity

True openness and transparency in all our communication, including around our intentions and feelings. Ensuring that what we express externally matches what is inside, and moulding what is inside to reflect our highest aspirations for ourselves.

## Perspectives, Not Positions

Approaching issues, discussions and decisions not with fixed opinions that we then feel the need to defend, but rather with a perspective on what seems to make sense, which can enrich and be enriched by others' perspectives.



# Public Benefit

The Trustees have referred to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. These objectives fall under the purposes defined by the Charities Act 2011.

Delivering public benefit is at the core of our mission. We benefit society by striving to improve autistic children's development by working with their family to create positive, nourishing, trust-based relationships between parents and their child, to transform and unlock the child's development potential. We help the child to feel safe and understood, while guiding the parents to truly understand what the child is experiencing and trying to communicate.

## 2024-25 Objectives

1. Further develop our First Steps and Confident Autism Parenting programmes.
2. Increase the number of families we support.
3. Develop and offer an online school support programme for Autistic children starting school for the first time.
4. Secure early years school partnerships working with children and parents of Autistic children.
5. Improve our child and parent referral pathways.
6. Secure an academic partner to support us in our research and delivery of our work and publish findings.
7. Secure an expert advisory board to support us in areas of the programme, ethics and child development.
8. Build on our board skills with further Trustees in Legal and Compliance and Child Development.
9. Diversify our fundraising and increase income.

# 2024-25 Impact & Performance

**Objective 1.** Further develop our First Steps and Confident Autism Parenting programmes.

## First Steps

Our First Steps programme, created in association with Norland College, provides multidisciplinary support in the family home. The programme focuses on the vital area of promoting optimal communications between the autistic child and their caregivers, and empowering families to build strong relationships with them.

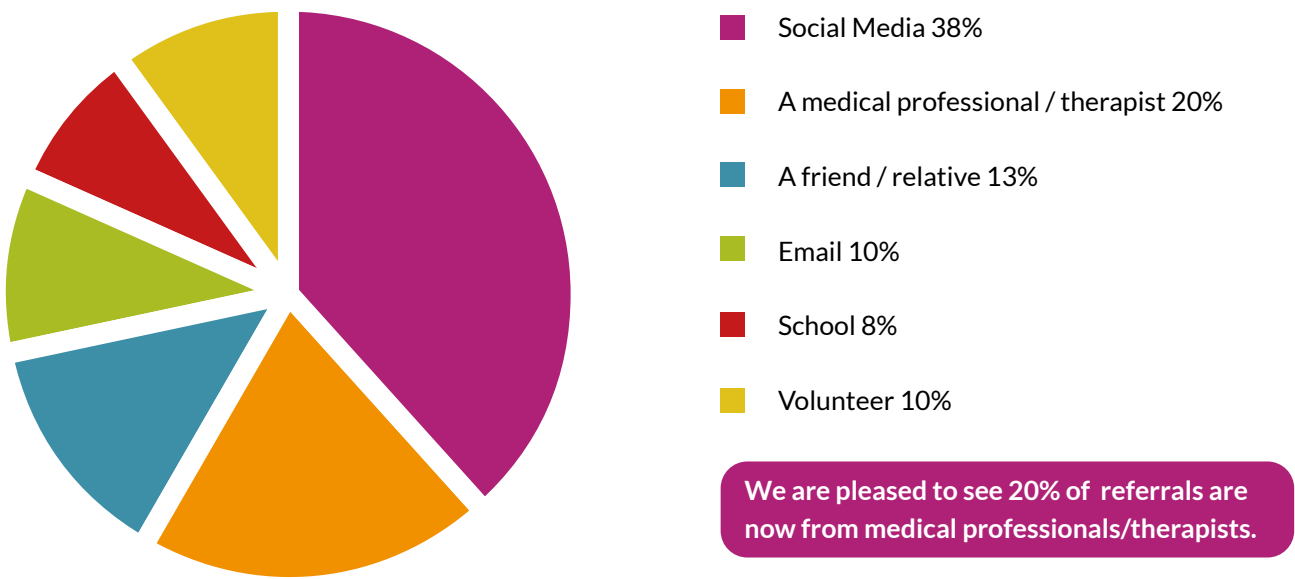
During the year we have ringfenced the initial 12 weeks First Steps programme and added Step by Step, an extension of a further 3-month block of therapeutic support. Reviewed at the end of each 3-month period, Step by Step can be extended for up to 9 months beyond the initial First Steps programme depending on the needs of each family. This enables us to monitor and evaluate progress over a longer period and each extension is based entirely on a child's and progress need.

I am delighted to report that all children in the First Steps programme made progress against their personalised goals each quarter of monitoring during 24/25.

## Confident Autism Parenting

This programme delivers the essentials of the First Steps programme in an online group format, with parents and carers of up to 10 families coming together via videoconference for 75 minutes each week for 11 weeks. This programme is for families of children aged 12 or less, who believe their child may be autistic or have received an autism diagnosis. It is delivered by a Senior Therapist and an Occupational Therapist.

## How families heard about our programmes



# 2024-25 Impact & Performance

**Objective 1.** Further develop our First Steps and Confident Autism Parenting programmes. (Continued)

## Parental feedback

Post-programme questionnaire data: Comparison of most recent quarter to all data.  
(1 being not at all, 5 being all of the time)



For every question, the average scores for the most recent quarter are similar to the average scores based on all data collected suggesting programme delivery and outcomes are consistent.

## Other information extracted from questionnaires Jan - April 2025

92% of respondents said that the programme gave them tools to help them move forward in their relationship with their child.

83% of respondents felt that the programme was just the right length and frequency (17% of respondents felt it was too long).

92% of respondents felt that they achieved their family goals for the programme at least to some extent (Yes = 50% Somewhat = 42%).

# 2024-25 Impact & Performance

**Objective 1.** Further develop our First Steps and Confident Autism Parenting programmes. (Continued)

## Areas of improvement since completing the programme Jan - April 2025

% of parents / carers that reported an improvement in each area in their child post-programme:

Communication = 67%

Behaviour = 50%

Relationship with siblings = 33%

Eating = 25%

Sleep = 17%

Other = 8%

Most common issues pre-programme:

Behaviour = 57%

Communication = 48%

Sleep = 29%

Eating = 24%

Relationship with siblings = 19%

Other = 10% (Common issues include emotional regulation and social situations / socialising)

## Quotes from parents and caregivers

*"All the experiences of the other families were relatable to us, this was reassuring as it can be very isolated to be parenting an Autistic child in a mainstream environment."*

*"There was a lot of benefit from hearing from other parents that face the same daily challenges. The advice was always non-judgemental and professional"*

*"I thought Nicolas created a welcoming, supportive environment in which everyone felt heard and encouraged. I really appreciated his warmth and wisdom."*

*"This was a wonderful course. Nicolas did a great job. Thank you."*

*"This programme has helped our understanding of our child's experience and given us a lot of tools to assist her."*

## CASA

CASA is an extension programme for families of autistic children of any age (diagnosed or suspected) that need additional support after completing Confident Autism Parenting. Eighteen families participated in our CASA programme during the year.

## Connect Consultations

Connect Consultations offers personalised, private consultations to parents and carers on an individual basis. During the year seven families participated in the programme.

# 2024-25 Impact & Performance

**Objective 2.** Increase the number of families we support.

The number of families accessing our programmes increased 150% during 2024/25.

Programme	2023/24	2024/25
CAP	36	90
CASA	5	13
First Steps	6	5
Step by Step	0	8
Connect Consulting	2	6
<b>Total direct delivery</b>	<b>49</b>	<b>122</b>
Q-CHAT completions	n/a	516
Videos/YouTube views	n/a	41,336 views / 4500 hours watched

- We supported 5 families on First Steps in 24/25 with 8 families also participating in Step by Step, a new extension to our face-to-face in-home support. The limiting factor for this intensive programme is matching geographical need, therapeutic supply and funding. Thus in 24/25 we have been working on a new online version of First Steps which will enable us to reach and support many more families - this will be ready to pilot in 25/26.
- We supported 90 parents on our Confident Autism parenting programme, a 150% increase on 23/24.
- We supported 13 new families through CASA in 24/25, a 160% increase on 23/24.
- We supported 6 new families through our paid Connect Consulting, a 200% increase on 23/24.



# 2024-25 Impact & Performance

**Objective 3.** Develop and offer an online school support programme for Autistic children starting school for the first time.

This programme has been co-designed with input from schools and parents of Autistic children. Funding has been secured for a pilot with Edwards Hill primary school in Southend which started in March 2025 and will run to September 2025. We thank them for their support in piloting this important new programme which we hope to further develop for evaluation and roll out in 25/26.

**Objective 4.** Secure early years school partnerships working with children and parents of Autistic children.

We are now registered on SEND provider sites in Essex, Buckinghamshire and Oxfordshire.

**Objective 5.** Improve our child and parent referral pathways.

We have shifted our referral pathway from 80% social media to a blend of social media, medical professional, schools and directly via our web site by raising awareness, registering on community platforms, direct mailings and social media.

**Objective 6.** Secure an academic partner to support us in our research and delivery of our work and publish findings.

This year we secured the support of The Open University to provide expert guidance in the areas of research, ethics and programme evaluation. We continued to work with Norland College on development of our First Steps programme and Cambridge University on further developing our Q-CHAT Autism assessment questionnaire for parents.

**Objective 7.** Secure an expert advisory board to support us in areas of the programme, ethics and child development.

We have been delighted to add Theodora Papatheodorou and Andrew Shahan as advisors to the Board, bringing additional early years, research, programme development, parent coaching and Autism expertise to the team.

**Objective 8.** Build on our board skills with further Trustees in Legal and Compliance and Child Development.

We have developed our board by adding to our Trustee skills with the addition of James Gray, who is providing legal and statutory guidance, and adding a team of volunteer advisors to the Board who include:

- Alex Westbrook- advising on Commercial development and raising funds
- Neil Perrott - advising on marketing and branding
- Theodora Papatheodorou -who brings early years, research, and ethics skills
- Andrew Shahan - an experienced Autism Practitioner bringing extensive early years expertise
- Guy Shahr - Founder with lived experience

# 2025-26 The Year Ahead

## Objectives

- Further increase the number of families across all our programmes with the support of at least one new delivery partner.
- Underpin and further build our evidence base, impact and outcome evaluation carrying out further research into our work.
- Complete the pilot and build on/ roll out our Schools programme.
- Pilot and roll out our new online therapeutic service model to extend reach.
- Build partnerships in the local health community via GP surgeries, health centers, and community groups to extend our reach and support.
- Increase communication and exposure of our work through podcasts, involvement in Autism expert groups, contributions to consultations and requests for evidence, so as to influence perceptions of Autism.
- To extend our reach into minority groups in the community.

## Key activities

- Conclusion of our research with the Open University. Publish paper and present at the early years Bright Start International Conference.
- Launch of our early years parent portal providing 24 hours/ 7 days a week on demand support to parents of Autistic children, and establishment of a new parent panel to guide its ongoing development.
- Pilot our online “Play-cademy”- equipping parents firmly as experts for their Autistic children.
- Complete the pilot of our first schools programme with Edwards Hall Primary School in Essex – supporting very young autistic children to transition from nursery to primary school.
- Review our Q-Chat Autism questionnaire and update in line with findings.
- Launch of our new podcast “The beautiful reality of Autism”.
- Build our team of therapists to support our online programmes.

# Charity Structure & Management

The Transforming Autism Project (Transforming Autism) is a Charitable Incorporated Organisation established in December 2017, regulated by the Charity Commission (Charity no. 1173134). The Board of Trustees governs the business of the charity and is responsible for overseeing the management. It is currently made up of five members, with business, finance, marketing, HR, legal and non-profit expertise. The Board of Trustees meets monthly and make decisions in accordance with the provisions of the Charities Act 2011. The Board has established two committees with clear terms of references, providing oversight and guidance on specific matters: Fundraising and Marketing Committee; and Audit and Risk Committee, which meet a minimum of once a quarter. The Board of Trustees delegates the day-to-day management of the organisation to the Senior Leadership Team (SLT) which includes the CEO, Founder/Board advisor, and department leaders.

The SLT is supported by the charity's employees, therapists and volunteers. The number of part-time employees increased from two to four during the year as a result of hiring a research intern supporting the First Steps programme evaluation funded by the Open University and a lead project manager for our parent portal funded by the National Lottery.

35 volunteers supported us during the year across HR, IT, Safeguarding, Finance, Communication and Family Services. We were delighted that one of our volunteers, Zoe Bryan, our family services lead, was runner up in the Volunteer of the Year category in the Benefact Hero Awards. Congratulations Zoe, we are so proud of you!

We are thankful for all our employees, therapists, volunteers and contractors that support us, without you we would not be able to support the families on our programme or deliver on our purpose.

The charity is always open to considering applications from prospective Trustees in the interest of increasing the size and diversity of the board. Prospective Trustees are screened in the first instance by a recruiter and then asked to complete a questionnaire about their prospective trusteeship (to assess reasons for applying and fit with the charity). This questionnaire is circulated to Trustee's for feedback. If the candidate is thought to be suitable, interviews will take place with the CEO and at least two other trustees, references are checked, and a DBS check undertaken. Once appointed, new Trustees are provided information on the legal expectations and duties of a Trustee and undertake Trustee Safeguarding training.

## Charity Governance Code

The Transforming Autism Project operates according to the Seven Principles of Charity Governance, and the Board of Trustees reviews the charity's governance arrangements to ensure it aligns with the code.

- 1. Organisational purpose:** The Board is clear about the charity's purpose and ensures that these are being delivered effectively and sustainably.
- 2. Leadership:** The makeup of the Board is continually reviewed to ensure effectiveness of leadership in line with the charity's mission and values.
- 3. Integrity:** The Board acts with integrity, in accordance with its values, and strives to create a positive culture to achieve its charitable purposes. The Board is aware of and understands the importance of the public's confidence and trust in charities, and Trustees undertake their duties accordingly.
- 4. Decision making, risk and control:** Our risk management processes ensure decision making is informed, rigorous and timely, and that effective delegation, control and risk-assessments are set up and monitored.
- 5. Board effectiveness:** The Board uses a balance of skills, experiences, backgrounds and knowledge to make informed decisions.
- 6. Equality, diversity and inclusion:** The Board recognises the importance of equality, diversity and inclusion to support the charity's effectiveness.
- 7. Openness and accountability:** The Transforming Autism Project is committed to openness and transparency in their activities.

# Charity Structure & Management (continued)

## Safeguarding

Safeguarding remains a priority for the Board and organisation as the number of children and families we work with grows. We follow safer recruitment practices and all colleagues working directly with children and families are enhanced DBS checked.

We had no reportable safeguarding incidents or referrals in 2024/25.

During 2024/2025 we:

- Reviewed and updated our Safeguarding Children policy and improved our case management process.
- Reviewed and updated our safeguarding training requirements for Trustees, Therapists and volunteers.
- Recruited a new Designated Safeguarding Lead (DSL)
- Instigated a new bi-monthly meeting to review Therapeutic practice.

Our priorities for 2025/26 are to:

- Build relationships with Local Authority safeguarding partners.
- Improve our reporting process throughout the Charity
- Improve our safeguarding induction process.

## Fundraising Compliance

The Board of Trustees recognises our legal requirements as a charity to maximise our income in line with our mission whilst ensuring that our activities and behaviour comply with the law. We recognise that the generosity of our donors allows us to carry out our charitable activities to enable us to deliver on our purpose. Whilst we aim to maximise our income, we also recognise that on very rare occasions we may consider refusing a donation or working with a partner. In such an instance we will act with integrity, respect matters of legitimate confidentiality and aim to respect the dignity of the prospective donor or partner. We believe in adhering to the highest standards of fundraising practice. Our fundraising activities are led by our SLT, which is responsible for ensuring that all fundraising follows the standards in the fundraising code.

We monitor the fundraising regulatory environment to ensure that we are aware of any changes in the fundraising code. We did not receive any complaints about our fundraising this year.

## Equality, Diversity & Inclusion

Transforming Autism is committed to equality, diversity and inclusion in the workplace and in the work that it carries out, by building an organisational culture that is welcoming, open and a safe space for all individuals. This is also integral to our values. We take active steps to ensure that our workforce, including our employees, therapists and volunteers, reflect the communities within which the Charity works.

We do not select families based on demographics, including race or gender. Our programmes run in the evenings to allow for more flexible parental access.

## Thank you to all our supporters

Our work would not be possible without the huge contributions and encouragement from all our supporters. Thank you to all our donors, volunteers, employees, therapists, advisors, partners, allies, suppliers and followers for your time, support, donations, guidance, and encouragement.

# 2024/25 Performance

## Financial Review

Our income for the year was £176,435, consisting of £173,311 in donations and legacy income (primarily from Trusts, Foundations and Individuals); £1,020 in charitable activities (from service charges); and £2,104 in other income (Interest and royalty income). The Charity's principal sources of funds for the year was from Trusts and Foundations, totalling £162,880.

Our expenses for the year were £171,055, consisting of charitable activities spend of £79,930 for our therapist services; raising funds of £26,009; and support costs of £65,116 including staff costs of £52,835 to support our families and programmes, and administrative expenses of £12,281. Resulting surplus income for the year was £5,380.

## Funds

Total funds available at the end of the fiscal year were £125,790. This included cash of £124,643, receivables of £22,758 and current liabilities of £21,611. Funds available are broken down into:

**Restricted funds** are subject to restrictions specified by the donor and can only be used for that specified purpose. The Charity had £71,671 in Restricted funds at the end of the year. This represented funds to: Undertake in depth research into qualitative outcomes of our First Steps programme and develop our in-house research skills from Open University; creation and launch of our Parent Portal from the National Lottery Community Fund; invest in our Schools transition programme from Anton Jurgens Charitable Trust; and numerous grants related to delivering specific programmes and/or in specific geographies.

**Designated funds** are designated by the board to cover specific items. Currently, our designated funds relate to our First Steps programme costs, to ensure the charity is able to meet the full 12-month commitment to our First Steps programme families. Designated funds cover the remaining period of the First Steps programme, beyond what is already covered in our reserves policy. The Charity had £7,000 in Designated funds at the end of the year.

**Unrestricted funds** are available to use for the purposes of the Charity as the Trustees see fit to deliver its charitable purpose. The Charity had £47,119 in Unrestricted funds at the end of the year.

## Reserves Policy

Reserves are needed to ensure we have sufficient funds to cover our ongoing operational costs and any unplanned expenditures. The Trustees consider that the ideal level of reserves is a minimum of three months of expected spend (excluding restricted spend), which currently equates to £29,371. The Board of Trustees are confident that at this level they would be able to continue the current activities of the Charity in the event of a significant drop in funding in the short-term.

Our resulting free unrestricted funds at year-end were £17,748 after accounting for restricted funds, designated funds and our reserves policy. Given the growth of the charity and the substantial increase in restricted funds during the year, the Board will review the reserve policy in 2025/26 and make any changes required.

## Going Concern

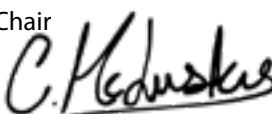
The Trustee considers that there are no material uncertainties about the Charity's ability to continue as a going concern. The Charity has sufficient reserves and designated funds to deliver on its family commitments and has minimal administrative expense commitments beyond its reserve period. The Trustees are of the opinion that the Charity is a going concern and the accounts have been prepared on this basis.

This report was approved by the Board of Trustees on 12 August 2025, and signed on its behalf by Edmund J. Kamm and Carla McLuskie.

Treasurer



Chair





# Risk Management

Trustees have overall responsibility for risk management and maintain a risk register in line with its risk policy. Risks are considered at both a strategic and operational level, with the nature of the risk noted on the register along with an assessment of its likelihood and potential impact. The Board of Trustees reviews the risk register at least twice a year.

The key risks identified for the charity, and the mitigations in place, include:

**Critical Safeguarding Failure** resulting in serious impact on the family and reputational risk for the Charity. This is managed by the Board of Trustees. Mitigations include: annual review and update of our safeguarding Children's policy; improving our case management process; completion of safeguarding training requirements for Trustees; appointing a new designated safeguarding lead (DSL); instigating a bi-monthly meeting to review Therapeutic practice; updating our protected disclosure policy; building relationships with Local Authority safeguarding partners; improving our reporting process throughout the Charity; and improving our safeguarding induction process.

**Data Security Breach** resulting in loss of personal data. This risk is managed by our IT leader. Mitigations include: staff training on recognising suspicious emails and requests for sensitive information; raising awareness of data security through our staff agreements and regular security awareness training; tracking staff actions as far as possible; not storing confidential data on personal devices; using multi-factor authentication where available; following accepted/recommended practices for cloud-based application security; maintaining cloud backups; implementing strong access controls and encryption for sensitive data; updating to the latest version of all systems; rigorous scrutinisation of third-party vendors; rapid and robust incident response strategies; and meeting the ICO-mandated reporting deadline if required.

**Key Therapist Departures** resulting in an inability to deliver services to our beneficiaries. This risk is managed by our CEO and our HR leader. Mitigations include: ensuring we have enough families to support in each therapist area; ongoing engagement with our CEO and staff; demonstrating the impact the therapists are having on our beneficiaries; and ensuring we have a contingency plan in place including a prospective candidate list.

**Fundraising Shortfall** impacting our ability to deliver on our charitable purpose. The risk is managed by the charity's Fundraising and Marketing Committee. Mitigations include: regular fundraising performance meetings; up-to-date forecasting processes; minimising spending commitments beyond three months where possible; adopting a suitable reserves policy; diversifying our fundraising across a wide range of sources; and targeting larger, multi-year grants.

**Departure of Board Member(s)** may lead the need to cut back on services and expenses, impacting on our ability to deliver in our charitable purpose. This risk is managed by our Treasurer. Mitigations include: monthly Board cash flow and P&L reviews; quarterly forecast process; minimising spending commitments beyond three months where possible; diversifying our income streams across a wide range of sources; and maintaining a contingency action plan should reserves fall below required levels.

## **The Transforming Autism Project**

### **Statement of Trustees' Responsibilities**

The trustees (who are also the directors of The Transforming Autism Project for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they 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 its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and 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, comprising FRS 102 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 charitable company will continue in business.

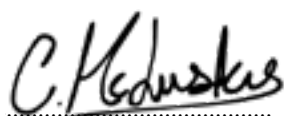
The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding 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 the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

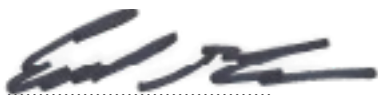
#### **Disclosure of information to auditor**

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

Approved by the trustees of the charity on 12 August 2025 and signed on its behalf by:



Carla McLuskie  
Chair



Edmund John Kamm  
Treasurer

## **The Transforming Autism Project**

### **Independent Examiner's Report to the trustees of The Transforming Autism Project ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

#### **Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

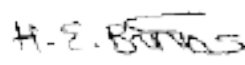
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

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

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

1. accounting records were not kept in respect of The Transforming Autism Project as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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.

  
.....

Beever and Struthers

One Express  
1 George Leigh Street  
Manchester  
M4 5DL

Date: 12 August 2025

## The Transforming Autism Project

### Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £
<b>Income and Endowments from:</b>				
Donations and legacies	3	73,701	99,610	173,311
Charitable activities	4	1,020	-	1,020
Other income	5	2,104	-	2,104
Total income		<u>76,825</u>	<u>99,610</u>	<u>176,435</u>
<b>Expenditure on:</b>				
Raising funds	6	(26,009)	-	(26,009)
Charitable activities	7	(63,943)	(15,987)	(79,930)
Support costs	8	(51,164)	(13,952)	(65,116)
Total expenditure		<u>(141,116)</u>	<u>(29,939)</u>	<u>(171,055)</u>
Net (expenditure)/income		<u>(64,291)</u>	<u>69,671</u>	<u>5,380</u>
Net movement in funds		(64,291)	69,671	5,380
<b>Reconciliation of funds</b>				
Total funds brought forward		<u>118,410</u>	<u>2,000</u>	<u>120,410</u>
Total funds carried forward	17	<u><u>54,119</u></u>	<u><u>71,671</u></u>	<u><u>125,790</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2024 is shown in note 17.

## The Transforming Autism Project

(Registration number: CE010884)  
Balance Sheet as at 31 March 2025

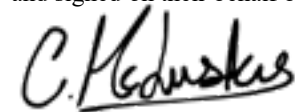
	Note	2025 £	2024 £
<b>Current assets</b>			
Debtors	13	22,758	2,500
Cash at bank and in hand	14	<u>124,643</u>	<u>126,968</u>
		147,401	129,468
<b>Creditors: Amounts falling due within one year</b>	15	<u>(21,611)</u>	<u>(9,058)</u>
<b>Net assets</b>		<u>125,790</u>	<u>120,410</u>
<b>Funds of the charity:</b>			
<b>Restricted income funds</b>			
Restricted funds	17	71,671	2,000
<b>Unrestricted income funds</b>			
Unrestricted funds		<u>54,119</u>	<u>118,410</u>
<b>Total funds</b>	17	<u>125,790</u>	<u>120,410</u>

For the financial year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements on pages 7 to 20 were approved by the trustees, and authorised for issue on 12 August 2025 and signed on their behalf by:



Carla McLuskie  
Chair



Edmund John Kamm  
Treasurer



# **The Transforming Autism Project**

## **Notes to the Financial Statements for the Year Ended 31 March 2025**

### **1 Charity status**

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

The Transforming Autism Project

167 - 169 Great Portland Street

5th Floor

London

W1W 5PF

### **2 Accounting policies**

#### **Summary of significant accounting policies and key accounting estimates**

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

#### **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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

#### **Basis of preparation**

The Transforming Autism Project 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 are prepared in sterling, which is the functional currency of the entity.

#### **Going concern**

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

#### **Income and endowments**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

# **The Transforming Autism Project**

## **Notes to the Financial Statements for the Year Ended 31 March 2025**

### ***Donations and legacies***

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

### ***Grants receivable***

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

### ***Gift aid***

Incoming resources from tax reclaims are included in the Statement of Financial Activities at the same time as the gift to which they relate.

### ***Expenditure***

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of therapist costs.

### ***Raising funds***

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

### ***Charitable activities***

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

### ***Support costs***

Support costs include central functions such as personnel costs, marketing and publicity costs, and other expenditure such as printing, postage and stationery, insurance and accountancy fees.

### ***Taxation***

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

## **The Transforming Autism Project**

### **Notes to the Financial Statements for the Year Ended 31 March 2025**

#### **Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

#### **Trade creditors**

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers.

#### **Fund structure**

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

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

#### **Pensions and other post retirement obligations**

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

#### **Financial instruments**

##### ***Classification***

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

# The Transforming Autism Project

## Notes to the Financial Statements for the Year Ended 31 March 2025

### Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

### 3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
Donations and legacies;				
Corporate donations	500	-	500	63,577
Donations from individuals	5,747	-	5,747	35,489
Grants, including capital grants;				
Grants received	63,270	99,610	162,880	44,030
Other income from donations and legacies	4,184	-	4,184	-
	<u>73,701</u>	<u>99,610</u>	<u>173,311</u>	<u>143,096</u>

### 4 Income from charitable activities

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Services revenue	<u>1,020</u>	<u>1,020</u>	<u>-</u>

## The Transforming Autism Project

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 5 Other income

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Royalties received and bank interest	2,104	2,104	146

#### 6 Expenditure on raising funds

##### a) Costs of trading activities

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Fundraising costs	26,009	26,009	8,319
	26,009	26,009	8,319

#### 7 Expenditure on charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
First Steps	30,120	5,605	35,725	34,041
Confident Parenting	15,148	5,532	20,680	7,400
Prospect Assessment	-	-	-	1,040
CASA	7,680	640	8,320	480
Connect Consultations	1,360	-	1,360	320
Webinar	730	-	730	200
Step By Step	8,905	4,210	13,115	-
	63,943	15,987	79,930	43,481



## The Transforming Autism Project

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 8 Support costs

	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
Staff costs				
Wages and salaries	47,040	5,340	52,380	15,200
Pension costs	455	-	455	-
Marketing and publicity	120	6,200	6,320	4,118
Other resources expended	3,549	2,412	5,961	2,804
	<u>51,164</u>	<u>13,952</u>	<u>65,116</u>	<u>22,122</u>

#### 9 Net incoming/outgoing resources

Net incoming resources for the year include:

	2025 £	2024 £
Independent Examiners fees	<u>1,800</u>	<u>1,800</u>

#### 10 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

## The Transforming Autism Project

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 11 Staff costs

The aggregate payroll costs were as follows:

	2025 £	2024 £
<b>Staff costs during the year were:</b>		
Wages and salaries	52,380	15,200
Pension costs	<u>455</u>	<u>-</u>
	<u>52,835</u>	<u>15,200</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2025 No	2024 No
Administrative Staff	<u>1</u>	<u>2</u>

No employee received emoluments of more than £60,000 during the year.

During the year the charity made the following transactions with key management personnel:

#### Key management and CEO

The Key management and CEO received remuneration of £37,200 (2024: £15,200)

## The Transforming Autism Project

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 12 Taxation

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

#### 13 Debtors

	2025 £	2024 £
Trade debtors	6,648	-
Accrued income	16,110	2,500
	<u>22,758</u>	<u>2,500</u>

#### 14 Cash and cash equivalents

	2025 £	2024 £
Cash at bank	<u>124,643</u>	<u>126,968</u>

#### 15 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	13,705	3,870
Other taxation and social security	1,906	1,164
Other creditors	-	744
Accruals	6,000	3,280
	<u>21,611</u>	<u>9,058</u>

#### 16 Pension and other schemes

##### Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £455 (2024 - £Nil).

## The Transforming Autism Project

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 17 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2025 £
<b>Unrestricted funds</b>					
<i>General</i>					
Unrestricted General Fund	99,784	76,825	(141,116)	11,626	47,119
<i>Designated</i>					
Unrestricted Designated Fund	18,626	-	-	(11,626)	7,000
<b>Total unrestricted funds</b>	118,410	76,825	(141,116)	-	54,119
<b>Restricted funds</b>					
Restricted funds	2,000	99,610	(29,939)	-	71,671
<b>Total funds</b>	120,410	176,435	(171,055)	-	125,790

**Restricted funds:** subject to restrictions specified by the donor and can only be used for that specific purpose.

**Designated funds:** designated by the board to cover specific items. Currently, designated funds relate to First Steps programme costs, to ensure the charity is able to meet the full 12-month commitment to our First Steps programme families.

**Unrestricted funds:** available to use for the purposes of the Charity as the Trustees see fit to deliver its charitable purpose.

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
<b>Unrestricted funds</b>					
<i>General</i>					
Unrestricted General Fund	23,675	133,362	(38,627)	(18,626)	99,784
<i>Designated</i>					
Unrestricted Designated Fund	-	-	-	18,626	18,626
<b>Total unrestricted funds</b>	23,675	133,362	(38,627)	-	118,410
<b>Restricted</b>					
Restricted Fund	27,415	9,880	(35,295)	-	2,000
<b>Total funds</b>	51,090		(73,922)	-	120,410

## The Transforming Autism Project

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 18 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2025 £
Current assets	75,730	71,671	147,401
Current liabilities	(21,611)	-	(21,611)
Total net assets	<u>54,119</u>	<u>71,671</u>	<u>125,790</u>
	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2024 £
Current assets	127,468	2,000	129,468
Current liabilities	(9,058)	-	(9,058)
Total net assets	<u>118,410</u>	<u>2,000</u>	<u>120,410</u>

#### 19 Related party transactions

There were no related party transactions in the year.

## The Transforming Autism Project

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 20 Prior year Statement of Financial Activities

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £
<b>Income and Endowments from:</b>				
Donations and legacies	3	133,216	9,880	143,096
Other income	5	146	-	146
Total income		<u>133,362</u>	<u>9,880</u>	<u>143,242</u>
<b>Expenditure on:</b>				
Raising funds	6	(6,280)	(2,039)	(8,319)
Charitable activities	7	(15,645)	(27,836)	(43,481)
Support costs	8	<u>(16,702)</u>	<u>(5,420)</u>	<u>(22,122)</u>
Total expenditure		<u>(38,627)</u>	<u>(35,295)</u>	<u>(73,922)</u>
Net income/(expenditure)		<u>94,735</u>	<u>(25,415)</u>	<u>69,320</u>
Net movement in funds		94,735	(25,415)	69,320
<b>Reconciliation of funds</b>				
Total funds brought forward		<u>23,675</u>	<u>27,415</u>	<u>51,090</u>
Total funds carried forward	17	<u><u>118,410</u></u>	<u><u>2,000</u></u>	<u><u>120,410</u></u>



## The Transforming Autism Project

167-169 Great Portland Street  
5th Floor  
London  
W1W 5PF

t: 020 452 60265

e: [info@transformingautism.org](mailto:info@transformingautism.org)

www: [transformingautism.org](http://transformingautism.org)

Registered Charity Number: 1173134

## Declaration

This report was approved and issued by the Charity's current Trustees on 12 August 2025:

- Carla MckLuskie
- Edmund Kamm
- Faye Long
- Gilles Pelenc
- James Gray

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