



'The welcome arms for those seeking information, training and support around Autism'

Charity number – 1180998

Annual Report 1st April 2021 – 31st March 2022

Chairs Report

En-fold has quite literally gone from strength to strength in the last 12 months.

That strength has been generated by the people who enable this charity to thrive, the En-Fold team; the staff, the volunteers and the trustees without whom we could not function. But, most importantly it is the strong roots from which we are growing, fueled by the testimonies of those we have been fortunate enough to support; it is these people, families and children who spur our energy and drive our commitment to find others who need us, and secure the funding to make it all happen. None of this would be possible without our amazingly dedicated staff and inspirational leader, Diane as our CEO.

Over the past 12 months we have attracted even more significant grants than 2020-21, the foundations of which have come from the evidence base we worked hard to achieve in the previous years, an approach which has paid dividends. This has enabled us to forecast and plan our services better than ever before, as well as expand our delivery and welcome additional staff to the team. We increased our funding from £22,771.37 in 2020-21 to £61,347.24 in 2021-22, which is a staggering achievement for a local charity, and we will hear more details in the Treasurers report.

Quite simply our achievements in 2021 put En-Fold right on the map, we are well recognised and established, we carry an outstanding reputation, clearly evident in the staggering 215 families we have had referred in the last 12 months for our main Autism Support service. But we are anything but complacent. There is more we want to achieve and we are currently developing a 3-year strategy to set out our road map for the coming years. The support we are now able to offer our local community has broadened from the original core Autism support service, but it is that which will always remain at the heart of what we deliver.

We are now confidently reaching into some critical areas where our expertise and lived experiences will, and are already, really making a difference. We are focused on where there are gaps in provision - such as launching the Young Person's Advisory Project; bringing a voice and empowerment to young people with autism, which is in turn helping us shape our services, our content and approach and that of other services.

The Peer Support Project, which will go live in June/July 2022 will be working with some of the most vulnerable young people under 25, commissioned by the CCG (Clinical Commissioning Group) and sits within the national Key worker programme being rolled out by NHS England. We are also exploring opportunities in academic and research where En-Fold can influence a better understanding, and shape good practice.

As part of this report, I would like to recognise, on behalf of the Board of Trustees, the immense generosity of our funders, donors and partners, we are extremely grateful for their support and without it we would not be where we are today:

- Three Guineas Trust
- Margaret Griffen
- The Arnold Clark Community Fund.
- Asda Green token nomination
- Northamptonshire Sport
- Asda celebration - High Five
- Constance Travis
- Nationwide
- Co-production delivery - NHFT

We would also like to recognise the phenomenal effort all of the En-fold team puts in to make this such an amazing charity. That includes everyone - paid, unpaid, volunteers, befrienders, technical/core services, and not forgetting the long suffering partners and families who all play a part in making the work En-Fold does as success. Thank you all.

There have been some changes in the Trustee board this year, I would like to thank Lionel, Kirsty and Corrine for their tireless contributions, recognising they have been with the charity from inception, working hard to advise, support and establish the charity alongside Diane. I would also like to thank and congratulate Tracy Vials who stepped down as secretary to take employment within the En-Fold team. I would like to formally welcome our new trustees Stephen, Lauren, Wayne and Robert to our group, all of whom bring a wealth of professional experience and personal understanding of autism.

The Board of Trustees going into 2022:

- Ruth Webster – Chair Person
- Eleanor Jeans – Vice Chair Person
- Helen Eales– Secretary
- Wayne Eldridge– Treasurer
- Stephen Cole
- Lauren McAllister
- Robert Dunleavely

We look forward to another year of expanding our reach - celebrating, advocating and supporting the autistic community of Northamptonshire.

Many thanks
Ruth Webster
Chair

CEO Report

Thank you for expressing an interest in our charity, I have great pleasure in sharing with you some of our vision and achievements supporting individuals and families impacted by Autism over the last year.

Who and what is En-Fold?

Our vision is to be an effective all age Autism service removing the 'abys' and system navigating for those who need it, both through the diagnostic journey itself and following. We have a robust committee of trustees offering a wide breadth of knowledge and experience. I want to take this time to thank each and

everyone of our wonderful trustees for the valuable part they have played in making a success of the last 12 months and driving the vision of En-Fold forward. A full list of trustees is available in the chair's report. At this time, we say goodbye to two of our faithful trustees, Kirsty Johns and Lionel Boyce, but say a special thanks to them for their part in our journey to date.

What has En-Fold achieved?

We have had another year of significant growth and development. Not only have we been able to embed our main Autism Support Service, and see a massive growth in referrals, we have also developed other areas of our work too:

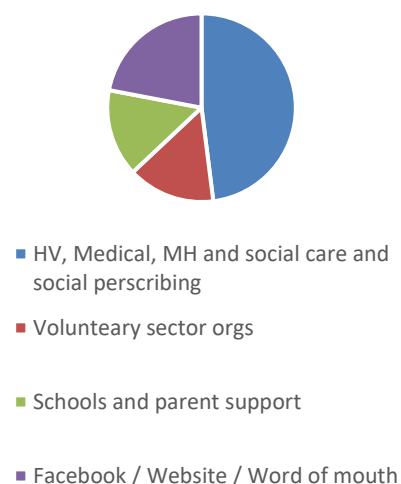
The Autism support service, with the delivery of a 4-6 week individual programme of support followed by a time limited (3 months) mentoring and befriending service has grown massively. This continued support enables individuals and families to adjust emotionally to a diagnosis and also to access other relevant services including the voluntary sector peer support groups. Reflecting on the zoom model of delivery for the initial support, and the benefits in reduced travel expenses, and less time taken meaning increased capacity of service delivery, we took the decision to maintain this beyond the lifting of Covid 19 restrictions. In our last report we recorded 50 referrals, this year we have received a massive 215.

We have continued networking across the county and are well known within the voluntary and statutory sector. We now regularly receive referrals from, health visitors, social prescribers and various schools, as well as the youth counselling services. Both sides of the county now include En-Fold leaflets in the information they provide to parents when diagnosing a child.

We have continued to be involved with the Northamptonshire autism strategy, and champions network as well as the autism advisory panel.

HV, Medical, MH and social care and social prescribing	48%
Voluntary sector orgs	15%
Schools and parent support	15%
Facebook / Website / Word of mouth	22%

Autism Support Service referral routes



This growth has meant we have needed to grow our staff team. Mike Williams became a project worker during this financial year and currently delivers 15 hours on the Autism Support project. Mike's story through En-Fold, from referral, to volunteer to staff can be found on our website. Having received 215 referrals we did have to take the very difficult decision to create a waiting list in December 2021, and we did finish the year with 65 people (Feb and March referrals), waiting. In response to this, in March we took the decision to recruit an additional project worker position, and Tracy Vials stood down as a trustee and applied successfully and joined the staff team.

Feedback from referrals to the service continues to be fantastic – a couple of quotes:

Mike and enfold couldn't have come into my life at a better time. I was at the end of my tether, without support and feeling extremely lost. For the first time when I explained the behaviour and challenges, I was presented with on a day to day basis Mike seemed to just get it, and for the first time in a long time I felt as though I was being listened to and not judged. I can't praise Mike enough there aren't any words that could express how grateful I am for the knowledge he has and shared and for actually caring. I've been given so many different windows of information and different services that I can access and all because of Mike and En-fold.

As a single mum to 3 children, 2 of whom have complex needs, I was receiving no support. Home Educating my children full time, as well as managing their relentless medical schedules was pretty full on. After my eldest child hit crisis point and me begging the local services for some respite support and guidance, I was hitting a brick wall and was made to feel like I was just an awkward mother. I can't remember who suggested En-fold to me, however, I remember reaching out to Diane. Diane, I feel, pretty much caught us as we were falling through the net. I had weekly appointments with Diane and she empowered me to manage finding our way through the system. Diane, also attended my big meetings and advocated for me and my children superbly. I was completely lost navigating the system to access the correct support for my children, facing up to 10 professionals in a meeting on my own regularly. Diane had my back at a time I felt many professionals did not.

Fast forward six months. We are now accessing the correct treatments and support from the local authority to support my children and I. Diane has also offered my eldest child a befriending service, which is a work in progress from the lovely Sharon.

In a nutshell, when the system failed my children and I, En-fold stepped in and caught us.

Parent Support – High Five – En-Fold have taken High Five into their governance. The monthly face to face parent support groups have restarted in Kettering offering a safe space for parents to meet others on the journey. We have had to move from the Park House Hotel, but that them for being our home for many years. Our thanks to St Andrews church who have offered us a free space each month in their church rooms. Over the year we have had various family activities and days out including Twycross zoo, Cadbury world, Activity days and evenings at the Scout scout centre, Forest school sessions, Tobogganing, Ice skating and our West Lodge Farm camp etc.

Training – Increasing the knowledge and understanding of Autism within the community is high on our agenda. Our training is developed and delivered by autistic people, and this understanding and experience is intertwined throughout the professional content. We have continued to promote the training we offer over the year as it also brings in a revenue to help fund the core Autism Support service which is FREE for families. We have also trialled delivering training online that individuals can book onto as well as the 'inhouse' option for organisations. Part of our aims for the coming year is to grow this further to support funding another project worker.

- Thank you for allowing us to enter into your world and giving us an experience which I feel, I made not have had otherwise.*
- Diane and Mike are amazing individuals. Their guidance through the training was outstanding!*
- It was nice to do accessible training and doesn't focus on difference being bad. Difference is just difference and positives of being autistic were also included too alongside different experiences. It also sent the message that people on the spectrum can do still things neurotypical people can do just in a different way or pace. I think that's important to let people know.
Thank you, this is the most helpful and autism friendly resource I've come across.*

Website – We have continued to develop this resource and have now included a variety of video clips, poetry and art form the autistic community. In keeping with our vision this enables effective support and provision of information, and is especially helpful for those individuals who are not yet ready to engage in social interaction/communication to find it. All the people involved in the website have either direct lived experience or parent/carers experience which is very important to us. Please feel free to take a look www.enfold.org.uk Please do let us know if you would like to get involved with this in some way.

Adult social Support groups – We have identified that there is a gap in provision for adults on the Spectrum and have started to explore ways to do something about this. In January we had a focus group for a Kettering based support group, in partnership with the Spring social prescribers. This is an area we will be

developing further in the next financial year.

University Links – We have established links with the University of Northampton and are hosting student placements as part of our mentoring and befriending service. We are also exploring research opportunities with the students that focus on developing best practice knowledge or the voice of the autistic community.

Application for the Peer Support project – As part of the national initiative to establish keyworker programmes across the country En-Fold bid for the opportunity to support the Northamptonshire initiative which is being hosted by the voluntary sector. Although we did not secure the Keyworker provision, we have been appointed to deliver the step-down support, through a peer support programme. This will be launched in the next financial year.

Thoughts for 2022-2023:

The biggest need for the coming financial year is for us to secure funding to deliver our core work to enable us to focus on expansion and building capacity for the service we have now piloted and proved the need and success of. We are currently in a position of having 2 project workers on 15 hours a week, and as of April 2022 Diane taking on the role of CEO for 25 hours a week. We have a strategic plan and funding strategy available separately.

Growth – As we go into financial year 2022-2023 we have a waiting list of 65 and the number of referrals to the Autism support service continues to go up. We would like to build capacity to take on another project worker, taking us to 3.

Young person Autism Advisory Panel (YAAP) – Giving a voice to young people and enabling them to have a say in the coproduction of projects and services for autistic people is important to us. Coproduction refers to the people who identify as being in the group a service is established for, being actively involved in the development and evaluation of the services provided by an organisation, and this includes both our own organisation and our statutory partners. There is an Autism advisory panel (AAP) that sits within Northamptonshire Health care Foundation Trust (NHFT) for adults that we are part of, but we wanted to create an opportunity for young people. We received some funding in March for some co-production work and have set to launch YAAP as a part of this funding.

Adult social support – Following the focus group in January for Kettering with Spring, we have also applied for funding to deliver adult social support groups in Northampton and Wellingborough too. Watch this space for development over the coming year.

Peer Support Project – The forthcoming financial year will see the launch of the peer support project that we secured during 2021/2022. This is a £50,000 project that will see young people under 25 at risk of hospitalisation through mental health, who have a Learning Disability and or Autism receiving support to build resilience, and wellbeing.

Appreciation:

None of the great work we have achieved over the last year would have been possible was it not for generous grants that we have received. Our thanks and appreciation is extended to the funders that our chair has already acknowledged with her report.

We have also been very fortunate that a number of people have completed fundraising events for us following accessing our support service. There have been a couple of sponsored walks, a cake raffle and a head shave which is so appreciated! A special mention to Tanya Nichols, Dan, Kirsty Thompson, and James Eales.

Of course, support does not have to be purely financial. I would like to take this opportunity to say a

massive thank you to our dedicated trustees who have really got behind a year of significant growth and expansion. I would like to say a personal thank you to our staff team who all go above and beyond. Our volunteers have been amazing and a credit to our organisation. My thanks to all of you!

I look forward to what we can achieve together in the coming year...

Diane Johnson

Treasurer's Report 2021-22.

2021-2022 has been a successful year for En-Fold. The income generated in the financial year almost tripled from 2020-21. The charity secured a fairly substantial grant of £90k paid £30k in September for 3 years. This has allowed the charity to have some financial security moving forward. 2021-22 has also seen a significant amount of work in securing funding for other projects that will be paid in the next financial year. This will take the charity to having a minimum 5 paid members of staff in 22/23.

- The charity has moved from having 2 key projects – Core service support and Hi Five towards having 5 quite substantial projects.
- The charity will only submit grants and seek funds that will fit into the 5 projects unless there is an exceptional circumstance.
- The finances have started too and will become more complex as we move forward to ensure we meet our reporting obligations and ensuring we closely monitor what funds we have available for each project and not just look at the overall balance.
- The Charity's income will continue to be generated in the main 6 categories below, one of the Charity's objectives is to generate funds to support our core services work to ensure we can continue to offer the services we currently provide as well as offering the staff more certainty with longer term contracts.

As En-Fold's gross income for 2021-22 has exceeded £25k, there is a requirement by the Charity Commission to complete an independent examination of accounts. Of note, En-fold is not required undertake a full audit as we are below threshold of £1m.

Income

The income generated between April 2021 and March 2022 totaled **£61,347.24**

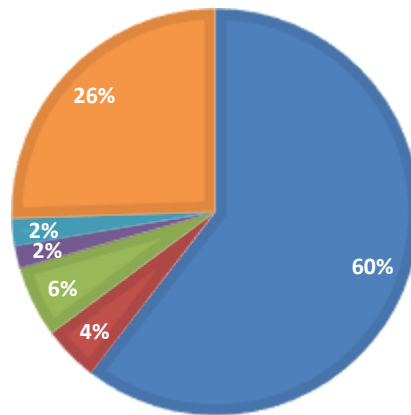
Income Generated

En-Fold's income has been generated by £36970 in core services grants, one being the £30,000 grant mentioned above. Restricted funds and grants make up £15638. The rest of the income has been generated from Charitable activities, Donations, Training provided and online giving.

Grants still make the majority of the charity's income - 86% of the income is made up of grants.

INCOME CATEGORY

■ Core Service Grants 60.5% ■ Training 4.4% ■ Donations 5.7%
■ Online Fundraising 1.8% ■ Charitable Activities 2.1% ■ Restricted Grants 25.5%



See our separate strategic plan and fundraising action plan for our plans for the coming years.

Outgoing Expenses

The outgoings between April 2020 and March 2021 totaled **£34,344.36**

Outgoing Summary

Payroll is the biggest expense taking up £24,548.99 of the total £34,344.36 which is 71% of total expenditure. The next biggest expense is restricted funds expenditure which is £6826.37 which is 20%.

Resources

The most significant outgoing relates to wages especially for the En-Fold Coordinator. The En-Fold coordinator has been appointed CEO of the charity effective from 1st April 2022 with an annual salary of £30,000 for her 25 hour week. Research was completed around similar roles to Diane's to ensure she was paid a comparable salary for the role she does.

The CEO role allows the charity to have a firm foundation and structure moving forward. The charity currently employs 2 project workers on a 15 hours per week fixed term contracts. Moving into 2022/23 the charity will also employ a further 2 employees @ 25 hours per week as part of a restricted grant secured for the per support project next year of £50k.

It has been agreed that the training sessions will be paid as additional hours so not to affect the core services, with the waiting list growing.

The role of the CEO will be to manage the various projects, all line management responsibilities, secure further grants and funding in relation to the 5 projects we currently are running:

- Core services
- Adult social support groups
- Young Person Autism Support service (YAPP)
- High Five – Parent support group
- Peer support project

A pension service has now been set up, a book keeper has been appointed and we have secured the services of an independent auditor to verify our accounts.

Assets

The Charity have invested in 2021-22 in an additional laptop.

Moving Forward:

It is a very exciting time for the charity.

The charity is growing at a fast pace with £89k of income already secured for 22/23. This represents a 5 fold increase in income from 20/21 to 22/23. Therefore 22/23 will see a period of growth and consolidation in developing further the 5 projects we are currently running..

It is predicted that the charity will have to raise £50k in core service funding per financial year to maintain the current staff levels, this will then give these staff members security as well as ensuring we can continue to provide the same level as support. Ideally, we would like to increase this further thus allowing us to invest further resources into our core service.

A financial strategy document is currently being produced for 22/23 and beyond.

Summary:

The accounts have been independently checked and verified by Ede-Collis Ltd and they confirm that their opinion is proper accounts have been kept in the financial year 1/4/21 to 31/3/22. During the course of the year the charity has accumulated a surplus of £25,838.41 with the balance as below.

En-Fold Bank Balance c/f 1st April 2021	£11,341.28
<i>(NB. This is accumulative from previous financial year)</i>	
En-Fold Bank Balance at 31st March 2022	£37,179.69

Wayne Eldridge, En-Fold Trustee and Treasurer.

31st May 2022

En-Fold

Balance Sheet As of March 31, 2022

	TOTAL
Fixed Asset	
Tangible assets	
Machinery and equipment	1,633.47
Office Equipment Cost	0.00
Total Tangible assets	£1,633.47
Total Fixed Asset	£1,633.47
Cash at bank and in hand	
Santander a/c 35875097	37,179.69
Total Cash at bank and in hand	£37,179.69
NET CURRENT ASSETS	£37,179.69
Creditors: amounts falling due within one year	
Trade Creditors	
Creditors	73.70
Total Trade Creditors	£73.70
Total Creditors: amounts falling due within one year	£73.70
NET CURRENT ASSETS (LIABILITIES)	£37,105.99
TOTAL ASSETS LESS CURRENT LIABILITIES	£38,739.46
TOTAL NET ASSETS (LIABILITIES)	£38,739.46
Charity funds	
Opening Balance Equity	12,345.09
Retained Earnings	23,823.89
Surplus/(Deficit)	2,570.48
Total Charity funds	£38,739.46

AUDIT REPORT & CERTIFICATE OF CHARITY ACCOUNTS - CONFIDENTIAL

OUR CLIENT DETAILS

En-Fold
 PO BOX 7190
 Kettering
 Northamptonshire
 NN16 6RF
<https://www.enfold.org.uk/>

Charity Number: 1180998

7th June 2022

On request from the above client, I have completed an independent examination of accounts prepared by Cathy Allen on behalf of the client for the year ended **31st March 2022**.

All supporting documentation provided as listed below was examined.

SUPPORTING DOCUMENTATION EXAMINED

PROVIDED	EXPECTED BUT NOT PROVIDED
Bank Statements covering start and end of year in pdf format	
Transaction listing covering whole year	
Full year Income Statement and Balance Sheet	
Random sample of source documents and bank entry of income, expenses randomly selected from list of transactions	
Fixed Asset register showing any depreciation applied	
Sample salary Payslips and any HMRC payments due	

The summary below reflects a true position of the petty cash in hand plus bank balances for the dates given which reconciles to the source documents above. Have confirmed bank balances to opening and closing pdf formats of bank statements.

RECEIPTS & PAYMENTS

DESCRIPTION	VALUE
Cash in hand at start of Year	£0
Santander a/c 35875097 Balance as at 1 st April 2021	£11,341.28
Total Balance at Start of Year	£11,341.28
ADD : Total Receipts during year	£61,347.24
LESS : Total Payments during year	£35,508.83
Total Balance at the End of Year	£37,179.69

FUND BALANCES AS AT DATES STATED

DESCRIPTION	VALUE
Cash in Hand as at 31 st March 2022	£0
Santander a/c 35875097 Balance at 31 st March 2022	£37,179.69
Total Balance of Fund at the End of Year	£37,179.69

Examination Steps Performed

EXAMINATION STEP	OUTCOME	COMMENT
Check transaction records (income and expenditure) to supporting documentation	All reconciled	Checked a sample of 10% randomly selected by online generator
Trace all income and expenditure entries to bank transactions	All reconciled	Checked a sample of 10% randomly selected by online generator
Review each item on bank reconciliation checking for long standing items and arithmetic accuracy	No reconciling items due to cash accounting status. Bank balances reconcile to statements	
Ensure opening balances agrees with closing balance from previous years for Petty cash and bank balances	Balances agree	
Ensure the closing balance agrees with balance sheet and closing bank statement	Balances agree	
Check arithmetic accuracy of income statement and balance sheet	Both financial statements supplied are arithmetically accurate	
Ensure fund is being maintained in accordance with VAT regulations (threshold for turnover of taxable supplies)	Fund is being maintained in accordance with current VAT regulations for charity funds.	
Evidence shown that administration of fund is fit for purpose	Bank activity seems reasonable for a charity and no evidence found that administration is not fit for purpose	

Examination Opinion

In my opinion, proper accounts have been kept of all money received and disbursed over the annual accounting period from 01 April 2021 and 31 March 2022, and I am satisfied that the accounts materially represent a true reflection of the activity of the charity's financial performance.

Points of Review Arising from the Audit

1. Bank Reconciliations assumed to be completed regularly. Given value and number of transactions this could be quarterly or annually with help from bookkeeper and continued use of accounting system.
2. No depreciation has been charged against fixed assets. Consider either charging via a Depreciation Policy or releasing to expenses.

Recommendations following this Audit

- A. Continuing to use an accounting system such as QuickBooks and the qualified Bookkeeper to reconcile financial statements means reviewing transactions is very straight forward, therefore would suggest maintaining this format for future years.

Should you require any further explanation or clarification on the above, please do not hesitate to contact me.

SIGNED



PRINTED

D. EDE-COLLIS

DATED 7/6/22

ACMA CGMA MiP
Director
Ede-Collis Limited