



2023

# En-Fold: Impact Report



# Introduction

**The core purpose of our charity is two-fold:**

|           |                                                                                                                                                                                     |
|-----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>a)</b> | To provide information and support to autistic individuals and their families within Northamptonshire to enable them to fully access services available to them, and;               |
| <b>b)</b> | To promote the advancement in quality of services available to families by raising awareness of needs- with this knowledge directly informed by autistic people and their families. |

**The Purpose of our charity is fulfilled through the following aims:**

|           |                                                                                                                                   |
|-----------|-----------------------------------------------------------------------------------------------------------------------------------|
| <b>1.</b> | To ensure that all autistic people within Northamptonshire have access to services to enable them to thrive                       |
| <b>2.</b> | To provide a support, signposting and knowledge based service for the local community in Northamptonshire                         |
| <b>3.</b> | To ensure the support and knowledge provided by the charity meaningfully engages with the diverse needs of the autistic community |
| <b>4.</b> | To reduce the level of isolation reported by autistic people and their families within Northamptonshire                           |

# Welcome

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“This report celebrates the hard work and compassion of all of the staff, volunteers and trustees here at En-Fold. In the two years that I have had the pleasure of supporting En-Fold as a trustee I have been humbled by the dedication of everyone involved to truly listen to autistic people and their families. Diane, our CEO, has been fundamental to the growth of the charity-without whom we wouldn't have seen a 399% rise of income in a single year!

En-Fold has developed significantly in the last year, widening its provision and making an unprecedented impact on the autistic community within Northamptonshire.

I very much look forward to continuing to be a part of En-Fold's journey, as an autistic person and carer to a wonderful 7 year old.”

Dr Lauren McAllister - Acting Chairperson



**This year we have  
worked to secure a  
399% rise in income-  
enabling us to reach  
more of you...**

# Meet the Team

## Our Trustees



Eleanor Jeans –  
Vice Chairperson



Lauren McAllister –  
Acting Chairperson



Ruth Webster



Robert Addams



Lionel Boyce



Stephen Cole



Cara  
Amalfitano



Ruth Woodings –  
Treasurer

# Meet the Staff Team



**Diane Johnson –  
Founder and CEO of En-Fold**

## **Project Workers**



**Tracy Vials**



**Mike Williams**



**Fiona Jones**



**Project and Participation Worker  
Lisa Hurst**



**Peer Support Workers  
Rachel Pickering**



**Bee Manners**



# Message From Our CEO

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"As the CEO of En-Fold I have watched our organisation more than triple in size this last year. I have spent over 14 years dedicating my energies to making sure that autistic people and their families within Northamptonshire feel valued and understood, and am excited to learn more from our autistic community in the years to come.

This past year we have exceeded all expectations and grown from an annual income of just over 60k to just over 300k. We have supported almost 200 people through our core service alone, and have expanded to offer carer groups, and multiple location adult social support groups. We have also created a Young Person Autism Advisory Project, ensuring that autistic young people have a say in important matters."

Diane Johnson



**Autistic people  
and the  
diversity of  
their  
experiences are  
at the forefront  
of all that we  
do.**

// EN-FOLD

IMPACT REPORT 2022-2023

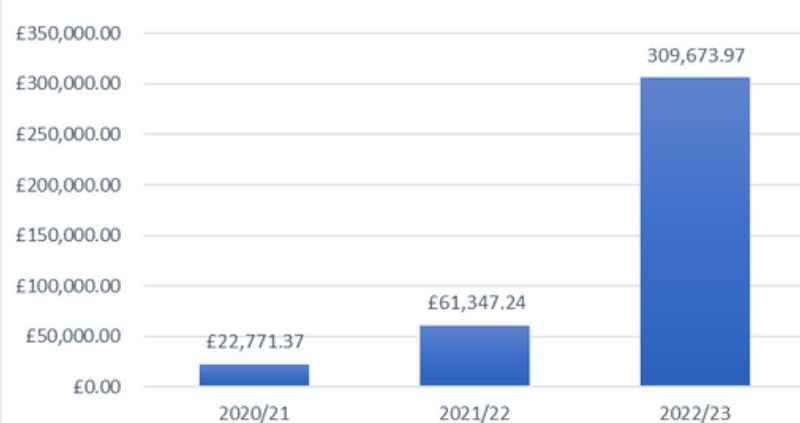
# What do we do?

We offer a variety of services to better support the needs of autistic people and their families within Northamptonshire. We offer 1:1 and group based support, both of which offer tailored support for adults, young people and carers. We also have our autism training educating and equipping people with skills and knowledge for best practice with lived experience at the centre. This year saw the launch of the Peer Support project, that sits within the Keyworker service which is a collaboration with Barnado's.



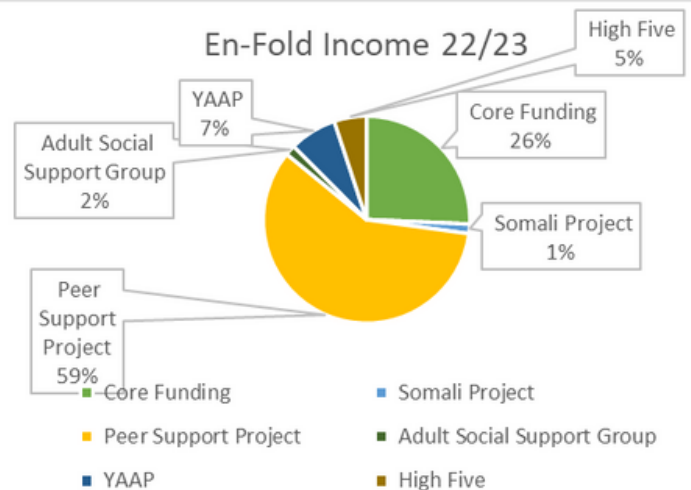
# Financial Highlights

En-Fold Income



The 2022/23 financial year marked a steep increase in the resources of En-Fold, with income rising 399% on 21/22 to £309,673.97

The most significant gain – The Peer Support Project was En-Fold's first statutory sector grant award, totalling £180,000. Of this £28,324 goes towards our core budget for mobilising and managing our part of the Integrated Care Board (ICB) scheme.



The Northampton-based Somali Project 'Pathway to Jannah' is a new addition with funds of £4,541 secured in the latter part of the year. Delivery of this work will begin in the new financial year.

En-Fold was in receipt of the second tranche of our generous grant from "The Three Guineas Trust". The sum of £30,000 was received in September, with the final £30,000 being due in September 2023.

En-Fold staff have delivered training to multiple institutions – health and education settings, charities, local government and a bank – resulting in payments totalling £10,620 which supports our core service.

## Looking ahead...

For 2023/24 have already secured in excess of £198,000 with further grant applications underway. We are working with the Cranfield Trust to look at our strategic and financial planning systems to help take us to the next level of successful growth. We seek to continue our growth journey as a successful charity supporting the autistic community in Northamptonshire.

# The Year in Numbers

Autism Support  
Service

**169**

Families or Autistic  
individuals  
supported

**100%**



Of people felt they  
understand more  
about Autism as a  
result of our Autism  
Support Service

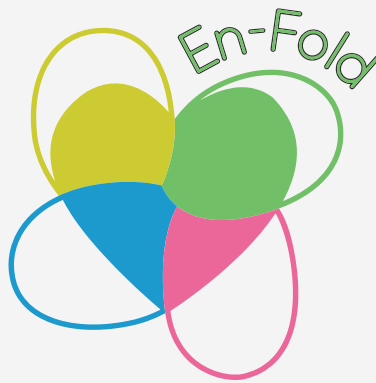
**3**

Adult social  
support  
groups set up



**8**

Children and young  
people being  
supported through  
Peer Support



**100%**

Feel better  
equipped to deal  
with meltdowns



**69**

Neurodivergent  
adults supported  
through ASG's

**23**

Autistic young  
voices heard  
through YAAP

**100%**

Would  
recommend  
En-Fold

# Case Study

## Peer Support

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### Oakley Hawkins-Manning

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"Hello, I'm Oakley. I'm 17 and was diagnosed with autism in late 2020. I've been known to CAMHS since I was 12 and been through a lot of different services that never understood me or how to help me."

"Ever since I was little I've felt out of place and different to everybody around me. It's caused a lot of negative emotions for me. It got to the point that I felt there wasn't a safe place in the world for me and I tried to end my life on multiple occasions.

In April of this year Rachel (my Peer Support Worker) came to my house for the first time. It was very new, so I didn't feel verbally able to talk to her, which is common for me. She understood and made me feel as comfortable as I could in the moment.

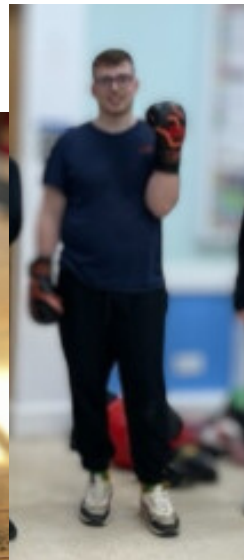
Since then I've seen Rachel at least once a week and formed a really good relationship with her. I feel more safe and supported than ever. I also go to YAPP where I've met some amazing like-minded people.

En-Fold have given me hope and many opportunities. I will be forever grateful. "

# Case Study

# Adult Social Support Groups

## Kain Pickering



"Hi, I'm Kain. I've been going to En-Fold adult social support groups for around a year. When I was younger I used to attend a lot of clubs, activities and days out for children with autism. When I got to adulthood, there was nowhere to go.

I started to attend some of En-Fold's adult social support groups where I felt like I could be myself and drop the mask. Everyone was very supportive of each other.

I have attended the groups in Wellingborough, Rushden and Northampton, where we have played games, VR, boxing coaching and had various information sessions. I've also been on some of the activities, such as: laser maze, badminton, bike ride and bowling. There is always people of a range of ages and generally everyone gets on very well together.

I like that the groups ask us what kind of things and activities we would like to do, so that we get to do the things we enjoy. The groups are a great safe space."

# Case Studies

## Young Person's Autism Advisory Project (YAAP)



**Rowan Jones**

"YAAP is a really important part of my life. I've been going to YAAP since it first started and it's brought me so many benefits and opportunities. I have so much more confidence and purpose thanks to YAAP. I've been able to be involved in advising how to best support young autistic people in various settings, I've been part of interview panels and even given talks telling my story. I also sit on the FLARE panel thanks to Diane. Just as importantly I have a safe space in which to socialise, discuss various topics close to my heart, laugh, play games and eat pizza."

## Autism Support Service

"Being involved with En-Fold has boosted my confidence and made me realise I am not alone. En-Fold are supportive and understanding. They focus on helping others and advocating for the autistic community, listening to our views. I'm glad I have access to En-Fold after reaching out for support as an adult. It has helped me heal the part of me that I was trying to reject."

Thank you En-Fold, you're amazing!



**Courtney  
Ward**



# High Five Parent Support Group with Family activities

## Feedback and Statistics

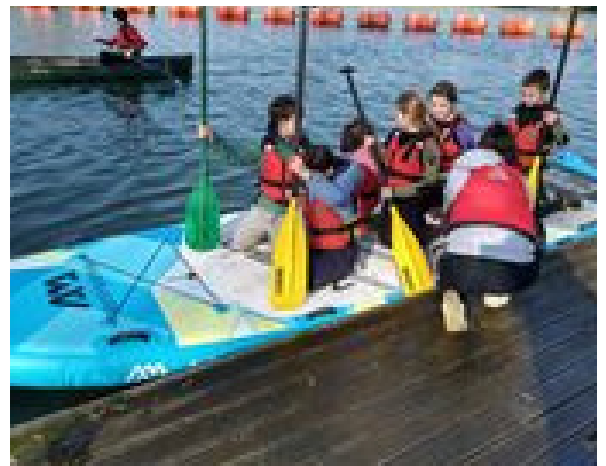
"Without the skating I would struggle to get my child engaging in an activity that involves other people."

100%

said these activities improved their mental health



9 in 10 said they have made new friends through these activities

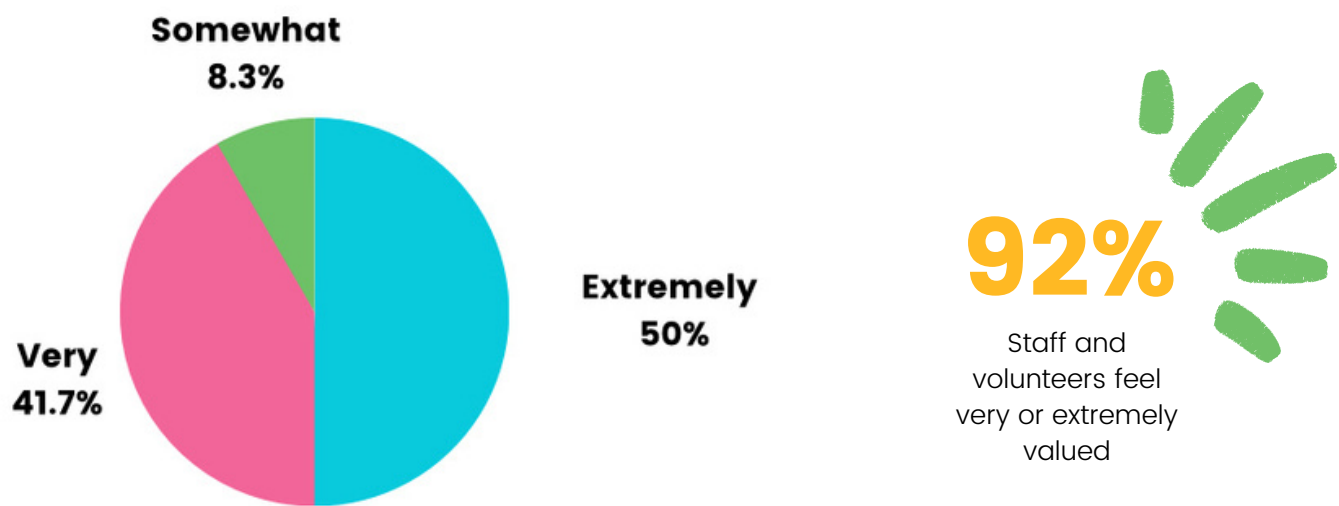


"the support from En-Fold is like nothing else around".

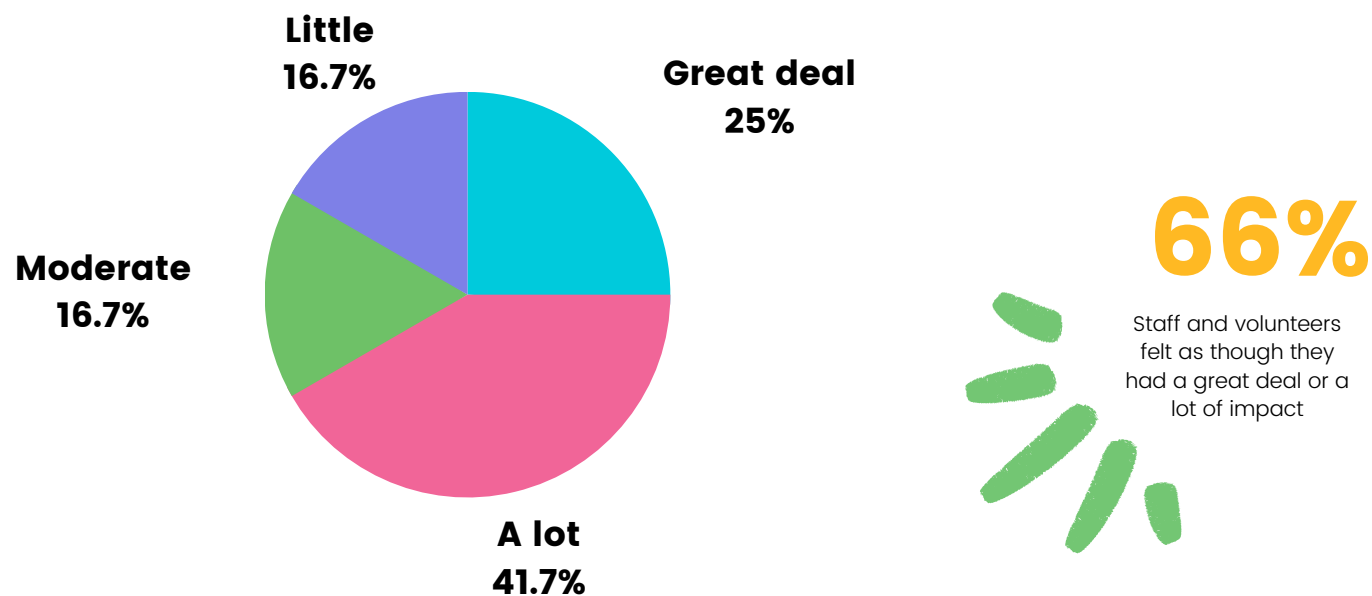
# How do the staff and volunteers feel?

We sent out a survey to explore how our staff and volunteers felt about their roles, how supported they felt, and the impact that they feel they are making through their work. We also asked for feedback on what we could do differently.

## How valued do you feel within En-Fold?



## How much of an impact do you feel you have?



**100%**  
of staff and volunteers felt very supported in their roles



# Next Steps

Where do we go from here? Over the last year we have significantly grown in terms of the provision of services that we offer and with regards to our reach. Having reflected back on our achievements, we need to consider where we would like our journey to take us over the next 12 months.

1

## To continue to listen

To ensure that we continue to gather feedback from staff, volunteers and people that we work with using meaningful and person-centred methods. In particular, we are interested in working with global ethnic majority groups\* to ensure that we can meet their needs.

2

## To continue to support

To continue to offer the breadth and depth of service to autistic people and their families within Northamptonshire

3

## To reduce the wait

We are aware of the extended waiting times to access our core autism support service, reflecting the need for our service. However, we do not want families who are struggling to wait several months and seek to reduce this.

// EN-FOLD

IMPACT REPORT 2022-2023

\*This term is used instead of 'BAME' or minority groups to acknowledge that there are more people of colour in the world than that of white people.

# Conclusion

**We will continue to support autistic people and their families, ensuring that they feel listened to and empowered.**

## Highlight 1

**We have diversified the support that we offer and increased our reach.**

- Over the course of the last year we have increased the number and locations of our support groups. We have also gained additional funding to recruit more project workers, and support more families through our core service. We have also established new services such as Peer Support and YAAP.

## Highlight 2

**We have established an autistic young persons advisory project.**

- The young persons autism advisory project (YAAP) has enabled this community to be consulted within core decisions. They have been consulted on a number of projects, and been core to our recruitment for new staff within En-Fold, as well as externally.

## Highlight 3

**We have launched the peer support project**

- We've gained a significant amount of funding to launch the peer support project, supporting autistic young people at risk of hospitalisation. This project is part of the NHS long term plan to ensure that all autistic and or learning disabled young people have a designated keyworker.

**We look forward to another year of working with autistic people and their families, ensuring that services better meet their changing needs.**

# THANK YOU TO OUR FUNDERS

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We would like to thank the following organisations for their generosity and support:

- Three Guineas Trust
- North Northamptonshire Council
- Rotary Club Kettering (Huxloe)
- The Frederick & Phyllis Cann Trust
- The Thomas & Rosemary Greenhalgh Trust
- The Queen's Fund
- Sporting Bears
- Sir Robert McAlpine
- Red Piece Equestrian Stables
- Bridges and Social Prescribers wellbeing fund
- Together Fund
- Marks and Spencer
- Northamptonshire ICB / NHS England
- Wellbeing North Northants
- Nationwide Building Society.

Without you we would not be able to do what we do...

**THANK YOU!**

# Acknowledgements

None of the great work we have achieved over the last year would have been possible were it not for generous grants that we have received. Our thanks and appreciation is extended to the funders that have enabled us to expand further.

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 Taya Nicholls, who again submitted the Colleagues Nationwide Grant!

Of course, support does not have to be purely financial. We would like to take this opportunity to say a massive thank you to our dedicated trustees who have really driven a year of significant growth and expansion. A special mention to the trustees that have left the board but made a lasting impact on the charity and its work. This year we have said goodbye to Helen Eales and Wayne Eldridge and we wish them all the very best in their next adventures. New to the team of trustees, and bringing their knowledge and experience are Ruth Woodings and Cara Amalfitano; we also welcome back Lionel Boyce.

We would like to say a personal thank you to our staff team who all go above and beyond, and our volunteers who give up their time to support, care and listen.

**We look forward to what we can  
achieve together in the coming year**

## Contact



[www.enfold.org.uk](http://www.enfold.org.uk)

[info@enfold.org.uk](mailto:info@enfold.org.uk)



En-Fold-Northamptonshire

Autism Support



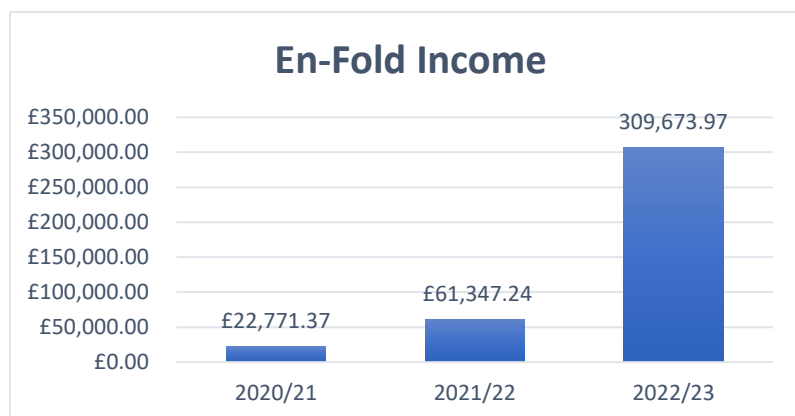
“The welcome arms for those seeking information, training and support around Autism”

## Treasurers Report 2022-2023

| Income statement                | Unrestricted funds |               | Restricted funds |               | Total funds    |               |
|---------------------------------|--------------------|---------------|------------------|---------------|----------------|---------------|
|                                 | 2022/23            | 2021/22       | 2022/23          | 2021/22       | 2022/23        | 2021/22       |
| <b>Income from:</b>             |                    |               |                  |               |                |               |
| Donations & legacies            | 43,282             | 49,439        | 240,828          | 18,608        | 284,110        | 68,047        |
| Charitable activities           | 12,819             | 2,383         |                  |               | 12,819         | 2,383         |
| Other trading activities        | 10,620             | 2,727         |                  |               | 10,620         | 2,727         |
| Investments                     |                    |               |                  |               | 0              | 0             |
| <b>Total incoming resources</b> | <b>66,721</b>      | <b>54,549</b> | <b>240,828</b>   | <b>18,608</b> | <b>307,549</b> | <b>73,157</b> |
| <b>Expenditure on:</b>          |                    |               |                  |               |                |               |
| Payroll                         | 49,274             | 15,049        | 43,881           | 9,500         | 93,155         | 24,549        |
| All other expenses              | 16,174             | 3,825         | 64,158           | 6,108         | 80,332         | 9,933         |
|                                 |                    |               |                  |               | 0              | 0             |
| <b>Total expenditure</b>        | <b>65,448</b>      | <b>18,874</b> | <b>108,039</b>   | <b>15,608</b> | <b>173,487</b> | <b>34,482</b> |
| <b>Net income/(expenditure)</b> | <b>1,273</b>       | <b>35,675</b> | <b>132,789</b>   | <b>3,000</b>  | <b>134,062</b> | <b>38,675</b> |
| Transfer between funds          |                    |               |                  |               |                |               |
| <b>Net movement in funds</b>    | <b>1,273</b>       | <b>35,675</b> | <b>132,789</b>   | <b>3,000</b>  | <b>134,062</b> | <b>38,675</b> |
| <b>Reconciliation of funds</b>  |                    |               |                  |               |                |               |
| Total funds b/f                 | 38,675             | 0             | 0                | 0             | 38,675         | 0             |
| <b>Total funds c/f</b>          | <b>39,948</b>      | <b>35,675</b> | <b>132,789</b>   | <b>3,000</b>  | <b>172,737</b> | <b>38,675</b> |

| Balance sheet                           | Unrestricted funds |               | Restricted funds |              | Total funds    |               |
|-----------------------------------------|--------------------|---------------|------------------|--------------|----------------|---------------|
|                                         | 2022/23            | 2021/22       | 2022/23          | 2021/22      | 2022/23        | 2021/22       |
| <b>Fixed assets:</b>                    |                    |               |                  |              |                |               |
| Office equipment                        | 1,633              | 1,633         |                  |              | 1,633          | 1,633         |
| <b>Total fixed assets</b>               | <b>1,633</b>       | <b>1,633</b>  | <b>0</b>         | <b>0</b>     | <b>1,633</b>   | <b>1,633</b>  |
| <b>Current assets:</b>                  |                    |               |                  |              |                |               |
| Debtors                                 |                    |               |                  |              |                |               |
| Cash & cash equivalents                 | 87,716             | 34,180        | 83,954           | 3,000        | 171,670        | 37,180        |
| <b>Total current assets</b>             | <b>87,716</b>      | <b>34,180</b> | <b>83,954</b>    | <b>3,000</b> | <b>171,670</b> | <b>37,180</b> |
| <b>Liabilities:</b>                     |                    |               |                  |              |                |               |
| Creditors falling due within 1 year     | 566                | 138           |                  |              | 566            | 138           |
| <b>net current assets/(liabilities)</b> | <b>566</b>         | <b>138</b>    | <b>0</b>         | <b>0</b>     | <b>566</b>     | <b>138</b>    |
| <b>Total net assets or liabilities</b>  | <b>88,783</b>      | <b>35,675</b> | <b>83,954</b>    | <b>3,000</b> | <b>172,737</b> | <b>38,675</b> |
| <b>The funds of the charity</b>         |                    |               |                  |              |                |               |
| Restricted income funds                 |                    |               | 83,954           | 3,000        | 83,954         | 3,000         |
| Unrestricted income funds               | 88,783             | 35,675        |                  |              | 88,783         | 35,675        |
| <b>Total charity funds</b>              | <b>88,783</b>      | <b>35,675</b> | <b>83,954</b>    | <b>3,000</b> | <b>172,737</b> | <b>38,675</b> |

The 2022/23 financial year marked a steep increase in the resources of En-Fold, with income rising 399% on 21/22 to £309,673.97\*



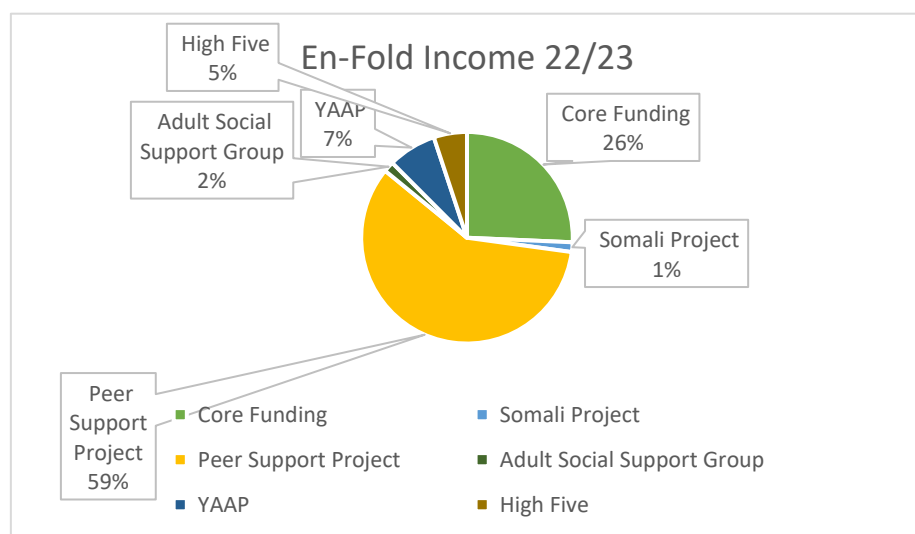
The most significant gain has come from the Peer Support Project, En-Fold's first statutory sector grant award, totalling £180,000, of which, £28,324 goes towards our core budget for mobilising and managing our part of the Integrated Care Board (ICB) scheme. (An ICB is a statutory NHS organisation responsible for developing a plan for meeting the health needs

of the population, managing the NHS budget and arranging for the provision of health services.) This has not only resourced this project but has also enabled us to develop our organisational infrastructure with the addition of an office space and a database system.

A new addition to our "stable" in the latter part of the year was the Northampton-based Somali Project, bringing funds of £4,541 for work supporting that community. The delivery of this work will begin in the new financial year.

The Peer Support Project and Somali Project, alongside our existing workstreams of High Five, YAAP and the Adult Social Support Group, brought in a total income of £227,693.

This financial year En-Fold was in receipt of the second tranche of our considerable grant from The Three Guineas Trust. The sum of £30,000 was received in September, with the final £30,000 of the £90,000 being due in September 2023. En-Fold staff have delivered training to multiple



institutions this year – health and education setting, charities, local government and a bank, to name but a few. This activity has resulted in payments totalling £10,620 which supports our core service which is free at the point of access.

### Outgoing Expenses

The outgoings between 1st April 2022 and 31<sup>st</sup> March 2023 were £173,487. Of which £10,283 was for core expenses such as accountancy services, insurance, stationery, equipment, with a further £49,273 being spent on Core payroll for five members of staff.

Further staff payroll costs, for two Peer support workers and the project and participation worker, on an £23,242 pro rata equivalent to an hourly rate of £12.08, are paid from specific project funds.

Administrative costs are met from the core budget, and the office space has been funded via the Peer Support Project budget

### **Looking Forwards**

Grants for 2023/24 have already been secured in excess of £198,000 with further applications underway.

We are working with the Cranfield Trust to look at our strategic plan and financial planning systems to help us develop effective systems to take us to the next level of successful operating and we seek to continue our growth journey as a successful charity supporting the autistic community in Northamptonshire. As part of this, the Trustees are examining En-Folds reserves policy for in the event of circumstances requiring existing activities, commitments and expenditure to be curtailed. In light of our growth the current reserves policy will need to be amended to reflect the amount required such that obligations can be met for a winding down period of three months.

### **Independent Audit**

The accounts have been independently audited by Ede-Collis Accountancy, who have verified that proper records have been kept of all the money received and disbursed during the financial year. Ede-Collis have also made a number of recommendations for En-Fold to consider which would further support accounting practices, including a method of tracking depreciation of fixed assets, such as our laptops, and directly linking our finance Quick books package to our bank account.

Moving into the new financial year we will upgrade our financial reporting systems, to more effectively manage donor reporting as necessitated by our growth. This will also include our management reports enabling effective and timely decision making from the trustees.

### **Reserves Policy**

The En-Fold reserves policy is published on our website. At the year end £88000 in unrestricted means we are within our policy. We will aim to bolster this next year as we continue to grow.

\* Detailed comparisons of year on year changes are limited for this summary due to comprehensive changes to the book keeping arrangements necessitated by the growth of En-Fold.



## 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

23rd June 2023

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 **31<sup>st</sup> March 2023**.

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 <sup>st</sup> April 2022 | £37,179.69         |
| <b>Total Balance at Start of Year</b>                           | <b>£37,179.69</b>  |
| ADD : Total Receipts during year                                | £309,673.97        |
| LESS : Total Payments during year                               | £175,183.52        |
| <b>Total Balance at the End of Year</b>                         | <b>£171,670.14</b> |

**FUND BALANCES AS AT DATES STATED**

| DESCRIPTION                                                   | VALUE              |
|---------------------------------------------------------------|--------------------|
| Cash in Hand as at 31 <sup>st</sup> March 2023                | £0                 |
| Santander a/c 35875097 Balance at 31 <sup>st</sup> March 2023 | £171,670.14        |
| <b>Total Balance of Fund at the End of Year</b>               | <b>£171,670.14</b> |

**Examination Steps Performed**

| EXAMINATION STEP                                                                                                | OUTCOME                                                                                                       | COMMENT                                                      |
|-----------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|
| Check transaction records (income and expenditure) to supporting documentation                                  | All reconciled                                                                                                | Checked a sample of 5% randomly selected by online generator |
| Trace all income and expenditure entries to bank transactions                                                   | Opening and closing balances reconciled therefore assume all reconciled                                       | Checked a sample of 5% 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 2022 and 31 March 2023, 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.

### **Recommendations following this Audit**

- A. No depreciation has been charged against fixed assets. Consider either charging via a Depreciation Policy or releasing to expenses.
- B. Consider linking bank account to QuickBooks to make the reconciliation process quicker and easier for bookkeeper.
- C. Consider entering Payroll period in payroll entries so makes it easier to reference to source documents.
- D. 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

  
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PRINTED

D. EDE-COLLIS  
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DATED

11/7/23  
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ACMA CGMA MiP  
Director  
Ede-Collis Limited