

ADHD Embrace

England & Wales · Charity number 1188759

Details

Other names ADHD RICHMOND AND KINGSTON

Status Registered

Legal form CIO

Registered 2020-03-25

Register [View on the Charity Commission register](#)

Contact

Address 4th Floor Tuition House
27 to 37 St Georges Road
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Website www.adhdembrace.org

Activities

Objects: THE RELIEF OF PERSONS WITH ATTENTION DEFICIT AND HYPERACTIVITY DISORDER AND THEIR FAMILIES IN RICHMOND AND KINGSTON IN PARTICULAR BUT NOT EXCLUSIVELY BY
•PROVIDING INFORMATION, KNOWLEDGE AND PRACTICAL SUPPORT TO PARENTS, CARERS AND PROFESSIONALS•RAISING AWARENESS OF ADHD AMONGST THE GENERAL PUBLIC, LOCAL SCHOOLS, LOCAL HEALTHCARE GROUPS AND IN THE LOCAL COMMUNITY AS WELL AT GOVERNMENT LEVEL•EMPOWERING THOSE WITH ADHD AND THEIR FAMILIES THROUGH PROVISION OF KNOWLEDGE AND PRACTICAL SUPPORT•USING ANY SUCH CHARITABLE MEANS AS THE TRUSTEES SHALL FROM TIME TO TIME DEEM FIT WITH A VIEW TO IMPROVING THE LIVES OF CHILDREN AND YOUNG PEOPLE WITH ADHD AND THOSE OF THEIR FAMILIES.

Activities: Providing Information, Knowledge and Support to Parents, Carers and Professionals in relation in ADHD in South West London, with a view to improving the lives of children, young people and their families.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training
- **Who:** Children/young People

Geography

- Kingston Upon Thames
- Richmond Upon Thames

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£180,058	£159,462	-	-
2024-03-31	£153,343	£118,876	-	-
2023-03-31	£133,982	£118,879	-	-
2022-03-31	£105,258	£70,931	-	-
2021-03-31	£49,792	£36,396	-	-

Trustees

Name	Role	Appointed
Annette Elizabeth Wilson	Chair	2020-03-25
Corinne Raux		2026-04-27
Dhavarajh Leonard Frank		2021-03-01
Katherine Viridi		2023-10-09

ADHD Embrace

England & Wales - Charity number 1188759

Accounts






Annual Report and Financial Statements

ADHD Embrace

Charity Number 1188759

For the year ended 31 March 2025

Key information

Legal status	Charitable Incorporated Organisation Charity Number 1188759 (England & Wales)
Registered address	4th Floor Tuition House, 27 - 37 St George's Road, London SW19 4EU
Trustees	Annette Wilson (Chair) Dhavarajh Frank (Treasurer) Clare Mullane (Secretary) Katherine Virdi
Independent Examiner	Hartley Fowler LLP 27 - 37 St George's Road London SW19 4EU
Bank	HSBC UK Bank Plc Kingston Branch 90 Eden Street Kingston Upon Thames KT1 1DJ
Website & social media	 https://adhdembrace.org/  @AdhdEmbrace  @AdhdEmbraceUK

Chair's statement

ADHD Embrace has had a busy year. Driven by increased awareness of ADHD and neurodiversity and continued demand for our services, our community grew by 25% compared to the previous year.

We welcomed the appointment of the NHS Independent ADHD Taskforce, with a national remit to consider service provision, and were delighted to be invited to participate in some of its committee workstreams. The final report which is a comprehensive and significant piece of work included some important recommendations, which we support. It is a call to action at government level to address some structural issues in order to improve care and support for those with ADHD. We continue to see long waiting lists (between one and two years) for both ADHD diagnosis and assessment for medication, despite more investment by statutory service providers and the implementation of the "Right to Choose". Equally post diagnosis support in healthcare and education still has a long way to go and we continue to work collaboratively with statutory service providers to better support our community.

At ADHD Embrace, our focus remains on ensuring that young people with ADHD are understood, supported and ultimately thrive. Similarly our holistic approach to supporting young people, their parents and professionals working with them is vital to helping young people with ADHD. We continue to ensure our offering is current in a changing world and we believe that it is important to adapt and enhance our service offering based on our user feedback.

Service provision

Our service provision continued to be strong, with our core offering for parents and carers being well supported. In the last year we also added further topics for our parent workshops and courses to support some of the real challenges faced by families with ADHD. We ran parent workshops on executive function and covered how those with ADHD can be impacted and what parents can do to better support their children. Our parenting courses which provide strategies and practical tools to support children and teens with ADHD were well attended as well as those covering conflict in couples and the management of aggressive behaviour in children and young people. We rolled out more Post Diagnosis Workshops for young people and are keen to make them more engaging for young people.

Our engagement with schools, teachers and other professionals is an important part of our service and our work with schools and teachers has had impact but there is more work to be done. We continue to see that young people with ADHD face school exclusions or avoid school attendance. Both of these indicate the individual's needs are not being met sufficiently; a complex area. We continue to be active on the advocacy side including working with education and healthcare statutory service providers to highlight the needs of our community.

We continued our collaboration with Kingston and St Mary's Universities where we worked closely with the Educational Facilities and also Kingston University co-host our teacher seminars. We also worked on a research study with Kingston University to develop guidelines on how schools can audit their environment to assess if it accommodates neurodiverse students. We were disappointed that university-wide budget cuts meant our involvement in lecturing trainee teachers on ADHD awareness and teaching strategies to support pupils with ADHD was paused. Despite the cuts, we continue to have strong working relationships with both Universities including on their ADHD research.

Our work with other charities and support groups in the area has continued, ensuring we cross refer to each other's services enabling our families to access a wide range of services and support. In addition, in July 2024 we entered into partnership with The Assessment Team, a group providing diagnostic assessments of ADHD. They offered some pro-bono assessments to those young people in our community on free school meals. In the nine months to March 2025, four families benefitted from this service, which was highly valued in the light of the long waiting lists for assessments.

Organisational developments

The last year saw a step change in our resourcing as we invested in the team to allow them to better serve the growing demand for our services. Our staff costs increased by 40% and the team complement increased to a full-time equivalent of 3.72 (2024: FTE of 2.42). The main areas where we expanded our resourcing was the hire of a part-time fundraiser, increased resourcing to our Community and Schools Outreach work as well as adding further resourcing to

support our Operational and IT functions to support the growth of our community and expansion of our service offering. Our small team of six staff, who mainly work part-time, all contribute to our service provision and operations through their respective roles. Our flexible working has enabled us to hire experienced staff, who value being able to work part-time in meaningful roles. We are also fortunate to have a group of volunteers, including Trustees, who contributed the equivalent of 1.0 FTE (2024: 1.7 FTE), and have supported the team in a wide range of areas. We are grateful for this support from our many volunteers and the benefit from an experienced Board of Trustees. During the year we undertook a Board evaluation in-line with governance best practice and also carried out a skills review. Our evaluation confirmed that the skillset and experience of the Board of Trustees was diverse and we had the required skills for appropriate oversight by the Board.

Our Trustees, as well as most of our team have first-hand experience of ADHD or associated neuro conditions within their family or professionally; we therefore have lived experience of the challenges faced by young people with ADHD and their families.

In the last twelve months, we saw Dr Bozhena Zoritch, Sarah Woods and Chris Burich step down as Trustees. After stepping down as Trustee, Bozhena has become our first ADHD Embrace Ambassador, where we are delighted to have an experienced and well-regarded practitioner represent us. We also appointed our first two ADHD Embrace Advocates, Matt Shepherd and Amy Jennings. Matt and Amy each bring their own experiences of ADHD and it is great to have them to support us in broadening our reach.

Funding sources

Our philosophy as a charity is to offer our services modestly priced or for free in order to ensure they are accessible to as many people as possible. We are reliant on funding to do so and this continues to be an area of importance.

Securing funding has been extremely competitive with the timing often unpredictable. As a small charity this is always a challenge, but we have worked hard to ensure that we continue to benefit from diverse sources of funding. Grants continue to be the largest contributor to our funding and we were delighted again to secure renewal funding from our core funders: Richmond Foundation, Hampton Fund, The Barnes Fund as well as the NHS Trust for specific services. In the year we also benefitted from strong funding from the Leathersellers' Company, St James Place Foundation, Lord's Group Foundation and The Royal Borough of Kingston upon Thames plus smaller amounts from a number of others.

We also received generous donations from our ADHD Embrace community, corporates charitable foundations such as Goldman Sachs Gives and ShareGift and royalties donated from the publication "Understanding ADHD in Girls and Women" by Dr Jo Steer. We benefitted from our community raising money for us with various challenge events such as Kew 10K, Richmond Marathon, London Landmark Half Marathon and Surrey Peaks. We benefitted from schools raising funds for us where St Stephen's Primary School did bike ride challenge event and Tiffin School raised funds during ADHD Awareness Month. We were thrilled to be selected as a beneficiary charity at some community events.

Plans for next financial year and beyond

In the next year our focus will be to further improve our operational efficiency, expand our reach to support more young people with ADHD and further enhance our offering. We will continue to build our team's capabilities including our digital marketing skills, and also enhance our infrastructure, including IT system and website.

We continue to be proud of what we have achieved and continue to see our charity playing an important role in supporting young people with ADHD and their families, with our holistic approach. We have built a strong reputation for the work we do and also for the impact we are having by supporting young people with ADHD and their families. My sincere thanks to the whole team of our dedicated staff, volunteers and my fellow Trustees, who have each contributed in their respective ways to build our capabilities and support our growing community.

Annette Wilson
Chair

Report of the Trustees

1. Mission and principal activities

The mission of ADHD Embrace is to be a support community for families and professionals living and working with young people with attention deficit and hyperactivity disorder (“ADHD”) by:

- providing information, **knowledge** and practical support to parents, carers and professionals
- **raising awareness** of ADHD amongst the general public, local schools, local healthcare groups and in the local community as well at government level
- **empowering** those with ADHD and their families through provision of knowledge and practical support
- using any such charitable means as the trustees shall from time to time deem fit with a view **to improving the lives of children and young people with ADHD and those of their families.**

ADHD Embrace offering is provided to the wider public and for the benefit of the public and everybody is welcomed. This is in-line with the Charity Commission’s public benefit guidance. Most of our service offering is free or hugely discounted and in cases of those in financial hardship access is granted by provision of assisted places.

2. Legal structure

ADHD Embrace (formerly known as ADHD Richmond and Kingston) was originally established in 2002 and operated as an unincorporated association. It is currently constituted as a Charitable Incorporated Organisation (CIO), which was registered with the Charity Commission on 25 March 2020. The Charity is governed by its Constitution that was adopted at incorporation and was amended on 26 July 2021 to reflect its name change.

3. Management and governance

3.1 Trustees who served during the reporting period

The following Trustees served on the Board of Trustees during the reporting period:

Chair	Annette Wilson
Treasurer	Dhavarajh Frank
Secretary	Clare Mullane
Other Trustees	Dr Bozhena Zoritch (resigned 20 January 2025) Sarah Woods Katherine Viridi Chris Burich.

Subsequent to the reporting period, Sarah Woods and Chris Burich stood down as Trustees on 2 June 2025 and 19 September 2025 respectively.

The Board of Trustees typically meets six weekly and in the reporting period nine meetings were held.

3.2 Appointment of Trustees

ADHD Embrace Trustees are appointed by the Board of Trustees. The Trustees are either representative of its ADHD community, which comprises parents, professionals and other related individuals, and / or are people with skills, knowledge and experience necessary to run an effective registered charitable organisation. In recruiting for Trustees, ADHD Embrace advertises the Trustee’ vacancies to its community through its newsletter and also advertises these roles to the wider community through various voluntary sector recruitment platforms and also through social media.

In the reporting period all the Trustees and the majority of the staff of ADHD Embrace have children with ADHD or associated neuro developmental conditions or have worked with young people with ADHD.

4. Operational policies and procedures

ADHD Embrace has put in place policies and procedures to ensure the Charity is run in a structured and efficient way and also to mitigate key risks. The policies include a Safeguarding Policy. All the key policies and procedures are reviewed and approved by the Board of Trustees.

Report of the Trustees (continued)

5. Financial management and reserves policy

ADHD Embrace applies strong financial management in order to ensure that the Charity has sufficient resources to meet its liabilities and that its funds are managed prudently and spent to support the work as set out in its mission statement. The annual budget and quarterly management accounts are presented to the Board of Trustees to ensure sound financial governance.

The Charity implemented a reserve policy whereby it targets to hold unrestricted reserves of 6 – 9 months average expenditure for the next financial year. This policy was adopted taking account of the competitive fundraising environment and the timing of receipt of funding sometimes being unpredictable.

Unrestricted reserves as at 31 March 2025 were £115,274 (2024: £94,828), which equates to 6.73 months (2024: 5.82 months) average expenditure budgeted for the next financial year.

Restricted reserves committed to specific projects as at 31 March 2025 were £5,566 (2024: £5,416).

6. Funding overview and going concern

ADHD Embrace funding strategy is to ensure that it secures funding from diverse income streams in order to ensure it is sustainable in the longer term. As our cost base has grown this strategy is even more important. The make up of our income is shown below as a percentage of total income in the year and illustrates the relative sources of income. As we have scaled the organisation's structure and increased our cost base in the last year, we have been able to secure an increased level of funding from grants of 45%, compared to 35% in the previous year. The funding from our community donations and fundraising challenge events have not kept up to contribute as much to the increased cost base and so we saw a drop to 8% in the last year compared to 16% in the previous year. The make-up of our funding income was as follows:

	2025	2024	Variance year on year
Grants	45%	35%	+10%
Corporate donations	17%	14%	+3%
NHS commission income	12%	16%	-4%
Income from service activities	12%	12%	-
Community donations and fundraising events	8%	16%	-8%
Schools donations	4%	6%	-2%
Interest income	2%	1%	-1%

In view of the diversity of the Charity's funding and the level of unrestricted reserves, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Charity has adopted the going concern basis in the preparation of its the financial statements for the period under review.

7. Overview of ADHD Embrace's core activities

The Charity's core activities are focused on serving its community and being an advocate for ADHD awareness in the wider local community and with statutory service providers in order to ensure its community's needs are catered for.

It offers a number of activities focused on knowledge sharing and education – these include Seminars led by expert speakers, Post Diagnosis Workshops, Parenting Courses and Advice Clinics as well as an extensive website which has a wealth of information and a resource library of videos and other materials. In addition, the Community and Schools' Outreach Programme of visiting schools together with the Teacher Seminars are also aimed at knowledge sharing and education on ADHD. Through our school visits we also lead ADHD awareness session to parents, who we may not have otherwise reached.

Report of the Trustees (continued)

7. Overview of ADHD Embrace’s core activities (continued)

It also offers activities which are focused on greater engagement with its community such as Drop-in Meet ups, community events and the two Closed Facebook Forums for Parents and Teachers respectively.

8. Service provision in the period under review

ADHD Embrace’s service provision has been strong. It has seen another increase in the size of its community and also its website is widely used, where it is considered one of the best sources on ADHD in the UK. The summary below provides an overview of the numbers of activities and participation levels achieved, together with comparative figures for the preceding year.

	March 2025	March 2024
Website (annual rolling)		
Unique users	150,709	168,636
Sessions	228,529	210,445
Evening Seminars and Teacher After School Seminars		
No of participants	638	813
No of seminars	24	25
Parenting courses and workshops		
No of participants	261	290
No of courses	16	15
Young people courses and workshops (pilots in FY 2024)		
No of participants	56	37
No of courses	7	4
One-to-one Advice Clinics – Total sessions	133	167
Meet ups / Drop-in sessions		
No of participants	104	108
No of Meet ups	9	9
ADHD awareness and teacher training		
School visits	33	56
No of participants – teachers and staff	575	1,013
No of participants – parents	305	538
University training sessions (discontinued FY 2025 due to lack of funding)	N/A	5
No of participants - student teachers	N/A	490
Ballot for pro bono ADHD assessment (launched in July 2024)		
No of participants offered pro bono assessments	4	N/A
No of ADHD diagnoses made	4	N/A

User feedback on ADHD Embrace’s events endorse the value obtained by participants from its different activities.

The Trustees’ Annual Report was approved by the Board of Trustees on 24th November 2025 and is signed on its behalf by:

Annette Wilson
Chair

Independent Examiner's Report to the Trustees of ADHD Embrace

Independent examiner's report to the trustees of ADHD Embrace

I report to the charity trustees on my examination of the accounts of ADHD Embrace (the Trust) for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Jonathan Askew FCA
The Institute of Chartered Accountants in England and Wales

Hartley Fowler LLP
Chartered Accountants
4th Floor Tuition House
27-37 St George's Road
Wimbledon
London
SW19 4EU

Date: 25/11/2025

ADHD Embrace

Statement of Financial Activities

For the year ended 31 March 2025

		2025	2025	2025	2024	2024	2024
	Notes	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
Income		£	£	£	£	£	£
Donations	2	120,592	12,600	133,192	87,503	21,490	108,993
Charitable activities	3	22,449	21,435	43,884	19,070	24,150	43,220
Investment income	4	2,982		2,982	1,130		1,130
Total income		146,023	34,035	180,058	107,703	45,640	153,343
Expenditure							
Staff costs	5	79,500	28,452	107,952	55,657	33,892	89,549
Service providers - operations		801		801	1,022		1,022
Service providers - activities		7,401	5,433	12,834	2,400	11,100	13,500
IT platform development		2,858		2,858	520		520
Printing, stationery & equipment		3,305		3,305	2,541	648	3,189
Premises & room hire		2,153		2,153	1,325		1,325
Fundraising	6	19,306		19,306	3,465		3,465
IT & communications		3,691		3,691	1,303		1,303
Governance	7	4,235		4,235	2,104		2,104
Staff training		1,638		1,638	2,265		2,265
Bank and payment fees		689		689	634		634
Total expenditure		125,577	33,885	159,462	73,236	45,640	118,876
Net movement in funds		20,446	150	20,596	34,467		34,467
Total funds brought forward		94,828	5,416	100,244	60,361	5,416	65,777
Total funds carried forward	13	115,274	5,566	120,840	94,828	5,416	100,244

The Statement of Financial Activities includes all gains and losses in the year. All of the above results are derived from continuing activities.

ADHD Embrace

Balance Sheet

As at 31 March 2025

	Notes	2025 Total funds £	2024 Total funds £
Current assets			
Debtors	9	2,382	1,389
Cash at bank and in hand		179,541	115,229
Total current assets		<u>181,923</u>	<u>116,618</u>
Creditors falling due within one year	10	(61,083)	(16,374)
Net current assets		<u>120,840</u>	<u>100,244</u>
Funds of the Charity			
Restricted reserves	12, 13	5,566	5,416
Unrestricted reserves	12, 13	115,274	94,828
Total funds		<u>120,840</u>	<u>100,244</u>

The Financial Statements on pages 9 to 15 were approved by the Board of Trustees on 24th November 2025 and are signed on their behalf by:

Annette Wilson
Chair

Dhavarajh Frank
Treasurer

Notes to the financial statements

1. Accounting policies

1.1 Basis of preparation

The financial statements have been prepared under the historical cost convention and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (“the SORP”) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (“FRS 102”). The accounts comply with the Charities Act 2011 and are prepared on a going concern basis.

The Charity has taken advantage of section 4.6 of the SORP to report the Charity’s expenditure in accordance with the purpose for which it was incurred rather than on an activity basis.

The Charity has taken advantage of the disclosure exemption with regards to the requirements of section 7 Statement of Cash Flows in preparing these financial statements, as permitted by FRS 102.

1.2 Revenue recognition

Income is included in the Statement of Financial Activities once ADHD Embrace becomes legally entitled to it, the amount can be quantified with reasonable accuracy and once any performance criteria has been met.

Donations in kind are included under donations based on estimates of the value of goods and services received or in the case of donations in kind for use at events (e.g. auction prizes) are recognised at the amount realised from their sale. No amounts are included for services donated by volunteers in accordance with the SORP. The Trustees’ Report gives more information about volunteers’ contributions.

1.3 Expenses

All expenditure is accounted for on an accruals basis once costs have been incurred. Accruals for unpaid expenses relating to the reporting period are based on best estimates of amounts due.

1.4 Fund accounting

Unrestricted funds are funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or raised by the Charity for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.5 Public benefit

The Charity meets the definition of a public benefit entity under FRS 102.

1.6 Taxation

ADHD Embrace is a Registered Charity and meets the exemption criteria from taxation under the Income and Corporation Taxes Act. No taxation therefore arises.

1.7 Irrecoverable VAT

The Charity is not registered for VAT and therefore does not recover VAT on costs incurred. Irrecoverable VAT is charged against the category of expenditure for which it was incurred.

1.8 Debtors

Debtors include amounts owed to the Charity as at the period end for the provision of goods and services before the period end or amounts the Charity has paid in advance for the goods and services it will receive. Debtors and prepayments are normally recognised at their settlement amount after allowing for any trade discounts due.

Notes to the financial statements (continued)

1.9 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.10 Creditors and provisions

Creditors and provisions include amounts owing by the Charity as at the period end for goods and services received before the period end. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due. Creditors also include funds received in advance of the period for which they have been given.

2. Donations

	2025	2025	2025	2024	2024	2024
	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
	£	£	£	£	£	£
Grants from charitable trusts	69,014	12,600	81,614	33,180	20,842	54,022
Donations from corporates	30,220		30,220	21,929		21,929
Donations from individuals and fundraising events & platforms	11,655		11,655	19,804	648	20,452
Donations - schools	7,456		7,456	9,166		9,166
Other revenue	2,247		2,247	3,424		3,424
	120,592	12,600	133,192	87,503	21,490	108,993

Other revenue includes book royalties from the sale of "Understanding ADHD in Girls & Women".

There were no donations in kind during the year ending 31 March 2025 or the previous financial year.

3. Income from charitable activities

	2025	2025	2025	2024	2024	2024
	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
	£	£	£	£	£	£
Income for commissioned work from NHS	-	21,435	21,435	-	24,150	24,150
Income from seminars and workshops	22,449	-	22,449	19,070	-	19,070
Total income from charitable activities	22,449	21,435	43,884	19,070	24,150	43,220

4. Investment income

Investment income reflects interest earned from the bank.

Notes to the financial statements (continued)

5. Staff costs

	2025	2025	2025	2024	2024	2024
	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
	£	£	£	£	£	£
Salaries	95,182	28,452	123,634	53,769	33,892	87,661
Employer's pension contributions to defined contribution schemes	2,165	-	2,165	1,888	-	1,888
Total staff costs	97,347	28,452	125,799	55,657	33,892	89,549

The average head count in the year was 6.92 staff (2024: 6.5 staff) and the average number of full-time equivalent employees was 3.72 (2024: 2.73). One member of staff, our Executive Director was full-time, with all other staff being part-time. No member of staff was paid more than £60,000 per annum in this or the preceding year.

With regards to the unrestricted staff costs of £97,347, one member of staff was employed as a dedicated fundraiser and as a result her cost has been allocated to fundraising (note 6), with the balance of the unrestricted staff cost being allocated to staff costs on the SOFA on page 9.

6. Fundraising activities expenses

	2025	2025	2025	2024	2024	2024
	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
	£	£	£	£	£	£
Staff costs						
Salaries	17,474	-	17,474	-	-	-
Employers pension contributions to defined contribution schemes	373	-	373	-	-	-
Total Staff Costs	17,847	-	17,847	-	-	-
Other Fundraising costs						
Consultancy	550	-	550	2,062	-	2,062
Events & Merchandising	909	-	909	1,403	-	1,403
Total Other Fundraising costs	1,459	-	1,459	3,465	-	3,465
Total Fundraising costs	19,306	-	19,306	3,465	-	3,465

In the year ending 31 March 2025, fundraising cost totalled £19,306 (2024: £3,465). This includes a dedicated member of staff, use of specialist consultancy services to support grant bid writing for funding applications as well as costs associated with fundraising events.

Notes to the financial statements (continued)

7. Governance costs

	2025	2025	2025	2024	2024	2024
	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
	£	£	£	£	£	£
Independent Examiner & accountancy fees	3,942	0	3,942	1,925	0	1,925
Insurance	179	0	179	179	0	179
Legal	114	0	114	0	0	0
Total governance costs	4,235	0	4,235	2,104	0	2,104

The Charity is governed by the Board of Trustees under the leadership of the Chair. Trustees are not paid for their services and perform any work for the Charity on a pro bono basis. No expenses were paid to Trustees in either period.

8. Related party transactions

There were no transactions in either period with Trustees that require disclosure.

9. Debtors: amounts falling due within one year

	2025	2025	2025	2024	2024	2024
	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
	£	£	£	£	£	£
Trade debtors	250	0	250	745	0	745
Prepayments and accrued Income	2,132	0	2,132	644	0	644
	2,382	0	2,382	1,389	0	1,389

10. Creditors: amounts falling due within one year

	2025	2025	2025	2024	2024	2024
	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
	£	£	£	£	£	£
Trade creditors	829	-	829	1,324	-	1,324
Service user prepayments	3,653	-	3,653	2,400	-	2,400
Taxation and social security	1,918	-	1,918	3,239	-	3,239
Pensions payable	590	-	590	486	-	486
Accruals	1,884	-	1,884	1,650	-	1,650
Deferred income (note 11)	44,219	7,990	52,209	-	7,275	7,275
	53,093	7,990	61,083	9,099	7,275	16,374

Notes to the financial statements (continued)

11. Creditors: deferred income

	2025	2024
	Total funds	Total funds
	£	£
Balance at beginning of year	7,275	38,595
Amount released to income in the year	(7,275)	(38,595)
Amount deferred in the year	52,209	7,275
Balance at end of year	<u>52,209</u>	<u>7,275</u>

Deferred income comprises grants received in the year which can only be utilised in future periods.

12. Analysis of net assets between funds

	2025	2025	2025	2024	2024	2024
	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total Funds
	£	£	£	£	£	£
Total current assets	168,367	13,556	181,923	103,927	12,691	116,618
Creditors falling due within one year	(53,093)	(7,990)	(61,083)	(9,099)	(7,275)	(16,374)
Net current assets	115,274	5,566	120,840	94,828	5,416	100,244

13. Analysis of net movement in funds

Current year:	Funds at	Income	Expenditure	Funds at
	1 Apr 2024			31 Mar 2025
	£	£	£	£
Unrestricted funds	94,828	146,023	(125,577)	115,274
Restricted Funds:				
Hampton Fund: staff costs	3,000	12,600	(12,450)	3,150
NHS: post diagnosis workshops and advice clinics	-	21,435	(21,435)	-
Co-op: videos	2,416	-	-	2,416
	5,416	34,035	(33,885)	5,566
Total funds current year	100,244	180,058	(159,462)	120,840
Previous year:	Funds at	Income	Expenditure	Funds at
	1 Apr 2023			31 Mar 2024
	£	£	£	£
Unrestricted funds	60,361	107,703	(73,236)	94,828
Restricted Funds:				
Richmond Voluntary Fund: Richmond residents		8,092	(8,092)	
Hampton Fund: staff costs	3,000	12,000	(12,000)	3,000
NHS: post diagnosis workshops and advice clinics	-	24,150	(24,150)	-
Kingston Charitable Foundation: Kingston schools	-	750	(750)	-
Co-op: videos	2,416	-	-	2,416
St Margarets Fair: printing		648	(648)	
	5,416	45,640	(45,640)	5,416
Total funds previous year	65,777	153,343	(118,876)	100,244

ADHD Embrace

England & Wales - Charity number 1188759

Accounts






Annual Report and Financial Statements

ADHD Embrace

Charity Number 1188759

For the year ended 31 March 2024

Key information

Legal status	Charitable Incorporated Organisation Charity Number 1188759 (England & Wales)
Registered address	88 Wyatt Drive London SW13 8AB
Trustees	Annette Wilson (Chair) Dhavarajh Frank (Treasurer) Clare Mullane (Secretary) Dr Bozhena Zoritch Sarah Woods Katherine Viridi Chris Burich
Independent Examiner	Hartley Fowler LLP 27-37 St George's Road London SW19 4EU
Bank	HSBC UK Bank Plc Kingston Branch 90 Eden Street Kingston Upon Thames KT1 1DJ
Website & social media	 https://adhdembrace.org/  @AdhdEmbrace  @AdhdEmbraceUK

Chair's statement

ADHD Embrace has had another productive year. We continue to see our community of users grow - up 43% against the previous year. This is driven by the increased awareness of ADHD, and neurodiversity in general, as well as the increased need for support from our community. We continue to see waiting lists for ADHD diagnosis to be long despite more investment by statutory service providers. In addition our community was affected in the last year by the medication shortages driven by increased demand for medication mainly from more adults being diagnosed and supply chain issues affecting the production of medication.

Our focus on ensuring that young people with ADHD are understood, supported and ultimately thrive continues to be relevant. Similarly our holistic approach to supporting young people, their parents and professionals working with them is vital to helping young people with ADHD. We continue to ensure our offering is current in a changing world and we believe that it is important to adapt and enhance our service offering based on our user feedback and needs.

Service provision

Our service provision was strong and we were delighted to launch pilots of courses and workshops for the young people themselves. This extension of our services to young people has been an strategic objective we set a number of years ago following requests from our community in view of the lack of such services for young people with ADHD. One of our core offerings is to run Post Diagnosis Workshops for parents and carers of recently diagnosed young people and one of our new pilots was focused on providing such a workshop for the young people themselves. Our pilots were very well received by the young people and their parents and in the coming year we plan build on these.

Our other events and services continued to be well supported. We continue to operate a hybrid model for all our service delivery, where we have some in-person and some virtual events - an approach that continues to be favoured by our community. It also ensures that our offering is accessible to as many people as possible and we also are seeing a wider reach through our on-line offering. In addition in the last year we have added further topics around supporting the family unit in our seminars and parenting courses over and above our core topics and covered couples conflict management and also managing challenging situations with children and young people with non-violent resistant technics. These were well attended and reflect the topics impacting everyday life and challenges of families.

We are pleased with the continuing strong momentum of our School Outreach, where we visit schools and train staff to better support pupils with ADHD in the school environment. We are very fortunate to get positive engagements from schools with whom we work and we very much value the collaboration with schools as we all work to ensure pupils with ADHD are better supported. Equally the ADHD awareness parent coffee mornings, which we lead at school-hosted events has seen participation from parents increasing to over 500 in the last year. These sessions have enabled us to engage with hard to reach parents in the wider community. There is still more work to be done in engaging with more schools as we continue to see that young people with ADHD face school exclusions or are avoiding school attendance. Both of these indicate the individual's needs are not being met sufficiently; a complex area.

We continued our collaboration with Kingston and St Mary's Universities where we work closely with the Educational Facilities. We are involved in lecturing trainee teachers on ADHD awareness and strategies and tools to be used to support pupils with ADHD so that they have this knowledge at the start of their careers. Our Partnership with Kingston University also includes them co-hosting our Teacher Seminars. Our work with other charities and support groups in the area also continue as we ensure we cross refer to each others' services; allowing our families to access a wide range of services and support. We continue to be active on the advocacy side including working with education and healthcare statutory service providers to highlight the needs of our community.

Organisational developments

The team has developed well and is led by our full-time Executive Director, Jenny Cooper, with who I work closely. Jenny is supported by a small part-time team who each contribute to our service provision and operations through their respective roles. Our team comprises the full time equivalent (FTE) of 2.73 staff, a small team considering the breadth of our services.

During the year we undertook a detailed review of the workloads of each of our team members who were facing mounting pressures in terms of the demands on their time with the growth in our community as well as the need to maintain our standards in our service provision. At the same time we also undertook an analysis of our IT platform to look at how we can achieve improved efficiency by enhancing our digital platform. The result of these respective workstreams we have concluded that we need to increase our resourcing and also further invest in our IT platform in the new financial year. We also continued to build the organisation and in the last year have expanded and enhanced our policies and procedures in-line with evolving best practice and regulation.

As mentioned above we have a small team of staff and they continued to be significantly supported by our volunteers including Trustees, who contributed the equivalent of 1.70 FTE. We are grateful for this support from our many volunteers. We also have been fortunate to have benefitted from an experienced Board of Trustees since becoming a charity. In the last year we saw Iain Reid, one of first Trustees retire, as well as Miranda Lewis and Anthony Hewett stand down. We were delighted to bring on three new Trustees: Sarah Woods, Katie Viridi and Chris Burich. Our Board of seven is diverse and each member brings a different skillset, allowing us to operate as a well-rounded board with the required skills and expertise. Our Trustees as well as most of our team have first-hand experience of ADHD or associated neuro conditions within their family or professionally; we therefore have lived experience of the challenges faced by young people with ADHD and their families.

Funding sources

In the current environment securing funding is extremely competitive and the timing can be unpredictable. We have seen a change in from where our funding is coming and we have had to be more proactive across a number of areas. We were delighted to secure renewal funding from our core funders: RPLC, Hampton Fund and The Barnes Fund and funding from the NHS Trust for the family support work we do. In the year we also benefitted from funding from the Marsh Charitable Trust as well as funding for our activities in Kingston from The Royal Borough of Kingston upon Thames and Kingston Charitable Foundation. We also received further funding from Richmond Voluntary Fund to support our service provision specifically to Richmond residents. Grants are an important funding source but we saw less funding from this area during the year.

We were also pleased to have received generous donations from our ADHD Embrace community and the wider community including corporates charitable foundations such as Goldman Sachs Gives and received the royalties earned on the publication "Understanding ADHD in Girls and Women" by Dr Jo Steer. We also generated more of our own funds. We benefitted from our community raising money for us with various challenge events such as the Kew 10K, London Landmark Half Marathon, Thames Path Challenge and Surrey Peaks; many which are match-funded by employers. We were selected as the school's charity of the year at Radnor House and were also selected as a nominated charity at local community events such as the White Hart Lane Christmas Fair.

As we expand our offering and with increased demand for our services, ensuring that we have adequate funding to support the cost of our service provision continues to be an area of importance. Our philosophy as a charity is to offer our services modestly priced or free in order to ensure they are accessible to as many as possible. To this end, we are building our unrestricted reserves from our own income to have 6 – 9 months cover for the next year's expenses.

Plans for next financial year and beyond

We are proud of what we have achieved and continue to see our charity play an important role in supporting our ADHD Embrace community. In order to ensure we able to meet the needs of our community, we have increased our budget for our expense base by 25% as we increase resourcing for service provision, invest in our IT platform and also hire our first paid fundraiser (part-time). My sincere thanks to the whole team of our dedicated staff, volunteers and my fellow Trustees, who have each contributed in their respective ways to what has been an impactful year.

Annette Wilson
Chair

Report of the Trustees

1. Mission and principal activities

The mission of ADHD Embrace is to be a support community for parents and professionals living and working with young people with attention deficit and hyperactivity disorder (“ADHD”) by:

- providing information, **knowledge** and practical support to parents, carers and professionals
- **raising awareness** of ADHD amongst the general public, local schools, local healthcare groups and in the local community as well at government level
- **empowering** those with ADHD and their families through provision of knowledge and practical support
- using any such charitable means as the trustees shall from time to time deem fit with a view **to improving the lives of children and young people with ADHD and those of their families.**

ADHD Embrace offering is provided to the wider public and for the benefit of the public and everybody is welcomed. This is in-line with the Charity Commission’s public benefit guidance. Most of our service offering is free or hugely discounted and in cases of those in financial hardship access is granted by provision of assisted places.

2. Legal structure

ADHD Embrace (formerly known as ADHD Richmond and Kingston) was originally established in 2002 and operated as an unincorporated association. It is currently constituted as a Charitable Incorporated Organisation (CIO), which was registered with the Charity Commission on 25 March 2020. The Charity is governed by its Constitution that was adopted at incorporation and was amended on 26 July 2021 to reflect its name change.

3. Management and governance

3.1 Trustees who served during the reporting period

The following Trustees served on the Board of Trustees during the reporting period:

Chair	Annette Wilson
Treasurer	Dhavarajh Frank
Secretary	Clare Mullane
Other Trustees	Dr Bozhena Zoritch Iain Reid (resigned 9 October 2023) Sarah Woods (appointed 9 October 2023) Katie Viridi (appointed 9 October 2023) Anthony Hewitt (resigned 22 January 2024) Miranda Lewis (resigned 22 January 2024) Chris Burich (appointed 18 March 2024).

The Board of Trustees typically meets six weekly and in the reporting period eight meetings were held.

3.2 Appointment of Trustees

ADHD Embrace Trustees are appointed by the Board of Trustees. The Trustees are either representative of its ADHD community, which comprises parents, professionals and other related individuals, and / or are people with skills, knowledge and experience necessary to run an effective registered charitable organisation. In recruiting for Trustees, ADHD Embrace advertises the Trustee’ vacancies to its community through its fortnightly newsletter and also advertises these roles to the wider community through various voluntary sector recruitment platforms.

In the reporting period the Trustees and staff of ADHD Embrace all have children with ADHD or associated neuro developmental conditions or have worked with young people with ADHD.

4. Operational policies and procedures

ADHD Embrace has put in place policies and procedures to ensure the Charity is run in a structured and efficient way and also to mitigate key risks. The policies include a Safeguarding Policy. All the key policies and procedures are reviewed and approved by the Board of Trustees.

Report of the Trustees (continued)

5. Financial management and reserves policy

ADHD Embrace applies strong financial management in order to ensure that the Charity has sufficient resources to meet its liabilities and that its funds are managed prudently and spent to support the work as set out in its mission statement. The annual budget and management accounts are presented to the Board of Trustees to ensure sound financial governance.

The Charity implemented a reserve policy whereby it targets to hold unrestricted reserves of 6 – 9 months average expenditure for the next financial year. This is an increase from our previous target of three months as the Board are seeing a more competitive fundraising environment and the timing of receipt of funding unpredictable. As a result to ensure that our service provision is not unduly affected by delays in funding, the Board deemed it prudent to increase the level of reserve cover as outlined. Unrestricted reserves as at 31 March 2024 were £94,892 (2023: £60,361), which equates to 5.82 months average expenditure (2023: 5.11 months) for the next financial year.

Restricted reserves committed to specific projects as at 31 March 2024 were £5,416 (2023: £5,416).

6. Funding overview and going concern

ADHD Embrace funding strategy is to ensure that it secures funding from diverse income streams in order to ensure it is sustainable in the longer term. In the period under review we have seen a reduction in the level of grant funding received however were able to secure increased funding from other sources and in particular increase donations from corporates. The make-up of our funding income was as follows:

	2024	2023	Variance compared to last year
Grants	35%	52%	-17%
NHS commission income	16%	13%	+3%
Community donations and fundraising events	16%	14%	+2%
Corporate donations	14%	5%	+9%
Income from service activities	12%	10%	+2%
Schools donations	6%	6%	-
Interest income	1%	-	+1%

In view of the diversity of the Charity's funding and the level of unrestricted reserves, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Charity has adopted the going concern basis in the preparation of its the financial statements for the period under review.

7. Overview of ADHD Embrace's core activities

The Charity's core activities are focused on serving its community and being an advocate for ADHD awareness in the wider local community and with statutory service providers in order to ensure its community's needs are catered for.

It offers a number of activities focused on knowledge sharing and education – these include Seminars led by expert speakers, Post Diagnosis Workshops, Parenting Courses and Advice Clinics as well as an extensive website which has a wealth of information and a resource library of videos and other materials. In addition, the Community and Schools' Outreach Programme of visiting schools and offering training at a local University together with the Teacher Seminars are also aimed at knowledge sharing and education on ADHD. Through our school visits we also lead ADHD awareness session to parents, who we may not have otherwise reached. In the last year we also piloted a course and workshop for young people with ADHD – following the success of this we intend to increase these.

Report of the Trustees (continued)

7. Overview of ADHD Embrace’s core activities (continued)

It also offers activities which are focused on greater engagement with its community such as Drop-in Meet ups, community events and the two Closed Facebook Forums for Parents and Teachers respectively.

8. Service provision in the period under review

ADHD Embrace’s service provision has been very strong. It has seen a large increase in the size of its community and also saw a significant increase in its website users as considered one of the best sources on ADHD in the UK. The summary below provides an overview of the numbers of activities and participation levels achieved, together with comparative figures for the preceding year.

	March 2024	March 2023
Website (annual rolling)		
Unique users	168,636	111,186
Sessions	210,445	130,886
Evening Seminars and Teacher After School Seminars		
No of participants	813	853
No of seminars	25	24
Parenting courses and workshops		
No of participants	290	216
No of courses	15	15
Young people courses and workshops (pilots in 2024)		
No of participants	37	n.a.
No of courses	4	
One-to-one Advice Clinics – Total sessions	167	161
Meet ups / Drop-in sessions		
No of participants	108	65
No of Meet ups	9	10
ADHD awareness and teacher training		
School visits	56	55
No of participants – teachers	1,013	1,369
No of participants – parents	538	263
University training sessions	5	4
No of participants - student teachers	490	460
ADHD Embrace family events		
No of events	1	6
No of participants (2023 included 20 th anniversary celebrations)	77	298

User feedback on ADHD Embrace’s events endorse the value obtained by participants from its different activities.

The Trustees’ Annual Report was approved by the Board of Trustees on 12 August 2024 and is signed on its behalf by:

Annette Wilson
Chair

Independent Examiner's Report to the Trustees of ADHD Embrace

Independent examiner's report to the trustees of ADHD Embrace

I report to the charity trustees on my examination of the accounts of ADHD Embrace (the Charity) for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Jonathan Askew FCA
The Institute of Chartered Accountants in England and Wales

Hartley Fowler LLP
Chartered Accountants
4th Floor Tuition House
27-37 St George's Road
Wimbledon
London
SW19 4EU

ADHD Embrace

Statement of Financial Activities

For the year ended 31 March 2024

		2024	2024	2024	2023	2023	2023
	Notes	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
		£	£	£	£	£	£
Income							
Donations	2	87,503	21,490	108,993	53,119	46,834	99,953
Charitable activities	3	19,070	24,150	43,220	13,151	20,671	33,822
Investment income	4	1,130		1,130	207		207
Total income		107,703	45,640	153,343	66,477	67,505	133,982
Expenditure							
Staff costs	5	55,657	33,892	89,549	25,963	65,457	91,420
Service providers – operations		1,022		1,022			
Service providers – activities		2,400	11,100	13,500	3,811	6,021	9,832
IT platform development		520		520	3,254		3,254
Printing, stationery & equipment		2,541	648	3,189	1,452	1,556	3,008
Premises & room hire		1,325		1,325	747		747
Fundraising	6	3,465		3,465	5,748	296	6,044
IT & communications		1,303		1,303	1,386	675	2,061
Governance	7	2,104		2,104	1,723		1,723
Staff Training		2,265		2,265	199		199
Bank and Payment Fees		634		634	590		590
Total expenditure		73,236	45,640	118,876	44,873	74,005	118,878
Net movement in funds		34,467		34,467	21,604	(6,500)	15,104
Total funds brought forward		60,361	5,416	65,777	38,757	11,916	50,673
Total funds carried forward	13	94,828	5,416	100,244	60,361	5,416	65,777

The Statement of Financial Activities includes all gains and losses in the year. All of the above results are derived from continuing activities.

ADHD Embrace

Balance Sheet

As at 31 March 2024

	Notes	2024 Total funds £	2023 Total funds £
Current assets			
Debtors	9	1,389	50
Cash at bank and in hand		115,229	112,081
Total current assets		<u>116,618</u>	<u>112,131</u>
Creditors falling due within one year	10	(16,374)	(46,354)
Net current assets		<u>100,244</u>	<u>65,777</u>
Funds of the Charity			
Restricted reserves	12, 13	5,416	5,416
Unrestricted reserves	12, 13	94,828	60,361
Total funds		<u>100,244</u>	<u>65,777</u>

The Financial Statements on pages 9 to 15 were approved by the Board of Trustees on 12 August 2024 and are signed on their behalf by:

Annette Wilson
Chair

Dhavarajh Frank
Treasurer

Notes to the financial statements

1. Accounting policies

1.1 Basis of preparation

The financial statements have been prepared under the historical cost convention and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (“the SORP”) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (“FRS 102”). The accounts comply with the Charities Act 2011 and are prepared on a going concern basis.

The Charity has taken advantage of section 4.6 of the SORP to report the Charity’s expenditure in accordance with the purpose for which it was incurred rather than on an activity basis.

The Charity has taken advantage of the disclosure exemption with regards to the requirements of section 7 Statement of Cash Flows in preparing these financial statements, as permitted by FRS 102.

1.2 Revenue recognition

Income is included in the Statement of Financial Activities once ADHD Embrace becomes legally entitled to it, the amount can be quantified with reasonable accuracy and once any performance criteria has been met.

Donations in kind are included under donations based on estimates of the value of goods and services received or in the case of donations in kind for use at events (e.g. auction prizes) are recognised at the amount realised from their sale. No amounts are included for services donated by volunteers in accordance with the SORP. The Trustees’ Report gives more information about volunteers’ contributions.

1.3 Expenses

All expenditure is accounted for on an accruals basis once costs have been incurred. Accruals for unpaid expenses relating to the reporting period are based on best estimates of amounts due.

1.4 Fund accounting

Unrestricted funds are funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or raised by the Charity for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.5 Public benefit

The Charity meets the definition of a public benefit entity under FRS 102.

1.6 Taxation

ADHD Embrace is a Registered Charity and meets the exemption criteria from taxation under the Income and Corporation Taxes Act. No taxation therefore arises.

1.7 Irrecoverable VAT

The Charity is not registered for VAT and therefore does not recover VAT on costs incurred. Irrecoverable VAT is charged against the category of expenditure for which it was incurred.

1.8 Debtors

Debtors include amounts owed to the Charity as at the period end for the provision of goods and services before the period end or amounts the Charity has paid in advance for the goods and services it will receive. Debtors and prepayments are normally recognised at their settlement amount after allowing for any trade discounts due.

Notes to the financial statements (continued)

1.9 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.10 Creditors and provisions

Creditors and provisions include amounts owing by the Charity as at the period end for goods and services received before the period end. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due. Creditors also include funds received in advance of the period for which they have been given.

2. Donations

	2024 Unrestricted Funds £	2024 Restricted Funds £	2024 Total Funds £	2023 Unrestricted Funds £	2023 Restricted Funds £	2023 Total Funds £
Grants from charitable trusts	33,180	20,842	54,022	29,189	44,981	74,171
Donations from corporates	21,929		21,929	6,555		6,555
Donations from individuals and fundraising events & platforms	19,804	648	20,452	12,697	1,852	14,549
Donations - schools	9,166		9,166			
Donations in kind (note 6)						
Other revenue	3,424		3,424	4,678		4,678
	87,503	21,490	108,993	53,119	46,834	99,953

Other revenue includes book royalties from the sale of "Understanding ADHD in Girls & Women".

There were no donations in kind during the year ending 31 March 2024 or the previous financial year.

3. Income from charitable activities

	2024 Unrestricted Funds £	2024 Restricted Funds £	2024 Total Funds £	2023 Unrestricted Funds £	2023 Restricted Funds £	2023 Total Funds £
Income for commissioned work from the NHS	0	24,150	24,150	0	17,350	17,350
Income from seminars and workshops	19,070	0	19,070	13,151	3,321	16,472
Total Income from charitable activities	19,070	24,150	43,220	13,151	20,671	33,822

4. Investment income

Investment income reflects interest earned from the bank.

Notes to the financial statements (continued)

5. Staff costs

	2024	2024	2024	2023	2023	2023
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Salaries	53,769	33,892	87,661	23,615	65,457	89,072
Employers pension contributions to defined contribution schemes	1,888	0	1,888	2,348	0	2,348
Total staff costs	55,657	33,892	89,549	25,963	65,457	91,420

The average head count in the year was 6.5 staff (2023:6 staff) and the average number of full-time equivalent employees was 2.42 (2023: 2.73). One member of staff, our Executive Director was full-time, with all other staff being part-time. No member of staff was paid more than £60,000 per annum in this or the preceding year.

6. Fundraising activities expenses

In the year ending 31 March 2024, fundraising cost totalled £3,465 (2023: £6,044). This includes use of specialist consultancy services to support grant bid writing for funding applications as well as costs associated with fundraising events.

7. Governance costs

	2024	2024	2024	2023	2023	2023
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Independent Examiner fee	1,925	0	1,925	1,550	0	1,550
Insurance	179	0	179	173	0	173
Total governance costs	2,104	0	2,104	1,723	0	1,723

The Charity is governed by the Board of Trustees under the leadership of the Chair. Trustees are not paid for their services and perform any work for the Charity on a pro bono basis. No expenses were paid to Trustees in either period.

8. Related party transactions

There were no transactions in either period with Trustees that require disclosure.

9. Debtors: amounts falling due within one year

	2024	2024	2024	2023	2023	2023
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Trade debtors	745	0	745	50	0	50
Prepayments and accrued Income	644	0	644	0	0	0
Total	1,389	0	1,389	50	0	50

Notes to the financial statements (continued)

10. Creditors: amounts falling due within one year

	2024			2023		
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Trade creditors	1,324	0	1,324	3,005	0	3,005
Service user prepayments	2,400	0	2,400			
Taxation and social security	3,239	0	3,239	2,920	0	2,920
Pensions payable	486	0	486			
Accruals	1,650	0	1,650	1,835	0	1,835
Deferred income (note 11)	0	7,275	7,275	0	38,594	38,594
	9,099	7,275	16,374	7,760	38,594	46,354

11. Creditors: deferred income

	2024		2023	
	Total Funds	Total Funds	Total Funds	Total Funds
	£	£	£	£
Balance at beginning of year		38,595		5,071
Amount released to income in the year		(38,595)		(5,071)
Amount deferred in the year		7,275		38,594
Balance at end of year		7,275		38,594

Deferred income comprises grants received in the year which can only be utilised in future periods.

12. Analysis of net assets between funds

	2024			2023		
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Total current assets	103,927	12,691	116,618	68,121	44,010	112,131
Creditors falling due within one year	(9,099)	(7,275)	(16,374)	(7,760)	(38,594)	(46,354)
Net current assets	94,828	5,416	100,244	60,361	5,416	65,777

Notes to the financial statements (continued)

13. Analysis of net movement in funds

Current year:	Funds at 1 Apr 2023	Income	Expenditure	Funds at 31 Mar 2024
	£	£	£	£
Unrestricted funds	60,361	107,703	(73,236)	94,828
Restricted Funds:				
Richmond Voluntary Fund: Richmond residents	0	8,092	(8,092)	0
Hampton Fund: staff costs	3,000	12,000	(12,000)	3,000
NHS: post diagnosis workshops and advice clinics	0	24,150	(24,150)	0
Kingston Charitable Foundation: Schools Outreach Kingston	0	750	(750)	0
Co-op: Videos	2,416	0	0	2,416
St Margarets Fair: printing	0	648	(648)	0
	5,416	45,640	(45,640)	5,416
Total funds current year	65,777	153,343	(118,876)	100,244
Previous year:				
	Funds at 1 Apr 2022	Income	Expenditure	Funds at 31 Mar 2023
	£	£	£	£
Unrestricted funds	38,757	66,477	(44,873)	60,361
Restricted Funds:				
Richmond Voluntary Fund: Richmond residents	0	9,901	(9,901)	0
RPLC	0	23,081	(23,081)	0
Hampton Fund: staff costs	2,500	12,000	(11,500)	3,000
NHS: post diagnosis workshops and advice clinics	0	17,350	(17,350)	0
Wates Foundation: staff costs	7,000	0	(7,000)	0
National Lottery: Community Fund: parenting courses	0	3,321	(3,321)	0
Co-op: Videos	2,416	0	0	2,416
St Margarets Fair: printing	0	1,852	(1,852)	0
	11,916	67,505	(74,005)	5,416
Total funds previous year	50,673	133,982	(118,878)	65,777

ADHD Embrace

England & Wales - Charity number 1188759

Accounts






Annual Report and Financial Statements

ADHD Embrace

Charity Number 1188759

For the year ended 31 March 2023

Key information

Legal status	Charitable Incorporated Organisation Charity Number 1188759 (England & Wales)
Registered address	88 Wyatt Drive London SW13 8AB
Trustees	Annette Wilson (Chair) Dhavarajh Frank (Treasurer) Clare Mullane (Secretary) Miranda Lewis Anthony Hewitt Dr Bozhena Zoritch Sarah Woods Katherine Virdi
Independent Examiner	Hartley Fowler LLP 27-37 St George's Road London SW19 4EU
Bank	HSBC UK Bank Plc Kingston Branch 90 Eden Street Kingston Upon Thames KT1 1DJ
Website & social media	 https://adhdembrace.org/  @AdhdEmbrace  @AdhdEmbraceUK

Chair's statement

ADHD Embrace continues to grow and thrive. Central to what we do is to provide a community and support for parents, carers and professionals living and working with young people with ADHD. Our objective is that the young people with ADHD can be understood, supported and ultimately thrive. Our work is user-led where the feedback from our community is highly valued to ensure our offering remains relevant and current, yet leverages off our experience gained over the last twenty years.

Service provision

In the last year our service provision was strong with an increasing breadth of offering and growing demand for our services. Our impact over the last year has been significant as we focus on areas that will positively improve the lives of young people with ADHD.

We are particularly delighted with the success of our School Outreach Programme, which in the last year has really taken off through our visits to schools, where we offer ADHD awareness and teacher training to schools in our vicinity (being free of charge to state schools). In addition, the Teacher Seminars led by expert speakers on topics relating to pupils with ADHD have continued to prove popular.

Our School Outreach Programme was launched in response to the school environment being continuously challenging for young people with ADHD. Within our community we saw a high number of young people being excluded from school albeit for short periods or even suffering from fixed exclusions. Equally school avoidance or mental health issues such as anxiety also often were connected to the school environment. In recent years we observed that teachers and the school environment had gained greater knowledge of ADHD as a condition but the main area that was still wanting was training in strategies and tools to support pupils with ADHD that could be adopted within the schooling system. This led us to conclude we needed to empower schools and teachers by supporting and provide training on how they could better support pupils with ADHD. The School Outreach Programme has been extremely positively received by schools, individual teachers and parents.

Our offering to our parents' community continues to attract strong engagement and attendance, with the community aspect of our offering continuing to be highly valued. Our hybrid model for all our service delivery, where we have some in-person and some virtual events, continues to be favoured by our ADHD community. It also ensures that our offering is accessible to as many people as possible.

We continued our collaboration with Kingston University, who co-host our Teacher Seminars, and are excited to be working with St Mary's University since January 2023, where we offer lectures to student teachers on ADHD. We also work collaboratively with other charities and support groups in the area by promoting the services they provide and also working closely with them to ensure we do not duplicate service provision. This has resulted in our families accessing a wide range of services and support that is on offer for them. We continue to be active on the advocacy side, working with education and healthcare statutory service providers to highlight the needs of our community. We are grateful to have a shared sense of purpose where the focus is to provide support to those in need of our respective offering.

Organisational developments

In the last year we transitioned to an organisation where the service provision is led by a full-time Executive Director, Jenny Cooper. We are hugely proud of achieving this milestone within the three-year timescale, which we set ourselves at the time of becoming a charity in March 2020. We also increased our part-time staff to five, who all support different aspects of our service provision. With a team of six, our staff hours averaged 109 hours per week (48 hours in 2022) or the equivalent of 2.73 FTE (1.11 in 2022).

We are also hugely grateful for the support we received from our many volunteers both from within our ADHD community and the wider community. Although the paid team increased in size, the service delivery could not be achieved by the team alone and we continued to be significantly supported by our volunteers. In the reporting period, volunteers contributed 66 hours per week on average (115 hours in 2022) or the equivalent of 1.64 FTE (2.88 FTE in 2022).

We are fortunate to have an experienced Board of Trustees, comprising seven people who each bring different skills. In the year we appointed a new Trustee, Dr Bozhena Zoritch, a practising clinician, which brings a new perspective and skillset to the Board. The volunteers' hours mentioned above included the contributions from our Trustees, who all supported different aspects of the charity in a hands-on way. Our Trustees also all have first-hand experience of ADHD or associated neuro conditions, thereby understanding the challenges faced by young people with ADHD and their families.

Funding sources

We were delighted to secure renewal funding at increased levels from our core funders: RPLC, Hampton Fund and The Barnes Fund and funding from the NHS Trust for the family support work we do. In the year we also benefitted from funding from the Richmond Voluntary Fund, the National Lottery Community Fund and the Leathersellers Company Charitable Fund.

We also further broadened our funding base by generating more of our own funds. We also benefitted from our community raising money for us with various challenge events (such as the Kew 10K and Hampton Court Half Marathon) and putting us forward to be selected as a nominated charity at local community events (such as the White Hart Lane Christmas Fair) or being schools' selected charity (Newlands House, Richmond Academy and Christ's School). We were also pleased to have received generous donations from our ADHD community, the wider community and commercial businesses, which also included the royalties earned on the publication on Understanding ADHD in Girls and Women by Dr Jo Steer.

As we expand our offering and there is increased demand for our services, ensuring that we have adequate funding to support the cost of our service provision continues to be an area of importance. Our philosophy as a charity is to offer our services modestly priced or for free in order to ensure they are accessible to as many people as possible.

Plans for next financial year and beyond

We are excited about the future as to the impact of our work. We continue to see unmet needs and more areas in which to develop our service provision for our expanding community.

We have entered the new financial year and I am delighted to report that we have added a new team member as we have reorganised the role of our Family Support Worker to give us more flexibility in two people covering the role. As part of this re-organisation, we are also looking to running pilot Post Diagnosis Workshops for newly diagnosed young people themselves. This is an area where young people have not been supported in the past and we believe will be an important further addition to the support we provide by working with the young people themselves.

My sincere thanks to the whole team of our dedicated staff, volunteers and my fellow Trustees, who have each contributed in their respective ways to what have been a very busy and productive year.

Annette Wilson
Chair

Report of the Trustees

1. Mission and principal activities

The mission of ADHD Embrace is to be a support community for parents and professionals living and working with young people with attention deficit and hyperactivity disorder (“ADHD”) by:

- providing information, **knowledge** and practical support to parents, carers and professionals
- **raising awareness** of ADHD amongst the general public, local schools, local healthcare groups and in the local community as well at government level
- **empowering** those with ADHD and their families through provision of knowledge and practical support
- using any such charitable means as the trustees shall from time to time deem fit with a view **to improving the lives of children and young people with ADHD and those of their families.**

ADHD Embrace offering is provided to the wider public and for the benefit of the public and everybody is welcomed. This is in-line with the Charity Commission’s public benefit guidance. Most of our service offering is free or hugely discounted and in cases of those in financial hardship access is granted by provision of assisted places.

2. Legal structure

ADHD Embrace (formerly known as ADHD Richmond and Kingston) was originally established in 2002 and operated as an unincorporated association. It is currently constituted as a Charitable Incorporated Organisation (CIO), which was registered with the Charity Commission on 25 March 2020. The Charity is governed by its Constitution that was adopted at incorporation and was amended on 26 July 2021 to reflect its name change.

3. Management and governance

3.1 Trustees who served during the reporting period

The following Trustees served on the Board of Trustees during the reporting period:

Chair	Annette Wilson
Treasurer	Dhavarajh Frank
Secretary	Clare Mullane
Other Trustees	Iain Reid Miranda Lewis Anthony Hewitt Dr Bozhena Zoritch (appointed 1 November 2022)

The Board of Trustees typically meets six weekly and in the reporting period eight meetings were held.

After the reporting period on 9 October 2023, Iain Reid stood down as Trustee and Katherine Viridi and Sarah Woods were appointed Trustees.

3.2 Appointment of Trustees

ADHD Embrace Trustees are appointed by the Board of Trustees. The Trustees are either representative of its ADHD community, which comprises parents, professionals and other related individuals, and / or are people with skills, knowledge and experience necessary to run an effective registered charitable organisation. In recruiting for Trustees, ADHD Embrace advertises the Trustee’ vacancies to its community through its fortnightly newsletter and also advertises these roles to the wider community through various voluntary sector recruitment platforms.

In the reporting period the Trustees and staff of ADHD Embrace all have children with ADHD or associated neuro developmental conditions or have worked with young people with ADHD.

Report of the Trustees (continued)

4. Operational policies and procedures

ADHD Embrace has put in place policies and procedures to ensure the Charity is run in a structured and efficient way and also to mitigate key risks. The policies include a Safeguarding Policy. All the key policies and procedures are reviewed and approved by the Board of Trustees.

5. Financial management and reserves policy

ADHD Embrace applies strong financial management in order to ensure that the Charity has sufficient resources to meet its liabilities and that its funds are managed prudently and spent to support the work as set out in its mission statement. The annual budget and management accounts are presented to the Board of Trustees to ensure sound financial governance.

The Charity implemented a reserve policy whereby it targets to hold unrestricted reserves that equate to a minimum of three months average expenditure for the next financial year. Unrestricted reserves as at 31 March 2023 were £60,3602: £38,757), which equates to 5.11 months average expenditure (2022: 2.89 months) for the next financial year.

Restricted reserves committed to specific projects as at 31 March 2023 were £5,41622: £11,916).

6. Funding overview and going concern

ADHD Embrace funding strategy is to ensure that it secures funding from diverse income streams in order to ensure it is sustainable in the longer term. In the period under review its income came from the following:

55% from grant funders

19% from donations, fundraising events and retailer platforms

13% from our service activities

12% from the NHS for commissioned work.

In view of the broad sources of funding the Charity uses and considering its review of future funding, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Charity has adopted the going concern basis in the preparation of its financial statements for the period under review.

7. Overview of ADHD Embrace's core activities

The Charity's core activities are focused on serving its community and being an advocate for ADHD awareness in the wider local community and with statutory service providers in order to ensure its community's needs are catered for.

It offers a number of activities focused on knowledge sharing and education – these include Seminars led by expert speakers, Post Diagnosis Workshops, Parenting Courses and Advice Clinics as well as an extensive website which has a wealth of information and a resource library of videos and other materials. In addition, the Community and Schools' Outreach Programme of visiting schools and offering training at a local University together with the Teacher Seminars are also aimed at knowledge sharing and education on ADHD.

It also offers activities which are focused on greater engagement with its community such as Drop-in Meet ups, community events and the two Closed Facebook Forums for Parents and Teachers respectively.

Report of the Trustees (continued)

8. Service provision in the period under review

ADHD Embrace's service provision has been very strong. It has seen a large increase in the size of its community and also saw a significant increase in its website users, showing its wider influence following our website re-design and re-write in 2022. Activities and the way they are offered are user-led and so certain adjustments were made in its service delivery. The summary below provides an overview of the numbers of activities and participation levels achieved, together with comparative figures for the preceding year.

	March 2023	March 2022
Website (annual rolling)		
Users	111,186	27,073
Sessions	130,886	36,090
Newsletter		
Recipients	1,338	1,056
Seminars		
No of participants	581	470
No of seminars	16	15
Teacher Seminars – launched Oct 2021		
No of participants	272	276
No of seminars	8	6
Post diagnosis workshops		
No of participants	124	99
No of workshops	11	11
One-to-one Advice Clinics – Total users	161	235
Meet ups / Drop-in sessions		
No of participants	65	98
No of Meet ups	10	13
Parenting courses – 5 or 6-week courses		
No of participants	92	72
No of courses	4	5
ADHD awareness and training		
School visits – launched in Oct 2021	55	7
No of participants – teachers	1,369	90
No of participants – parents	263	0
University training sessions- launched Jan 2023	4	n/a
No of participants - student teachers	460	n/a
ADHD Embrace community events – 20th anniversary		
No of events	6	n/a
No of participants	298	n/a

User feedback on ADHD Embrace's events endorse the value that is obtained by participants from its different activities.

The Trustees' Annual Report was approved by the Board of Trustees on 12 October 2023 and is signed on its behalf by:

Annette Wilson
Chair

Independent Examiner's Report to the Trustees of ADHD Embrace

I report to the Trustees on my examination of the Financial Statements of ADHD Embrace (the Charity) for the year ended 31 March 2023.

Responsibilities and basis of report

As the Trustees of the Charity, you are responsible for the preparation of the Financial Statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiner's statement

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

- accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
- the Financial Statements do not accord with those records; or
- the Financial Statements do not comply with the applicable requirements concerning the form and content of Financial Statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the Financial Statements give a 'true and fair' view which is not a matter considered as part of an independent examination.

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 Financial Statements to be reached.

Signed:

Jonathan Askew
ICAEW
Hartley Fowler LLP
Chartered Accountants
4th Floor Tuition House
27-37 St George's Road
Wimbledon
London
SW19 4EU

Date: 16 October 2023

ADHD Embrace

Statement of Financial Activities

For the year ended 31 March 2023

		2023	2023	2023	2022	2022	2022
		Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Notes	funds	funds	funds	funds	funds	funds
		£	£	£	£	£	£
Income							
Donations	2,3	53,119	46,834	99,953	55,948	19,416	75,364
Charitable activities	4	13,151	20,671	33,822	10,998	18,893	29,891
Investment income	5	207	-	207	3	-	3
Total income		66,477	67,505	133,982	66,949	38,309	105,258
Expenditure							
Staff costs	6	25,964	65,456	91,420	22,408	11,845	34,253
Service providers & related costs		3,811	6,022	9,833	1,958	17,048	19,006
IT platform development		3,254	-	3,254	5,860	2,798	8,658
Printing, stationery & equipment		1,452	1,556	3,008	1,992	-	1,992
Premises & room hire	3	747	-	747	594	-	594
Fundraising	3,7	5,748	296	6,044	1,004	-	1,004
IT & communications		1,386	675	2,061	3,170	-	3,170
Governance	8	1,723	-	1,723	1,672	-	1,672
Staff training		199	-	199	198	-	198
Bank and payment fees		590	-	590	385	-	385
Total expenditure		44,874	74,005	118,879	39,240	31,691	70,931
Net movement in funds		21,603	(6,500)	15,103	27,709	6,618	34,327
Total funds brought forward		38,757	11,916	50,673	11,048	5,298	16,346
Total funds carried forward	14	60,360	5,416	65,776	38,757	11,916	50,673

The Statement of Financial Activities includes all gains and losses in the year. All of the above results are derived from continuing activities.

ADHD Embrace

Balance Sheet

As at 31 March 2023

	Notes	2023 Total funds £	2022 Total funds £
Current assets			
Debtors	10	50	612
Cash at bank and in hand		112,080	64,527
Total current assets		112,130	65,139
Creditors falling due within one year	11	(46,354)	(14,466)
Net current assets		65,776	50,673
Funds of the Charity			
Restricted reserves	13, 14	5,416	11,916
Unrestricted reserves	13, 14	60,360	38,757
Total funds		65,776	50,673

The Financial Statements on pages 10 to 15 were approved by the Board of Trustees on 12 October 2023 and are signed on their behalf by:

Annette Wilson
Chair

Dhavarajh Frank
Treasurer

Notes to the financial statements

1. Accounting policies

1.1 Basis of preparation

The financial statements have been prepared under the historical cost convention and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (“the SORP”) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (“FRS 102”). The accounts comply with the Charities Act 2011 and are prepared on a going concern basis.

The Charity has taken advantage of section 4.6 of the SORP to report the Charity’s expenditure in accordance with the purpose for which it was incurred rather than on an activity basis.

The Charity has taken advantage of the disclosure exemption with regards to the requirements of section 7 Statement of Cash Flows in preparing these financial statements, as permitted by FRS 102.

1.2 Revenue recognition

Income is included in the Statement of Financial Activities once ADHD Embrace becomes legally entitled to it, the amount can be quantified with reasonable accuracy and once any performance criteria has been met.

Donations in kind are included under donations based on estimates of the value of goods and services received or in the case of donations in kind for use at events (e.g. auction prizes) are recognised at the amount realised from their sale. No amounts are included for services donated by volunteers in accordance with the SORP. The Trustees’ Report gives more information about volunteers’ contributions.

1.3 Expenses

All expenditure is accounted for on an accruals basis once costs have been incurred. Accruals for unpaid expenses relating to the reporting period are based on best estimates of amounts due.

1.4 Fund accounting

Unrestricted funds are funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or raised by the Charity for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.5 Public benefit

The Charity meets the definition of a public benefit entity under FRS 102.

1.6 Taxation

ADHD Embrace is a Registered Charity and meets the exemption criteria from taxation under the Income and Corporation Taxes Act. No taxation therefore arises.

1.7 Irrecoverable VAT

The Charity is not registered for VAT and therefore does not recover VAT on costs incurred. Irrecoverable VAT is charged against the category of expenditure for which it was incurred.

1.8 Debtors

Debtors include amounts owed to the Charity as at the period end for the provision of goods and services before the period end or amounts the Charity has paid in advance for the goods and services it will receive. Debtors and prepayments are normally recognised at their settlement amount after allowing for any trade discounts due.

Notes to the financial statements (continued)

1.9 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.10 Creditors and provisions

Creditors and provisions include amounts owing by the Charity as at the period end for goods and services received before the period end. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due. Creditors also include funds received in advance of the period for which they have been given.

2. Donations

	2023 Unrestricted Funds £	2023 Restricted Funds £	2023 Total Funds £	2022 Unrestricted Funds £	2022 Restricted Funds £	2022 Total Funds £
Grants from charitable trusts	29,189	44,981	74,170	35,892	17,000	52,892
Donations from corporates	6,555	-	6,555	1,000	2,416	3,416
Donations from individuals and fundraising platforms	12,697	1,853	14,550	17,159	-	17,159
Other revenue	4,678	-	4,678	1,897	-	1,897
	53,119	46,834	99,953	55,948	19,416	75,364

Other revenue includes book royalties from the sale of "Understanding ADHD in Girls & Women".

There were no donations in kind during the year ending 31 March 2023 or the previous financial year.

3. Income from charitable activities

	2023 Unrestricted Funds £	2023 Restricted Funds £	2023 Total Funds £	2022 Unrestricted Funds £	2022 Restricted Funds £	2022 Total Funds £
Income for commission work from the NHS	-	17,350	17,350	-	12,250	12,250
Income from seminars and workshops	13,151	3,321	16,472	10,998	6,643	17,641
Total Income from charitable activities	13,151	20,671	33,822	10,998	18,893	29,891

4. Investment income

Investment income reflects interest earned from the bank.

Notes to the financial statements (continued)

5. Staff costs

	2023	2023	2023	2022	2022	2022
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Salaries	23,616	65,456	89,072	21,548	11,845	33,393
Employers pension contributions to defined contribution schemes	2,348	-	2,348	860	-	860
Total staff costs	25,964	65,456	91,420	22,408	11,845	34,253

The Charity employed one full-time and five part-time members of staff during the year. The average head count in the year was 6 staff (2022: 2.67) and the average number of full-time equivalent employees was 2.73 (2022: 1.11). No member of staff was paid more than £60,000 per annum in this or the preceding year.

6. Fundraising activities expenses

In the year ending 31 March 2023, fundraising cost totalled £250. In the preceding year, no fundraising costs were incurred as all fundraising activities were undertaken by volunteers.

7. Governance costs

	2023	2023	2023	2022	2022	2022
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Independent Examiner Fee	1,550	-	1,550	1,530	-	1,530
Insurance	173	-	173	142	-	142
Total governance costs	1,723	-	1,723	1,672	-	1,672

The Charity is governed by the Board of Trustees under the leadership of the Chair. Trustees are not paid for their services and perform any work for the Charity on a pro bono basis. No expenses were paid to Trustees in either period.

8. Related party transactions

There were no transactions in either period with Trustees that require disclosure.

9. Debtors: amounts falling due within one year

	2023	2023	2023	2022	2022	2022
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Trade debtors	50	-	50	84	-	84
Prepayments and accrued income	-	-	-	528	-	528
	50	-	50	612	-	612

Notes to the financial statements (continued)

10. Creditors: amounts falling due within one year

	2023	2023	2023	2022	2022	2022
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Trade creditors	3,006	-	3,006	720	6,016	6,736
Taxation and social security	2,919	-	2,919	1,229	-	1,229
Accruals	1,835	-	1,835	1,430	-	1,430
Deferred income (note 12)	-	38,594	38,594	-	5,071	5,071
	7,760	38,594	46,354	3,379	11,087	14,466

11. Creditors: deferred income

	2023	2022
	Total Funds	Total Funds
	£	£
Balance at beginning of year	5,071	19,696
Amount released to income in the year	(5,071)	(19,696)
Amount deferred in the year	38,594	5,071
Balance at end of year	<u>38,594</u>	<u>5,071</u>

Deferred income comprises grants received in the year which can only be utilised in future periods.

12. Analysis of net assets between funds

	2023	2023	2023	2022	2022	2022
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Total current assets	68,120	44,010	112,130	42,136	23,003	65,139
Creditors falling due within one year	(7,760)	(38,594)	(46,354)	(3,379)	(11,087)	(14,466)
Net current assets	60,360	5,416	65,776	38,757	11,916	50,673

Notes to the financial statements (continued)

13. Analysis of net movement in funds

Current year:	Funds at 1 Apr 2022	Income	Expenditure	Funds at 31 Mar 2023
	£	£	£	£
Unrestricted funds	38,757	66,477	(44,874)	60,360
Restricted funds:				
Richmond Voluntary Fund: Richmond residents	-	9,901	(9,901)	-
RPLC	-	23,080	(23,080)	-
Hampton Fund: staff costs	2,500	12,000	(11,500)	3,000
NHS: post diagnosis workshops and advice clinics	-	17,350	(17,350)	-
Wates Foundation: staff costs	7,000	-	(7,000)	-
National Lottery Community Fund: parenting courses	-	3,322	(3,322)	-
Co-op: Videos	2,416	-	-	2,416
St Margarets Fair: Printing	-	1,852	(1,852)	-
	11,916	67,505	(74,005)	5,416
Total funds current year	50,673	133,982	(118,878)	65,776
Previous year:	Funds at 1 Apr 2021	Income	Expenditure	Funds at 31 Mar 2022
	£	£	£	£
Unrestricted funds	11,048	66,949	(39,240)	38,757
Restricted funds:				
Hampton Fund: staff costs	2,500	10,000	(10,000)	2,500
NHS: post diagnosis workshops and advice clinics	-	12,250	(12,250)	-
Wates Foundation: staff costs	-	7,000	-	7,000
National Lottery Community Fund: parenting courses	-	6,643	(6,643)	-
Co-op: Website, database & marketing	-	-	(2,798)	(2,798)
Co-op: Videos	2,798	2,416	-	5,214
	5,298	38,309	(31,691)	11,916
Total funds previous year	16,346	105,258	(70,931)	50,673

ADHD Embrace

England & Wales - Charity number 1188759

Accounts






Annual Report and Financial Statements

ADHD Embrace

Charity Number 1188759

For the year ended 31 March 2022

Key information

Legal status	Charitable Incorporated Organisation Charity Number 1188759 (England & Wales)
Registered address	88 Wyatt Drive London SW13 8AB
Trustees	Annette Wilson (Chair) Dhavarajh Frank (Treasurer) Clare Mullane (Secretary) Iain Reid Miranda Lewis Anthony Hewitt Dr Bozhena Zoritch
Independent Examiner	Hartley Fowler LLP 27-37 St George's Road London SW19 4EU
Bank	HSBC UK Bank Plc Kingston Branch 90 Eden Street Kingston Upon Thames KT1 1DJ
Website & social media	 https://adhdembrace.org/  @AdhdEmbrace  @AdhdEmbraceUK

Chair's statement

This year we are celebrating our 20th anniversary and have had a number of events to mark the occasion. We have much to celebrate, with our most significant achievement being the community we have built. Building a community and a reputation takes time and this has only been achieved as a result of the dedication and hard work of many people who have contributed over the years to building the group to enable us to do the work set out in our mission. Young people with ADHD are faced with many challenges and we have seen that parents and professionals working with young people with ADHD having a huge influence on their lives. Equally it has been terrific to have seen so many of our ADHD Embrace young people develop and find their own way in the world and become what they want to be. This is a testament to the work of our community over many years.

In the last year we have had another busy one with many accomplishments as we continue to build the group as part of our vision to build a long-term sustainable group. This is the second year in which we have operated as a charity and we continue to see our community growing as there is continued demand for our services.

Service provision

Service delivery across our existing activities remained strong with continued good levels of attendance. We continued our approach of being a user-led service provider. As we came out of the various lockdown restrictions, we resumed some in-person events and continued to offer some virtual events, arriving at a hybrid model in response to feedback from our community. We also expanded our offering, which included running several parenting courses as there was increasing demand from our community. We also launched a new initiative, our Schools Outreach Programme. This came as a result of learnings from our work, where we see exclusions of pupils with ADHD or young people suffering from mental health issues or school avoidance when feeling unsupported in the school environment. This initiative included three new service offerings:

- Teacher Seminars led by expert speakers in collaboration with Kingston University's Education Faculty
- Schools' visits to promote ADHD awareness and also teacher training with practical strategies to be used in the classroom
- Teacher Closed Facebook Forum enabling the teacher community to engage closer with our work and also giving them the ability to connect with their peers who have pupils with ADHD

We continued to take a collaborative approach to working with other charities and support groups in the area by promoting the services they provide and also working closely with them to ensure we do not duplicate service provision. Thereby ensuring that our families can access a wide range of services and support that is on offer for them. We also continued to be active on the advocacy side, working with education and healthcare statutory service providers to highlight the needs of our community.

Organisational developments

In the reporting period, we had another step change in the organisation. We were successful in getting increased funding and as a result we were able to expand our team of paid staff, taking our team to four part-time employees by the end of the reporting period. One of the new roles relates to our Schools' Outreach, with strong demand from schools after it has been exceptionally well received.

We are hugely grateful for the support we received from our many volunteers both from within our ADHD community and the wider community. In the reporting period, volunteers contributed 115 hours per week on average (91 hours in 2021) or the equivalent of 2.88 FTE (2.27 FTE in 2021) which significantly supported the work of our part-time employees, whose hours averaged 48 hours per week (23 hours in 2021) or the equivalent of 1.11 FTE (0.584 FTE in 2021).

We are fortunate to have an experienced Board of Trustees, comprising six people who each bring different skills. The volunteers' hours mentioned above included the contributions from our Trustees, who all supported different aspects of the charity in a hands-on way. Our Trustees also all have first-hand experience of ADHD or associated neuro conditions, thereby understanding the challenges faced by young people with ADHD and their families.

ADHD Embrace
Annual Report and Financial Statements for the year ended 31 March 2022

Our expanded resourcing enabled us to make significant strides in building the infrastructure during the year and the following was achieved in the reporting period:

- We launched a **new integrated booking systems and CRM** in April 2021 in order to better manage bookings for our activities and the data on users of our services.
- We **rebranded as ADHD Embrace** from our former name ADHD Richmond and Kingston in July 2021. The new name reflects the essence of our community, where parents and professionals collectively support young people with ADHD.
- We launched a **new website** in September 2021, which involved a re-design to improve its functionality and update of the content. We transferred our video library to our website platform, making them accessible from one source.

Funding sources

We were delighted to secure renewal funding at increased levels from our core funders: RPLC, Hampton Fund and The Barnes Fund and funding from the NHS Trust for the family support work we do. In the year we further diversified our sources of funding. We secured core funding from the Wates Foundation and received funding from the National Lottery Community Fund, enabling us to offer parenting courses at a hugely discounted fee and grant assisted places to 15% of the participants suffering financial hardship.

We also further broadened our funding base by generating more of our own funds and also benefitted from our community raising money for us and putting us forward to be selected as a nominated charity at local community events. We were also pleased to have received donations from our community and also benefitted from being a selected charity on retail funding platforms.

Plans for next financial year and beyond

We have entered the new financial year and I am delighted to report that we have been able to further expand our team with two further hirings in April 2022. As part of our vision to build a long-term sustainable organisation, we appointed Jenny Cooper who has taken on the paid full-time role of Executive Director. This appointment is a key hire and a real milestone for us as an organisation and is part of a planned succession, where I can stand down from my day-to-day management role and will continue as Non Executive Chair. This takes the team to six in total - one full-time and five being part-time employees.

We are excited about the future and continue to see many more areas in which to develop our service provision and our expanding community.

My sincere thanks to the whole team of our dedicated staff, volunteers and my fellow Trustees, who have made it possible for us to have achieved so much in the year under review.

Annette Wilson
Chair

Report of the Trustees

1. Mission and principal activities

The mission of ADHD Embrace is to be a support community for parents and professionals living and working with young people with attention deficit and hyperactivity disorder (“ADHD”) by:

- providing information, **knowledge** and practical support to parents, carers and professionals
- **raising awareness** of ADHD amongst the general public, local schools, local healthcare groups and in the local community as well at government level
- **empowering** those with ADHD and their families through provision of knowledge and practical support
- using any such charitable means as the trustees shall from time to time deem fit with a view to **improving the lives of children and young people with ADHD and those of their families.**

ADHD Embrace offering is provided to the wider public and for the benefit of the public and everybody is welcomed. This is in-line with the Charity Commission’s public benefit guidance. Most of our service offering is free or hugely discounted and in cases of those in financial hardship access is granted by provision of assisted places.

2. Legal structure

ADHD Embrace (formerly known as ADHD Richmond and Kingston) was originally established in 2002 and operated as an unincorporated association. It is currently constituted as a Charitable Incorporated Organisation (CIO), which was registered with the Charity Commission on 25 March 2020. The Charity is governed by its Constitution that was adopted at incorporation and was amended on 26 July 2021 to reflect its name change.

3. Management and governance

3.1 Trustees who served during the reporting period

The following Trustees served on the Board of Trustees during the reporting period:

Chair	Annette Wilson
Treasurer	Dhavarajh Frank
Secretary	Clare Mullane
Other Trustees	Iain Reid
	Miranda Lewis
	Tim Cooper (resigned 13 December 2021)
	Anthony Hewitt (appointed 13 December 2021)

The Board of Trustees typically meets six weekly and in the reporting period thirteen meetings were held.

3.2 Appointment of Trustees

ADHD Embrace Trustees are appointed by the Board of Trustees. The Trustees are either representative of its ADHD community, which comprises parents, professionals and other related individuals, and / or are people with skills, knowledge and experience necessary to run an effective registered charitable organisation. In recruiting for Trustees, ADHD Embrace advertises the Trustee’ vacancies to its community through its fortnightly newsletter and also advertises these roles to the wider community through various voluntary sector recruitment platforms.

In the reporting period the Trustees and staff of ADHD Embrace all have children with ADHD or associated neuro developmental conditions.

Report of the Trustees (continued)

4. Operational policies and procedures

ADHD Embrace has put in place policies and procedures to ensure the Charity is run in a structured and efficient way and also to mitigate key risks. The policies include a Safeguarding Policy. All the key policies and procedures are reviewed and approved by the Board of Trustees.

5. Financial management and reserves policy

ADHD Embrace applies strong financial management in order to ensure that the Charity has sufficient resources to meet its liabilities and that its funds are managed prudently and spent to support the work as set out in its mission statement. The annual budget and management accounts are presented to the Board of Trustees to ensure sound financial governance.

The Charity implemented a reserve policy whereby it targets to hold unrestricted reserves that equate to a minimum of three months average expenditure for the next financial year. Unrestricted reserves as at 31 March 2022 were £38,757 (2021: £11,048), which equates to 2.89 months average expenditure for the next financial year.

Restricted reserves committed to specific projects as at 31 March 2022 were £11,916 (2021: £5,298).

6. Funding overview and going concern

ADHD Embrace funding strategy is to ensure that it secures funding from diverse income streams in order to ensure it is sustainable in the longer term. In the period under review its income came from the following:

50% from grant funders

21% from donations, fundraising events and retailer platforms

17% from our service activities

12% from the NHS for commissioned work.

The above included some new community fundraising events such as the Kew 10K run and being one of two nominated charities being supported from the proceeds at the White Hart Lane Christmas Fair. In addition, it also benefitted from receiving the royalties from a book covering Girls and Woman with ADHD. Looking ahead, the Trustees will continue to broaden the number of grants received and also will continue to engage with community fundraising including seeking corporate sponsorship and support. The Trustees will continue to seek opportunities to strengthen the Charity's financial position with a particular focus on strengthening its unrestricted reserve position.

In view of the broad sources of funding the Charity uses and considering its review of future funding, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Charity has adopted the going concern basis in the preparation of its the financial statements for the period under review.

7. Overview of ADHD Embrace's core activities

The Charity's core activities are focused on serving its community and being an advocate for ADHD awareness in the wider local community and with statutory service providers in order to ensure our community's needs are catered for.

It offers a number of activities focused on knowledge sharing and education – these include our Post Diagnosis Workshops, Parenting courses as well as an extensive website which has a wealth of information and a resource library of videos and other materials. In addition our Schools' Outreach is also aimed at knowledge sharing and education – this includes Teacher Seminars and presentation made when visiting schools.

Report of the Trustees (continued)

It also offers activities which are focused on greater engagement with its' community such as one-to-one advice clinics, drop-in meet ups and the Parents and Teacher Closed Facebook Forums

8. Service provision in the period under review

ADHD Embrace's service provision has been very strong. It has seen a large increase in the size of its community and also saw a significant increase in its website users, showing its wider influence following our website re-design and re-write. Activities and the way they are offered are user-led and so certain adjustments were made in its service delivery. The summary below provides an overview of the numbers of activities and participation levels achieved, together with comparative figures for the preceding year.

	March 2022	March 2021
Website		
Users	27,073	16,319
Sessions	36,090	20,866
Newsletter		
Recipients	1,056	849
Seminars		
No of participants	470	761
No of seminars	15	22
Teacher Seminars – launched Oct 2021		
No of participants	276	Not applicable
No of seminars	6	
Post diagnosis workshops		
No of participants	99	95
No of workshops	11	10
One-to-one Advice Clinics – Total users	235	295
Meet ups / Drop-in sessions		Resumed Jan 2021
No of participants	98	21
No of Meet-up (on-line and in-person)	13	10
Parenting courses – 6-week courses		
No of participants	72	8
No of courses	5	1

User feedback on ADHD Embrace's events endorse the value that is obtained by participants from its different activities.

The Trustees' Annual Report was approved by the Board of Trustees on 28 November 2022 and is signed on its behalf by:

Annette Wilson
Chair

Independent Examiner's Report to the Trustees of ADHD Embrace

I report to the Trustees on my examination of the Financial Statements of ADHD Embrace (the Charity) for the year ended 31 March 2022.

Responsibilities and basis of report

As the Trustees of the Charity you are responsible for the preparation of the Financial Statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiner's statement

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

- accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
- the Financial Statements do not accord with those records; or
- the Financial Statements do not comply with the applicable requirements concerning the form and content of Financial Statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the Financial Statements give a 'true and fair' view which is not a matter considered as part of an independent examination.

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 Financial Statements to be reached.

Signed:

Jonathan Askew
ICAEW
Hartley Fowler LLP
Chartered Accountants
4th Floor Tuition House
27-37 St George's Road
Wimbledon
London
SW19 4EU

Date: 28 November 2022

ADHD Embrace

Statement of Financial Activities

For the year ended 31 March 2022

	Notes	2022 Unrestricted funds	2022 Restricted funds	2022 Total funds	2021 Unrestricted funds	2021 Restricted funds	2021 Total funds
		£	£	£	£	£	£
Income							
Donations	2	55,948	19,416	75,364	14,541	17,571	32,112
Charitable activities	3	10,998	18,893	29,891	3,928	13,750	17,678
Investment income	4	3	-	3	2	-	2
Total income		66,949	38,309	105,258	18,471	31,321	49,792
Expenditure							
Staff costs	5	22,408	11,845	34,253	8,140	9,640	17,780
Service providers & related costs		1,958	17,048	19,006	-	13,628	13,628
IT platform development		5,860	2,798	8,658	225	2,805	3,030
Printing, stationery & equipment		1,992	-	1,992	50	-	50
Premises & room hire	3	594	-	594	-	-	-
Fundraising	2,6	1,004	-	1,004	-	-	-
IT & communications		3,170	-	3,170	131	265	396
Governance	7	1,672	-	1,672	865	-	865
Staff training		198	-	198	-	-	-
Bank and payment fees		385	-	385	647	-	647
Total expenditure		39,240	31,691	70,931	10,058	26,338	36,396
Net movement in funds		27,709	6,618	34,327	8,413	4,983	13,396
Total funds brought forward		11,048	5,298	16,346	2,635	315	2,950
Total funds carried forward	13	38,757	11,916	50,673	11,048	5,298	16,346

The Statement of Financial Activities includes all gains and losses in the year. All of the above results are derived from continuing activities.

ADHD Embrace

Balance Sheet

As at 31 March 2022

	Notes	2022 Total funds £	2021 Total funds £
Current assets			
Debtors	9	612	5,276
Cash at bank and in hand		64,527	39,821
Total current assets		65,139	45,097
Creditors falling due within one year	10	(14,466)	(28,751)
Net current assets		50,673	16,346
Funds of the Charity			
Restricted reserves	12, 13	11,916	5,298
Unrestricted reserves	12, 13	38,757	11,048
Total funds		50,673	16,346

The Financial Statements on pages 10 to 15 were approved by the Board of Trustees on 28 November 2022 and are signed on their behalf by:

Annette Wilson
Chair

Dhavarajh Frank
Treasurer

Notes to the financial statements

1. Accounting policies

1.1 Basis of preparation

The financial statements have been prepared under the historical cost convention and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (“the SORP”) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (“FRS 102”). The accounts comply with the Charities Act 2011 and are prepared on a going concern basis.

The Charity has taken advantage of section 4.6 of the SORP to report the Charity’s expenditure in accordance with the purpose for which it was incurred rather than on an activity basis

The Charity has taken advantage of the disclosure exemption with regards to the requirements of section 7 Statement of Cash Flows in preparing these financial statements, as permitted by FRS 102.

1.2 Revenue recognition

Income is included in the Statement of Financial Activities once ADHD Embrace becomes legally entitled to it, the amount can be quantified with reasonable accuracy and once any performance criteria has been met.

Donations in kind are included under donations based on estimates of the value of goods and services received or in the case of donations in kind for use at events (e.g. auction prizes) are recognised at the amount realised from their sale. No amounts are included for services donated by volunteers in accordance with the SORP. The Trustees’ Report gives more information about volunteers’ contributions.

1.3 Expenses

All expenditure is accounted for on an accruals basis once costs have been incurred. Accruals for unpaid expenses relating to the reporting period are based on best estimates of amounts due.

1.4 Fund accounting

Unrestricted funds are funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or raised by the Charity for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.5 Public benefit

The Charity meets the definition of a public benefit entity under FRS 102.

1.6 Taxation

ADHD Embrace is a Registered Charity and meets the exemption criteria from taxation under the Income and Corporation Taxes Act. No taxation therefore arises.

1.7 Irrecoverable VAT

The Charity is not registered for VAT and therefore does not recover VAT on costs incurred. Irrecoverable VAT is charged against the category of expenditure for which it was incurred.

1.8 Debtors

Debtors include amounts owed to the Charity as at the period end for the provision of goods and services before the period end or amounts the Charity has paid in advance for the goods and services it will receive. Debtors and prepayments are normally recognised at their settlement amount after allowing for any trade discounts due.

Notes to the financial statements (continued)

1.9 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.10 Creditors and provisions

Creditors and provisions include amounts owing by the Charity as at the period end for goods and services received before the period end. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due. Creditors also include funds received in advance of the period for which they have been given.

2. Donations

	2022	2022	2022	2021	2021	2021
	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
	£	£	£	£	£	£
Grants from charitable trusts	35,892	17,000	52,892	13,821	10,000	23,821
Donations from corporates	1,000	2,416	3,416	333	7,571	7,904
Donations from individuals, fundraising events and platforms	17,159	-	17,159	387	-	387
Other donations	1,897	-	1,897	-	-	-
Total donations	55,948	19,416	75,364	14,541	17,571	32,112

Other donations include book royalties from the sale of "Understanding ADHD in Girls & Women".

There were no donations in kind during the year ending 31 March 2022 or the previous financial year.

3. Income from charitable activities

	2022	2022	2022	2021	2021	2021
	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
	£	£	£	£	£	£
Income for commission work	-	12,250	12,250	-	13,750	13,750
Income from seminars and workshops	10,998	6,643	17,641	3,928	-	3,928
Total Income from charitable activities	10,998	18,893	29,891	3,928	13,750	17,678

4. Investment income

Investment income reflects interest earned from the bank.

Notes to the financial statements (continued)

5. Staff costs

	2022	2022	2022	2021	2021	2021
	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
	£	£	£	£	£	£
Salaries	21,548	11,845	33,393	7,823	9,640	17,463
Employer's pension contributions to defined contribution schemes	860	-	860	317	-	317
Total staff costs	22,408	11,845	34,253	8,140	9,640	17,780

The Charity employed three part-time members of staff during the year. The average head count in the year was 2.67 staff (2021: 1.25) and the average number of full-time equivalent employees was 1.11 (2021: 0.58). No member of staff was paid more than £60,000 per annum in this or the preceding year.

6. Fundraising activities expenses

In the year ending 31 March 2022 and in the preceding year, all fundraising activities were undertaken by volunteers and therefore did not incur a cost.

7. Governance costs

	2022	2022	2022	2021	2021	2021
	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
	£	£	£	£	£	£
Independent Examiner & accountancy costs	1,530	-	1,530	750	-	750
Insurance	142	-	142	115	-	115
Total governance costs	1,672	-	1,672	865	-	865

The Charity did not incur any salary costs relating to the governance and management of the organisation as this role was carried out by the Trustees under the leadership of the Chair. Trustees are not paid for their services and perform any work for the Charity on a pro bono basis. No expenses were paid to Trustees in either period.

8. Related party transactions

There were no transactions in either period with Trustees that require disclosure.

9. Debtors: amounts falling due within one year

	2022	2022	2022	2021	2021	2021
	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
	£	£	£	£	£	£
Trade debtors	84	-	84	-	5250	5250
Prepayments and accrued income	528	-	528	26	-	26
	612	-	612	26	5250	5276

Notes to the financial statements (continued)

10. Creditors: amounts falling due within one year

	2022	2022	2022	2021	2021	2021
	Unrestricted funds	Restricted funds	Total funds	Unrestricted funds	Restricted funds	Total funds
	£	£	£	£	£	£
Trade creditors	720	6,016	6,736	26	4,500	4,526
Taxation and social security	1,229	-	1,229	78	-	78
Accruals	1,430	-	1,430	3,911	540	4,451
Deferred income (note 11)	-	5,071	5,071	19,696	-	19,696
	3,379	11,087	14,466	23,711	5,040	28,751

11. Creditors: deferred income

	2022	2021
	£	£
Balance at beginning of year	19,696	9,821
Amount released to income in the year	(19,696)	(9,821)
Amount deferred in the year	5,071	19,696
Balance at end of year	5,071	19,696

Deferred income comprises grants received in the year which can only be utilised in future periods.

12. Analysis of net assets between funds

	2022	2022	2022	2021	2021	2021
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	£	£	£	£	£	£
Total current assets	42,136	23,003	65,139	34,759	10,338	45,097
Creditors falling due within one year	(3,379)	(11,087)	(14,466)	(23,711)	(5,040)	(28,751)
Net current assets	38,757	11,916	50,673	11,048	5,298	16,346

Notes to the financial statements (continued)

13. Analysis of net movement in funds

Current year:	Funds at 1 Apr 2021	Income	Expenditure	Funds at 31 Mar 2022
	£	£	£	£
Unrestricted funds	11,048	66,949	(39,240)	38,757
Restricted funds:				
Hampton Fund: Staff costs	2,500	10,000	(10,000)	2,500
NHS: Post diagnosis workshops and support sessions	-	12,250	(12,250)	-
Wates Foundation: Staff costs	-	7,000	-	7,000
National Lottery Community Fund: Parenting courses	-	6,643	(6,643)	-
Co-op: Website, database & videos	2,798	2,416	(2,798)	2,416
Total restricted funds	5,298	38,309	(31,691)	11,916
Total funds current year	16,346	105,258	(70,931)	50,673

Previous year:	Funds at 1 Apr 2020	Income	Expenditure	Funds at 31 Mar 2021
	£	£	£	£
Unrestricted funds	2,635	18,471	(10,058)	11,048
Restricted funds:				
Hampton Fund: Staff costs	-	10,000	(7,500)	2,500
NHS: Post diagnosis workshops and support sessions	-	13,750	(13,750)	-
Co-op: Website, database & marketing	-	7,571	(4,773)	2,798
Website & database appeal	315	-	(315)	-
Total restricted funds	315	31,321	(26,338)	5,298
Total funds previous year	2,950	49,792	(36,396)	16,346

ADHD Embrace

England & Wales - Charity number 1188759

Accounts



Annual Report and Financial Statements

ADHD Embrace

(formerly ADHD Richmond and Kingston)

Charity Number 1188759

For the year ended 31 March 2021

Key information

Legal status Charitable Incorporated Organisation
Charity Number 1188759 (England & Wales)

Registered address 88 Wyatt Drive
London
SW13 8AB


Trustees Annette Wilson (Chair)
Dhavarajh Frank (Treasurer)
Clare Mullane (Secretary)
Iain Reid
Miranda Lewis
Anthony Hewitt

Independent Examiner Debby Metcalf FCA

Bank HSBC UK Bank Plc
Kingston Branch
90 Eden Street
Kingston Upon Thames
KT1 1DJ

Website & social media  <https://adhdembrace.org/>

 @AdhdEmbrace

 @AdhdEmbraceUK

Chair's statement

It is with great pleasure that I present this Chairman's report in our first year as a registered charity. Having operated as a voluntary organisation for over 18 years, our strategic review in 2019 resulted in us concluding that we needed to transition from an informal voluntary group to a more formalised structure in order to make the organisation sustainable in the longer term and to support increasing demand for our offering.

Since becoming a charity in March 2020 we have had an extremely busy twelve months both from a service provision perspective and organisationally. An enormous amount has been achieved, even in the face of a global pandemic. We have also recently rebranded from ADHD Richmond and Kingston to ADHD Embrace to reflect the essence of our community, where parents and professionals collectively support young people with ADHD.

Covid 19 impact on our ADHD community

We have found that there was more demand for our services than ever before as families with children and teens with ADHD found the Covid 19 pandemic extremely challenging. The most difficult time was during lockdown when parents were home-schooling their children and also had to deal with the challenges of working from home. Some families also faced challenges with their physical health, mental health and financially. Being acutely aware of the pressure that the pandemic will place on parents and professionals, we recognised we needed to ensure that our service provision should continue uninterrupted and as a result we moved to a virtual service offering immediately in March 2020 thanks to technology.

Service provision

We saw a significant increase in the demand for our services throughout the period including throughout lockdown. In many of our events, participation levels almost doubled indicating the significant need for our growing ADHD community to be supported.

We continued to take a collaborative approach to working with other charities and support groups in the area by promoting the services they provide and also working closely with them to ensure we do not duplicate what they provide. Thereby ensuring that our families can access a wide range of services and support that is on offer for them.

We also continued to be active on the advocacy side of our work and during lockdown identified areas where education and healthcare statutory service provision did not take account of the significant needs of our community. We are proactive in putting forward solutions in order to help address shortcomings and to work towards being in a better place.

Organisational developments

In the reporting period, we saw a step change in the organisation. Having registered as a charity, it opened doors to us in terms of accessing our first grant funding. With this funding secured, we were able to hire our first member of staff in May 2020 for the role of part-time Operation Manager and then embarked on starting to building the infrastructure, broadening the team, developing policies and procedures and building a new IT infrastructure.

Work on our digital platform continues and we look forward to seeing the benefits of having an integrated database and all data held on one platform.

We recruited three new Trustees all experienced individuals and with complimentary skillsets to ensure we have an experienced and diversified Board. We also are extremely fortunate that all our Trustees are very hands-on in terms of contributing time in supporting the different aspects of the Charity. Similarly, all the Trustees have first-hand experience of ADHD or associated neuro conditions and therefore understand the challenges faced by in young people with ADHD and their families.

We were delighted to continue to receive the support from our many volunteers in our ADHD community and also were able to broaden the mix of volunteers and also recruit volunteers from the wider community. In the reporting period, volunteers contributed 91 hours per week (2.27 FTE) which significantly supported the work of our two part-time employees' hours averaging 23 hours per week (0.584 FTE).

Funding sources

We were very pleased to receive continued funding from the CCG in Richmond and Kingston for the family support work we do. We were extremely grateful to RPLC who awarded us our first grant to support our strategy of building the organisation to ensure our long-term sustainability. We also were delighted when Hampton Fund, The Barnes Fund and the Garfield Weston Foundation also endorsed this strategy and provided us with further core funding, which enabled us to expand the team.

We also further broadened our funding base by generating our own funds and also benefitted from retail funding platforms such as the Coop, Waitrose, easyfundraising, Smile Amazon and Get Lucky Lottery. We also continued to get donations directly and as a charity we have the added benefit of also being able to claim gift aid on qualifying donations. Our aim is to continue to diversify our sources of funding.

Plans for next financial year and beyond

We have entered the new financial year and in-line with plans to increase our funding, have already secured more money to support our work. We are seeking to further expand our team, also get office space and continue work on further developing and enhancing our infrastructure. Finally, we will also start planning our 20th anniversary celebrations for 2022.

Our ambitions for extending and broadening our offering next year and beyond include the following:

- offering more workshops for parents
- delivering teacher training and greater engagement with schools
- deepening our community outreach to heighten awareness of ADHD as a condition and broadening the promotion of our offering
- holding workshops for children and teenagers with ADHD who often feel isolated and overwhelmed by their challenges

The plans for the extension of our offering will be subject to securing funding for such expanded services.

In closing, I want to add that I am really delighted that we have continued to be a thriving ADHD support community and feel we have made tremendous progress in the year under review. I could not be prouder of what has been achieved not only on the importance of our work in our service provision but also in terms of successfully transitioning to being a charity. I want to extend my sincere thanks to the whole team of our dedicated staff and volunteers, where contributions made were above and beyond. We look forward to building on what we have achieved and further supporting the growing demand for our services.

Annette Wilson
Chair

Report of the Trustees

1. Mission and principal activities

The mission of ADHD Embrace is to be a support community for parents and professionals living and working with young people with attention deficit and hyperactivity disorder (“ADHD”) by:

- providing information, **knowledge** and practical support to parents, carers and professionals
- raising **awareness** of ADHD amongst the general public, local schools, local healthcare groups and in the local community as well at government level
- **empowering** those with ADHD and their families through provision of knowledge and practical support
- using any such charitable means as the trustees shall from time to time deem fit with a view to **improving the lives of children and young people with ADHD and those of their families.**

ADHD Embrace offering is provided to the wider public and for the benefit of the public and everybody is welcomed. This is in-line with the Charity Commission’s public benefit guidance. Most of our service offering is free or hugely discounted and in cases of those in financial hardship access is granted by provision of assisted places.

2. Legal structure

ADHD Richmond and Kingston registered as a charity on 25 March 2020. Since its registration it has subsequently rebranded and now operates under its new name, ADHD Embrace. The history of the activities of the group goes back to 2002 when it was established as a voluntary organisation and in recent years was run as an Unincorporated Association. Following the registration of the charity, ADHD Richmond and Kingston, the Unincorporated Association, was dissolved and its name and net assets and liabilities were transferred to the newly registered charity.

The key governance document is the Constitution that was adopted on 25 March 2020 at incorporation and was amended on 26 July 2021 to reflect its name change.

3. Management and governance

3.1 Trustees who served during the reporting period

The following Trustees served on the Board of Trustees during the reporting period:

Chair	Annette Wilson (appointed 25 March 2020)
Treasurer (note below)	Dhavarajh Frank (appointed 1 March 2021) Paul O’Kane (appointed 4 August 2020, resigned 2 October 2020)
Secretary	Clare Mullane (appointed 25 March 2020)
Other Trustees	Iain Reid (appointed 25 March 2020) – (note below) Jonathan Rourke (appointed 25 March 2020, resigned 19 August 2020) Miranda Lewis (appointed 7 October 2020) Tim Cooper (appointed 1 November 2020, resigned 13 December 2021) Anthony Hewitt (appointed 13 December 2021)

Report of the Trustees (continued)

The Board of Trustees typically meets monthly and in the reporting period eleven meetings were held.

Note: Iain Reid served as the initial Treasurer at the time of incorporation until when Paul O’Kane joined as a new Treasurer. In October 2020 Paul O’Kane stepped down as Treasurer due to a change in personal circumstances and as a result Iain resumed the Treasurer role until the appointment of Dhavarajh Frank in March 2021.

3.2 Appointment of Trustees

ADHD Embrace Trustees are either representative of its ADHD community, which comprises parents, professionals and other related individuals, and / or are people with skills, knowledge and experience necessary to run an effective registered charitable organisation. In recruiting for Trustees, ADHD Embrace advertises the Trustee’ vacancies to its community through its fortnightly newsletter and also advertises these roles to the wider community through various voluntary sector recruitment platforms.

The current Trustees and staff of ADHD Embrace all have children with ADHD or associated neuro developmental conditions.

3.3 Employees, volunteers and organisational build

During the reporting period ADHD Embrace appointed its first two part-time employees as part of its vision to transition from a voluntary group to an organisation that is sustainable longer term. The staff were supported by some core volunteers of approximately 20 people, without whom the organisation would not be able to achieve what it does.

The Trustees also recognised that they needed to put an infrastructure in place to support the Charity’s work and that is scalable in order to support the growing demand for its services. The main focus on the infrastructure build was in relation to its digital platform where it needed to implement a totally new approach to the selection of outdated platforms previously used in order to make its digital platform much more efficient operationally and more accessible for its ADHD community. The work carried out on the new digital platform included:

- Enhanced newsletter format and content making it much more interactive and the content more accessible
- Significantly enhanced webinar recordings to build a strong digital library of highly relevant topics
- Developed a new booking system for its community to join its events and also developed an integrated database
- Implemented cloud-based accounting package.

3.4 Operational policies and procedures

ADHD Embrace has put in place policies and procedures to ensure the charity is run in a structured and efficient way and also to mitigate key risks. The policies include a Safeguarding Policy. All the key policies and procedures are reviewed and approved by the Board of Trustees.

3.5 Financial management and reserves policy

ADHD Embrace applies strong financial management in order to ensure that the charity has sufficient resources to meet its liabilities and that its funds are managed prudently and spent to support the work as set out in its mission statement. The annual budget and management accounts are presented to the Board of Trustees to ensure sound financial governance.

Report of the Trustees (continued)

The Charity implemented a reserve policy in the period under review. The reserve policy requires that it should hold unrestricted reserves that equate to a minimum of three months average expenditure. As a new charity at the time the policy was adopted, it did not have this level of unrestricted reserves but it is pleased to report that it has been built up reserves over the reporting period to meet its reserve policy.

Unrestricted reserves as at 31 March 2021 were £11,048 (2020: £2,635). Restricted reserves committed to specific projects as at 31 March 2021 were £5,298 (2020: £315).

4. Funding overview and going concern

ADHD Embrace secured funding to support its vision to start building the charity infrastructure to ensure it is sustainable in the longer term. In the period under review its income came from the following:

47% from grant funders

28% from the NHS for commissioned work

17% from donations and retailer platforms

8% from our service activities.

Looking ahead, the Trustees will continue to focus on community fundraising efforts and in particular corporate sponsorship and support. The Trustees will continue to seek opportunities to strengthen the Charity's financial position with a particular focus on strengthening its unrestricted reserve position.

In view of the broad sources of funding the Charity uses and considering its review of future funding, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Charity has adopted the going concern basis in the preparation of its the financial statements for the period under review.

5. Overview of ADHD Embrace's core activities

The Charity's service offering included the following:

5.1 Information seminars

Twice monthly seminars are held for its ADHD community. Experts are invited to speak on a wide range of topics related to ADHD as a condition and to share their knowledge with the Charity's ADHD community. The seminars typically run for 90 minutes and comprise a seminar running for 45- 60 minutes and then followed by time for Q&A with our speaker.

5.2 Parent workshops

A number of parent workshops are held. One of the key workshops in its service offering is its Post Diagnosis Workshops, which are offered to parents for newly diagnosed young people. This workshop for parents helps them better understand the condition and is full of essential information about ADHD, treatments, and how schools and local organisations can support your child, while meeting other parents and carers in a similar position.

5.3 One-to-one advice clinics

Richmond and Kingston families are able to access advice clinic sessions comprising an hour session at a time. In the sessions it is an opportunity to meet with the Charity's Family Support Lead and to discuss a specific issue relating to the family with a child with ADHD. An advice clinic session can be for parents only or the child only or a combined parent and child session.

Report of the Trustees (continued)

5.4 Meet-ups

Regular Meet-ups are held for the Charity's community and which are hosted by one of its representatives with direct experience of ADHD. The Meet-ups are an opportunity to meet other parents in a friendly and informal environment and allow parents to share experiences with other parents and feel part of a community.

5.5 Fortnightly newsletter

The fortnightly newsletter has been carefully designed to provide advice, activity ideas and essential resources for professionals and families who work and live with children and teens with ADHD. It covers updates on what is happening in the ADHD Embrace community, supportive advice including tips and strategies, upcoming events including workshops and seminars and what other organisations elsewhere in the voluntary sector are doing.

5.6 Parents Closed Facebook Forum

ADHD Embrace has a Closed Facebook Forum for Parents. It is a place where parents can exchange ideas with other parents and also ask for input or advice from other parents. Being a parent of a young person with ADHD can be very challenging and parents often feel very alone and isolated. By creating a community to share experiences is comforting. It is also reassuring for parents that others are facing similar issues to what they experience.

5.7 Information provision

There are a number of channels the Charity uses for information provision. ADHD Embrace has an extensive website that has a vast amount of information about ADHD, the diagnostic pathways, its treatments, educational, legal and funding and much more. It also has an ADHD Handbook, which serves as a useful reference manual for accessing the services of local agencies and other support groups. In addition, it has an extensive library of recordings covering a wide variety of topics relating to ADHD.

5.8 Advocacy

The reality of life for children and young people with ADHD is that life is extremely challenging. Early diagnosis and intervention can make a huge difference to the individuals but they also need to be supported by the communities in which they live (especially by parents and teachers). As a result, one of The Charity's core activities is to be proactive in raising of awareness of ADHD amongst the general public, local schools, the local education and local healthcare services as well and as at national government level. Ultimately, its aim is to connect with all the stakeholders that can positively influence the lives of children and teens with ADHD.

6. Service provision in the period under review

Participation levels in most of our events almost doubled indicating the significant need there was for people to be supported. The next page shows a summary of the participation in ADHD Embrace's events and other service offering together with comparative figures for the preceding twelve-month period, when it was still operating as an Unincorporated Association.

Report of the Trustees (continued)

	Apr 2020 - Mar 2021	Previous year
1. Information seminars (twice monthly)	761 participants	371 participants
2. Parent workshops	103 participants	67 participants
3. One-to-one advice clinics	157 Richmond 138 Kingston	113 Richmond 35 Kingston
4. Virtual Meet ups / coffee mornings	10 events	9 events
5. Fortnightly Newsletter recipients	849 recipients	751 recipients
6. Website unique users	17,641 users with 34,569 views	9,375 users with 20,971 views

In addition to the service provision to families and professionals, ADHD Embrace also continued with its advocacy work, where it proactively engaged with decision-makers on education and healthcare matters. The Charity raises awareness of issues faced by its ADHD community and work to put forward recommendations as to how to improve and enhance matters for its community. The agenda for these discussions are always driven by learnings from the feedback it gets from families and professionals.

The following table highlights some of the issues raised:

Advocacy agenda: Driven by learnings from families and professionals

- CV19 and lockdown restrictions impact
 - Physical health issues,
 - Financial hardships / job losses or significant uncertainties
 - Mental health increase in stress, anxiety, suicide, etc
- Home-schooling/lockdown
 - Deteriorating behaviour of children and especially teens with ADHD
 - Varying levels of engagement by school or lack of reasonable adjustment on work
 - Many children with ADHD falling further behind peers
- Health and SEND education services under pressure
 - Diagnosis waiting times delayed (+10 mnths) – now substantially improved
 - EHCPs and annual reviews delayed

The Trustees' Annual Report was approved by the Board of Trustees on 27 January 2022 and is signed on its behalf by:



Annette Wilson
Chair

Independent Examiner's Report to the Trustees of ADHD Embrace

I report to the Trustees on my examination of the Financial Statements of ADHD Embrace (the Charity) for the year ended 31 March 2021.

Responsibilities and basis of report

As the Trustees of the Charity you are responsible for the preparation of the Financial Statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiner's statement

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

- accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
- the Financial Statements do not accord with those records; or
- the Financial Statements do not comply with the applicable requirements concerning the form and content of Financial Statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the Financial Statements give a 'true and fair' view which is not a matter considered as part of an independent examination.

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 Financial Statements to be reached.

Signed:



Date: 28 January 2022

Debby Metcalf FCA
22 Trowlock Ave
Teddington
TW11 9QT

ADHD Embrace

Statement of Financial Activities

For the year ended 31 March 2021

		2021	2021	2021	2020	2020	2020
	Notes	Unrestricted funds £	Restricted funds £	Total funds £	Unrestricted funds £	Restricted	Total funds £
Income							
Donations	2,3	14,541	17,571	32,112	4,317	399	4,716
Charitable activities	4	3,928	13,750	17,678	586	8,000	8,586
Sale of equipment		-	-	-	403	-	403
Investment income	5	2	-	2	7	-	7
Total income		18,471	31,321	49,792	5,313	8,399	13,712
Expenditure							
Staff costs	6	8,140	9,640	17,780	-	-	-
Service providers & related costs		647	13,628	14,275	239	8,000	8,239
IT platform development		225	2,805	3,030	-	-	-
Printing, stationery & equipment		50	-	50	835	-	835
Premises & room hire	3	-	-	-	2,250	-	2,250
Fundraising	3,7	-	-	-	150	-	150
Conferences		-	-	-	330	-	330
IT & communications		131	265	396	158	84	242
Governance	8	865	-	865	-	-	-
Sale of equipment		-	-	-	20	-	20
Total expenditure		10,058	26,338	36,396	3,982	8,084	12,066
Net movement in funds							
Total funds brought forward		2,635	315	2,950	1,304	-	1,304
Total funds carried forward	14	11,048	5,298	16,346	2,635	315	2,950

The Statement of Financial Activities includes all gains and losses in the year. All of the above results are derived from continuing activities.

ADHD Embrace
Annual Report and Financial Statements for the year ended 31 March 2021

ADHD Embrace

Balance Sheet

As at 31 March 2021

	Notes	2021 Total funds £	2020 Total funds £
Current assets			
Debtors	10	5,276	-
Cash at bank and in hand		39,821	12,771
Total current assets		<u>45,097</u>	<u>12,771</u>
Creditors falling due within one year	11	(28,751)	(9,821)
Net current assets		<u>16,346</u>	<u>2,950</u>
Funds of the Charity			
Restricted reserves	13, 14	5,298	315
Unrestricted reserves	13, 14	11,048	2,635
Total funds		<u>16,346</u>	<u>2,950</u>

The Financial Statements on pages 11 to 17 were approved by the Board of Trustees on 27 January 2022 and are signed on their behalf by:



Annette Wilson
Chair



Dhavarajh Frank
Treasurer

Notes to the financial statements

1. Accounting policies

1.1 Basis of preparation

The financial statements have been prepared under the historical cost convention and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - ("the SORP") and the Financial Reporting Standard applicable in the UK and Republic of Ireland ("FRS 102"). The accounts comply with the Charities Act 2011 and are prepared on a going concern basis.

The Charity has taken advantage of section 4.6 of the SORP to report the Charity's expenditure in accordance with the purpose for which it was incurred rather than on an activity basis

The Charity has taken advantage of the disclosure exemption with regards to the requirements of section 7 Statement of Cash Flows in preparing these financial statements, as permitted by FRS 102.

1.2 Merger accounting

Previously ADHD Embrace operated as a voluntary group as an Unincorporated Association under the name of ADHD Richmond and Kingston. On 25 March 2020 a Charitable Incorporated Organisation ("CIO") was established with a view to take over the activities, net assets and the trading name of ADHD Richmond and Kingston. The Unincorporated Association was dissolved on 1 April 2020 and transferred its net assets and name to the newly established CIO named ADHD Richmond and Kingston (which subsequently changed its name to ADHD Embrace).

The Charity has taken advantage of section 27 of the SORP to prepare merger accounts to reflect the fact that there has been no change in the purpose of the restructured organisation or of its beneficiaries.

The financial statements for the year ended 31 March 2020 relate fully to the activities of the Unincorporated Association and those for the year ended 31 March 2021 relate fully to the CIO, ADHD Embrace.

The net assets transferred by the Unincorporated Association on 1 April 2020 were as follows:

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
Cash at bank and in hand	12,456	315	12,771
Less: Creditors: deferred income	- 9,821	-	- 9,821
Total funds transferred	2,635	315	2,950

The 31 March 2020 comparatives have been restated in order to ensure the results are included in a manner consistent with the accounting policies adopted in the 2021 financial statements.

1.3 Revenue recognition

Income is included in the Statement of Financial Activities once ADHD Embrace becomes legally entitled to it, the amount can be quantified with reasonable accuracy and once any performance criteria has been met.

Notes to the financial statements (continued)

1.3 Revenue recognition (continued)

Donations in kind are included under donations based on estimates of the value of goods and services received or in the case of donations in kind for use at events (e.g. auction prizes) are recognised at the amount realised from their sale. No amounts are included for services donated by volunteers in accordance with the SORP. The Trustees' Report gives more information about volunteers' contributions.

1.4 Expenses

All expenditure is accounted for on an accruals basis once costs have been incurred. Accruals for unpaid expenses relating to the reporting period are based on best estimates of amounts due.

1.5 Fund accounting

Unrestricted funds are funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or raised by the Charity for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.6 Public benefit

The Charity meets the definition of a public benefit entity under FRS 102.

1.7 Taxation

ADHD Embrace is a Registered Charity and meets the exemption criteria from taxation under the Income and Corporation Taxes Act. No taxation therefore arises.

1.7 Irrecoverable VAT

The Charity is not registered for VAT and therefore does not recover VAT on costs incurred. Irrecoverable VAT is charged against the category of expenditure for which it was incurred.

1.8 Debtors

Debtors include amounts owed to the Charity as at the period end for the provision of goods and services before the period end or amounts the Charity has paid in advance for the goods and services it will receive. Debtors and prepayments are normally recognised at their settlement amount after allowing for any trade discounts due.

1.9 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Notes to the financial statements (continued)

1.10 Creditors and provisions

Creditors and provisions include amounts owing by the Charity as at the period end for goods and services received before the period end. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due. Creditors also include funds received in advance of the period for which they have been given.

2. Donations

	2021 Unrestricted £	2021 Restricted £	2021 Total £	2020 Unrestricted £	2020 Restricted £	2020 Total £
Grants from Charitable Trusts	13,821	10,000	23,821	-	-	-
Donations from corporates	333	7,571	7,904	-	-	-
Donations individuals & funding platforms	387	-	387	1,917	399	2,316
Donations in kind (note 3)	-	-	-	2,400	-	2,400
Total donations	14,541	17,571	32,112	4,317	399	4,716

3. Donations in kind

There were no donations in kind during the year ending 31 March 2021.

In the previous year, local organisations offered their premises on a pro bono basis for the Charity to running its Seminars and Post Diagnosis Workshops and also a local business hosted a coffee morning for the Charity providing refreshments free of charge and to support a fundraising appeal. The Charity estimates the value of the room usage amounted to £2,250 equating to the cost should it had hired the space and the value of the refreshments were £150. The total value of the donations in kind have been included in the financial statements under donations with the equivalent costs being allocated to premises & room hire and fundraising costs respectively.

4. Income from charitable activities

	2021 Unrestricted £	2021 Restricted £	2021 Total £	2020 Unrestricted £	2020 Restricted £	2020 Total £
Income from commissioned work	-	13,750	13,750	-	8,000	8,000
Income from seminars and workshops	3,928	-	3,928	586	-	586
Total income from charitable activities	3,928	13,750	17,678	586	8,000	8,586

5. Investment income

Investment income reflects interest earned from the bank.

6. Staff costs

	2021 Unrestricted £	2021 Restricted £	2021 Total £	2020 Unrestricted £	2020 Restricted £	2020 Total £
Salaries	7,823	9,640	17,463	-	-	-
Pension costs: defined contribution	317	-	317	-	-	-
Total staff costs	8,140	9,640	17,780	-	-	-

Notes to the financial statements (continued)

6. Staff costs (continued)

The Charity employed two part-time members of staff during the year. The average head count in the year was 1.25 staff (2020: nil) and the average number of full-time equivalent employees was 0.58 (2020: nil). No member of staff was paid more than £60,000 per annum in this or the preceding year.

7. Fundraising activities expenses

In the year ending 31 March 2021 all fundraising activities were undertaken by volunteers and therefore did not incur a cost. In the previous year, the Charity received a donation in kind for refreshments for a fundraising appeal and as a result the value thereof relates to fundraising. Refer to note 3 above.

8. Governance costs

	2021 Unrestricted	2021 Restricted	2021 Total	2020 Unrestricted	2020 Restricted	2020 Total
	£	£	£	£	£	£
Independent examiner fees	750	-	750	-	-	-
Insurance	115	-	115	-	-	-
Total governance costs	865	-	865	-	-	-

The Charity did not incur any salary costs relating to the governance and management of the organisation as this role was carried out by the Trustees under the leadership of the Chair. Trustees are not paid for their services and perform any work for the Charity on a pro bono basis. No expenses were paid to Trustees in either period.

9. Related party transactions

There were no transactions in either period with Trustees that require disclosure.

10. Debtors: amounts falling due within one year

	2021 Unrestricted	2021 Restricted	2021 Total	2020 Unrestricted	2020 Restricted	2020 Total
	£	£	£	£	£	£
Trade debtors	-	5,250	5,250	-	-	-
Prepayments & accrued income	26	-	26	-	-	-
	26	5,250	5,276	-	-	-

11. Creditors: amounts falling due within one year

	2021 Unrestricted	2021 Restricted	2021 Total	2020 Unrestricted	2020 Restricted	2020 Total
	£	£	£	£	£	£
Trade creditors	26	4,500	4,526	-	-	-
PAYE and social costs payable	78	-	78	-	-	-
Accruals	3,911	540	4,451	-	-	-
Deferred income (note 12)	19,696	-	19,696	9,821	-	9,821
	23,711	5,040	28,751	9,821	-	9,821

Notes to the financial statements (continued)

12. Creditors: deferred income

	2021 Total £	2020 Total £
Balance at beginning of year	9,821	8,000
Amount released to income in the year	- 9,821	-8,000
Amount deferred in the year	19,696	9,821
Balance at end of the year	19,696	9,821

Deferred income comprises grants received in the year which can only be utilised in future periods.

13. Analysis of net assets between funds

	2021 Unrestricted £	2021 Restricted £	2021 Total £	2020 Unrestricted £	2020 Restricted £	2020 Total £
Total current assets	34,759	10,338	45,097	12,456	315	12,771
Less: Creditors falling due within one year	-23,711	-5,040	-28,751	-9,821	-	-9,821
Net current assets	11,048	5,298	16,346	2,635	315	2,950

14. Analysis of net movement in funds

	Funds at 1 Apr 20 £	Income £	Expenditure £	Funds at 31 Mar 21 £
Current year funds movement				
Unrestricted funds	2,635	18,471	10,058	11,048
Restricted funds				
Hampton Fund: Staff costs	-	10,000	7,500	2,500
NHS: Post diagnosis workshops & 1-2-1 clinics	-	13,750	13,750	-
Coop: Digital infrastructure	-	7,571	4,773	2,798
Website development appeal	315	-	315	-
Total restricted funds	315	31,321	26,338	5,298
Total funds current year	2,950	49,792	36,396	16,346

Previous year funds movement

	Funds at 1 Apr 19 £	Income £	Expenditure £	Funds at 31 Mar 20 £
Unrestricted funds	1,304	5,313	3,982	2,635
Restricted funds				
NHS: Post diagnosis workshops & 1-2-1 clinics	-	8,000	8,000	-
Website development appeal	-	399	84	315
Total restricted funds	-	8,399	8,084	315
Total funds previous year	1,304	13,712	12,066	2,950

15. Post balance sheet events

On 27 July 2021 ADHD Richmond and Kingston changed its name to ADHD Embrace.