



**CHARITY COMMISSION**  
FOR ENGLAND AND WALES

## Trustees' Annual Report for the period

**From** 01/09/2022 **Period start date** **To** 31/08/2023 **Period end date**

**Charity name:** The Society for Neurodiversity

**Charity registration number:** 1191854

## Objectives and Activities

|                                                                                                                                                                      | SORP reference     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Summary of the purposes of the charity as set out in its governing document                                                                                          | Para 1.17          | <p>To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society, in particular but not exclusively by:</p> <ol style="list-style-type: none"><li>1. Raising public awareness of the issues affecting Neurodivergent people, their parents and carers, both generally and in relation to their social exclusion;</li><li>2. Providing forums and general support;</li><li>3. Providing information to help neurodivergent and neurotypical people to understand and navigate public services</li></ol> <p>For the purpose of this clause 'socially excluded' means being excluded from society, or part of society, as a result of being Neurodivergent, and those affected by these differences such as their parents and carers.</p> |
| Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts. | Para 1.17 and 1.19 | <p>Development and administration of the S4Nd website that has a private members area for people to connect on-line.</p> <p>1:1 individual help and support for members with employment, DWP, housing and accessing neurodevelopmental diagnostic assessments.</p> <p>Working with public sector organisations to highlight issues that neurodivergent people have in accessing Diagnostic assessments and exercising their legal right to choose.</p> <p>Development of resources and new</p>                                                                                                                                                                                                                                                                                                                                                                                               |

|                                                                                                                              |           |                                                                                                                                                            |
|------------------------------------------------------------------------------------------------------------------------------|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                              |           | services that are yet to be delivered.<br>Working with NHS to help people to get the healthcare they need.                                                 |
| Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit | Para 1.18 | With due regard to charity commission guidance on public benefit we have reviewed the charities activities and concluded they were for the public benefit. |

#### **Additional information (optional)**

You may choose to include further statements where relevant about:

|                                                                  | SORP reference |                                                                                                                                                                                                                                         |
|------------------------------------------------------------------|----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Policy on grant making                                           | Para 1.38      | N/A                                                                                                                                                                                                                                     |
| Policy on social investment including program related investment | Para 1.38      | N/A                                                                                                                                                                                                                                     |
| Contribution made by volunteers                                  | Para 1.38      | Website development and management<br>Website content<br>Social Events - Quiz Moots<br>Workshops to help people to access their Right to Choose<br>Resources<br>Research<br>Cashbook<br>Networking<br>Research and Development<br>Admin |
| Other                                                            |                |                                                                                                                                                                                                                                         |

## Achievements and Performance

|                                                                                                                                                                                                 | SORP reference |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole. | Para 1.20      | <p>The charity has received positive feedback on its activities, it's ambitions and mission.</p> <p>Pilot of new service that will be launched in the next financial year.</p> <p>Feedback received from members:<br/>           "The difference between S4Nd and other general charities is understanding what it means to be autistic and applying that to everything we need to do from getting an assessment to applying for Personal Independence Payments".</p> <p>"Being given verbal reassurance about my condition and then being given support and guidance as to how to approach my GP for a referral to get the help I need."</p> |

### Additional information (optional)

You may choose to include further statements where relevant about:

|                                                              |           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|--------------------------------------------------------------|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Achievements against objectives set                          | Para 1.41 | We review our aims, objectives and activities each year. This review looks at what we achieved and the outcomes of our work in the previous 12 months. The review looks at the success of each key activity and the benefits they have brought to those groups of people we are set up to help. The review also helps us ensure our aim, objectives and activities remained focused on our stated purposes. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aim and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set. |
| Performance of fundraising activities against objectives set | Para 1.41 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Investment performance against objectives                    | Para 1.41 | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Other                                                        |           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

## Financial Review

|                                                                                  |           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|----------------------------------------------------------------------------------|-----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Review of the charity's financial position at the end of the period              | Para 1.21 | There is an examiners report included in the accounts                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Statement explaining the policy for holding reserves stating why they are held   | Para 1.22 | We don't hold reserves                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Amount of reserves held                                                          | Para 1.22 | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Reasons for holding zero reserves                                                | Para 1.22 | We are a very small charity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Details of fund materially in deficit                                            | Para 1.24 | Funds are not in deficit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Explanation of any uncertainties about the charity continuing as a going concern | Para 1.23 | <p>Competition for grant and public funding.</p> <p>Obtaining funding has relied upon the CEO. The CEO is autistic and has ADHD. Barriers exist to grant funding, often grant funders do not have accessible applications.</p> <p>Fundraising strategy still in development (personnel issues - Grant funding still the responsibility of the CEO)</p> <p>Barriers exist for people that live in poverty and are sick and disabled to become involved because they simply do not have the resources (time, energy, money)</p> |

### Additional information (optional)

You may choose to include further statements where relevant about:

|                                                                                 |           |           |
|---------------------------------------------------------------------------------|-----------|-----------|
| The charity's principal sources of funds (including any fundraising)            | Para 1.47 | Donations |
| Investment policy and objectives including any social investment policy adopted | Para 1.46 | N/A       |
| A description of the principal risks facing the charity                         | Para 1.46 | N/A       |
| Other                                                                           |           |           |

## Structure, Governance and Management

|                                                                                                                                                                           |           |                                                                                                                                                                                                                                                                                   |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Description of charity's trusts:                                                                                                                                          |           |                                                                                                                                                                                                                                                                                   |
| Type of governing document<br>(trust deed, royal charter)                                                                                                                 | Para 1.25 | CIO Constitution                                                                                                                                                                                                                                                                  |
| How is the charity constituted?<br>(e.g unincorporated association, CIO)                                                                                                  | Para 1.25 | Association CIO                                                                                                                                                                                                                                                                   |
| Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees | Para 1.25 | <p>Refer to clause 13 of S4Nd governing document.</p> <p>The charity has received guidance from Voluntary and Community Calderdale and from the charity commission regarding trustee recruitment. The management board is still exploring other means of recruiting trustees.</p> |

### Additional information (optional)

You may choose to include further statements where relevant about:

|                                                                                           |           |     |
|-------------------------------------------------------------------------------------------|-----------|-----|
| Policies and procedures adopted for the induction and training of trustees                | Para 1.51 | N/A |
| The charity's organisational structure and any wider network with which the charity works | Para 1.51 | N/A |
| Relationship with any related parties                                                     | Para 1.51 | N/A |
| Other                                                                                     |           |     |

## Reference and Administrative details

|                             |                                                             |
|-----------------------------|-------------------------------------------------------------|
| Charity name                | The Society for Neurodiversity                              |
| Other name the charity uses | S4Nd                                                        |
| Registered charity number   | 1191854                                                     |
| Charity's principal address | VAC Resource Centre<br>8A Hall Street<br>Halifax<br>HX1 5AY |

### Names of the charity trustees who manage the charity

|    | Trustee name           | Office (if any) | Dates acted if not for whole year | Name of person (or body) entitled to appoint trustee (if any) |
|----|------------------------|-----------------|-----------------------------------|---------------------------------------------------------------|
| 1  | Allan Howorth          | Trustee         |                                   |                                                               |
| 2  | Geoffrey Mackridge     | Trustee         |                                   |                                                               |
| 3  | Alison Moreton         | Trustee         |                                   |                                                               |
| 4  | Dr Bharat Kumar Jindal | Trustee         |                                   |                                                               |
| 5  |                        |                 |                                   |                                                               |
| 6  |                        |                 |                                   |                                                               |
| 7  |                        |                 |                                   |                                                               |
| 8  |                        |                 |                                   |                                                               |
| 9  |                        |                 |                                   |                                                               |
| 10 |                        |                 |                                   |                                                               |
| 11 |                        |                 |                                   |                                                               |
| 12 |                        |                 |                                   |                                                               |
| 13 |                        |                 |                                   |                                                               |
| 14 |                        |                 |                                   |                                                               |
| 15 |                        |                 |                                   |                                                               |
| 16 |                        |                 |                                   |                                                               |
| 17 |                        |                 |                                   |                                                               |
| 18 |                        |                 |                                   |                                                               |
| 19 |                        |                 |                                   |                                                               |
| 20 |                        |                 |                                   |                                                               |

### Corporate trustees – names of the directors at the date the report was approved

| Director name |  |  |
|---------------|--|--|
|               |  |  |
|               |  |  |
|               |  |  |
|               |  |  |
|               |  |  |
|               |  |  |

### Name of trustees holding title to property belonging to the charity

| Trustee name | Dates acted if not for whole year |  |
|--------------|-----------------------------------|--|
|              |                                   |  |
|              |                                   |  |
|              |                                   |  |
|              |                                   |  |
|              |                                   |  |

## Funds held as custodian trustees on behalf of others

|                                                                                                                               |     |
|-------------------------------------------------------------------------------------------------------------------------------|-----|
| Description of the assets held in this capacity                                                                               | N/A |
| Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects | N/A |
| Details of arrangements for safe custody and segregation of such assets from the charity's own assets                         | N/A |

### Additional information (optional)

#### Names and addresses of advisers (Optional information)

| Type of adviser | Name | Address |
|-----------------|------|---------|
|                 |      |         |
|                 |      |         |
|                 |      |         |
|                 |      |         |

#### Name of chief executive or names of senior staff members (Optional information)

|              |
|--------------|
| Angie Balmer |
|--------------|

## Exemptions from disclosure

Reason for non-disclosure of key personnel details

|  |
|--|
|  |
|--|

## Other optional information

|  |
|--|
|  |
|--|

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

|                                     |                                                                                   |  |
|-------------------------------------|-----------------------------------------------------------------------------------|--|
| Signature(s)                        |  |  |
| Full name(s)                        | Allan Howorth                                                                     |  |
| Position (eg Secretary, Chair, etc) | Main contact (Trustee)                                                            |  |
| Date                                | 08 June 2024                                                                      |  |

# **INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS/TRUSTEES OF THE SOCIETY FOR NEURODIVERSITY CIO ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2023**

## **Respective Responsibilities of Trustees and Examiner**

The charity's trustees are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

The charity's trustees consider that an audit is not required for this year under section 144 of the Act and that an independent examination is needed.

It is my responsibility:

- to examine the accounts under section 145 of the Charities Act
- to follow the applicable Directions given by the Charity Commission (under section 145(5)(b) of the Act, and
- to state whether particular matters have come to my attention

## **Basis of Independent Examiner's Statement**

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair" view and the report is limited to those matters set out in the statement below.

## **Independent Examiner's Statement**

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Charities Act, or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

**Geoffrey Roy Mackridge**  
**Chartered Accountant**  
**Balholm**  
**Voel Road**  
**Penmaenmawr LL34 6YW**

**Date** 05 June 2024

**SOCIETY FOR NEURODIVERSITY CIO**

**RECEIPTS AND PAYMENTS ACCOUNT  
FOR THE YEAR ENDED 31 AUGUST 2023**

|                   | <b>£</b> | <b>£</b> |
|-------------------|----------|----------|
| <b>RECEIPTS</b>   |          |          |
| Fundraising       |          | (418)    |
| Donations         |          | 3,286    |
|                   |          | -----    |
|                   |          | 2,868    |
| <b>PAYMENTS</b>   |          |          |
| Professional fees | 3,258    |          |
| Virtual Office    | 90       |          |
| Insurance         | 327      |          |
| IT/web costs      | 3,946    |          |
| ICO               | 35       |          |
| Room hire         | 9        |          |
| Consumables       | 155      |          |
|                   | -----    | 7,820    |
|                   |          | -----    |
| <b>DEFICIT</b>    |          | (4,952)  |
|                   |          | =====    |

**SOCIETY FOR NEURODIVERSITY CIO**

**STATEMENT OF FUNDS AS AT 31 AUGUST 2023**

|                         | £       |
|-------------------------|---------|
| <b>ASSETS</b>           |         |
| Cash at bank            | £10,325 |
|                         | =====   |
| <b>FUND MOVEMENT</b>    |         |
| Balance brought forward | 14,859  |
| Transfer                | 418     |
| Deficit for the year    | (4,952) |
|                         | -----   |
|                         | £10,325 |
|                         | =====   |