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Centre for ADHD & Autism Support

Trustees' Report and Accounts

**Charitable Incorporated Organisation:
1193799, CEO25929**

Year ended 31st March 2025

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The board of Trustees of the Centre for ADHD & Autism Support (CAAS) presents its report with the financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out on pages 31 to 32 and comply with the Charities Act 2011 and the requirements of Accounting and Reporting by Charities: Statement of Recommended Practice 2019 applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Trustees' Report for the Year Ended 31 March 2025

Introduction from the Chair and CEO

We thought 2023/24 was an exceptional year, but 2024/25 has been a year of even more significant growth and change! Last year our income exceeded £1m for the first time ever; this year we nearly reached £1.5m. Last year we had 30 members of staff; this year we have 40. And despite growing our number of clients by a third last year, to reach 5,600 individuals, this year we grew by another 65% to serve more than 9,000 people.

The efforts we have made over the last 2 years to build and strengthen our infrastructure have been crucial in providing the framework and context through which this growth has been possible. Over the last year we have fully embedded the effective utilisation of our new financial and database systems, completed our review and update of all HR and Governance policies and procedures, onboarded a new IT provider and updated all our IT systems, onboarded a new communication tool, carried out a comprehensive review of our risk management and safeguarding tools, and ensured all client-facing staff received bespoke safeguarding training.

We are fortunate to have such a wonderful staff body, who have taken on the challenges of delivering more services, to more people than ever before, with dedication and compassion, and who have welcomed and supported new members of the team to grow our impact ever further. We are hugely grateful to them all for the way they adapt to the continued changes they see both internally and externally, and for the way they hold our client needs at the centre of all they do. It is because of their care and compassion that so many clients tell us that our support has made a real and lasting difference to them.

A particular highlight this year has been the focus we've been able to place on truly listening to and responding to Client Voice. We held our inaugural Client Voice Month in February 2025, where we asked clients to tell us what we do well – and where we can improve. We were delighted to receive many constructive suggestions as well as many compliments, and as a result of the feedback (every comment of which has been read), we've been able to review the format of our youth groups, re-design our practice around use of phones with the young people we work with, and roll out some of our adult social groups to new locations.

Whether it be a complaint or a compliment, we want to know about your experiences of CAAS. This month - and every month - your opinion matters.



With a better understanding of how clients feel about our work, and the difference it makes for them, we've worked hard this year to better articulate our impact. In a world where budgets are tight, and funders are seeking to really receive value for money, it is vital that we can show that the work we do matters, and has ongoing and positive impact. We launched our first [impact report](#) in January 2025, to provide insight into the work that we do, and to share our Theory of Change Impact Journey, which explains that all our work is designed to ensure *"that ADHD/autistic individuals and those who support them have improved mental wellbeing, are better able to engage with home life/school/employment etc, need less support from the NHS/other statutory services, and are able to thrive."*

"I would like to thank Emma and Therese as the training was outstanding, engaging, concise yet highly informative and thought-provoking. Offering to answer questions at the end was much appreciated too."



Another key development in the year has been the prioritisation of our training offer. Reflecting both the Awareness Raising and Education elements of our mission, we have been delighted to create a new immersive training experience that helps professionals truly understand the challenges ADHD and autistic people might face, and provides practical strategies and reasonable adjustments they can incorporate into their services and practice, to allow better access for ADHD and autistic people. We've also created new packages of training for both commercial organisations and schools. During the year, we were able to train 2,491 individuals through this offer, a massive 173% increase on last year's 913 individuals.

All of these developments are only possible through the support of our funders. We have continued to build strong relationships with our key funders, particularly with the North West London NHS Commissioning Board, who have supported us to grow our services across the 8 boroughs of NW London. Through their deep understanding of the local landscape, and of the work we do, they have been a key advocate for the type of early-intervention, waiting-well support we provide for individuals of all ages, at all stages of the diagnosis journey, and for both ADHD and autism.



We have also continued to work hard on our grant and trust applications and were delighted to receive funding from long standing supporters Frustrated Communications, Young Harrow Foundation and Harrow Public Health, in the year, as well as new awards from Percy Bilton, who supported us with furnishing our new Youth Hub, and from Takeda, who provided a £5k donation towards our core costs. We couldn't do what we do without these vital funds, thank you.

Steve Ronan and the team at Natwest have been wonderful charity partners to us this year, holding a number of events that raised over £16k, as well as being a lot of fun to attend! And we feel incredibly fortunate that Michael Kilcoyne and the team at Kilhan Construction held another charity run for CAAS, raising more than £100k, meaning that over the past few years, they have raised £350k for CAAS! Their ongoing support is enormously valuable, as it enables us to fund our staff to remain in post when project funding is insufficient, such as in our youth team, where huge demand for our services has outstripped funding from the local authorities. It also enables us to maintain our central staff team, without whom so much of the effective running of the charity would fall apart.



After two years of significant growth and change, we expect 25/26 to be a year of refinement. We will need to continue to adapt to likely changes in the statutory environment, and we will of course continue to listen to our clients and develop what we do to best meet their needs, but in the coming year, we also want to take time to really focus on ensuring that everything we do remains high quality and appropriate for the future. Our plans therefore include dedicating time to reviewing our quality frameworks and supporting our staff through learning and development opportunities to ensure that our services remain truly best in class.

25/26 will also see us create our new strategy for the future, and we are excited to see what this truly co-produced process will create. We know that we will continue to be successful in the future, because we know that our focus will continue to be on listening to those we serve, and on delivering the best possible services we can, for everyone that we support.

Gabriella Eberhardt
Chair

Kay D'Cruz
CEO

Mission, Values, Aims and Public Benefit

Founded in 1996, CAAS has nearly 30 years of experience under its belts and has an excellent reputation locally for the provision of high-quality services. With qualified staff with personal experience, and through talking and listening to ADHD/autistic people, we have an in-depth understanding of the support needs of our clients. 71% of our Trustee Board are family members of ADHD/autistic individuals, 67% of our Senior Leadership Team and 61% of our staff team are parents/partners of ADHD/autistic individuals or neurodivergent themselves. This lived experience means we can relate to and empathise with those who access our services, although we recognise that each person's experience is unique, and we therefore aim to amplify the voices of our clients, and never speak for them.

Our vision:



In a perfect world society would accept and support neurodivergent voices and experiences, and make the adjustments to our systems and structures that would enable them to thrive. Sadly, we still live in a society that builds barriers instead of bridges, and we want to change that. By increasing awareness, understanding and access to ADHD and Autism support services across NW London, we aim to drive lasting, positive change for neurodivergent individuals.

Our mission:

To support, educate and empower individuals diagnosed with ADHD or who are autistic, their families and the community. Through raising awareness, we change perceptions and break down barriers.

Our values:

- **Integrity:** CAAS is committed to the practice of being honest and showing a consistent and uncompromising adherence to our mission.
- **Valuing Difference:** CAAS recognise and value that differences can be valuable assets in the workplace, and in our communities.
- **Passion:** we are committed to the work of CAAS in improving outcomes for ADHD/autistic people and to creating inclusive communities where ADHD/autistic people can thrive.
- **Collaboration:** we work with ADHD/autistic people to amplify their voices. We never aim to speak for them. We work with each other, with our funders, and with our community, as more than the sum of our parts, to best support the delivery of our mission.
- **Trust and Respect:** CAAS are privileged to be trusted to amplify the voice of ADHD/autistic people, and will always treat clients, and each other, with the utmost respect.

Our Aims:

Support

CAAS aims to provide support and understanding in a safe and non-judgemental environment. As well as having relevant qualifications, the personal experience of many staff, along with empathy and understanding, allows those who use our services to feel a sense of belonging when they access the centre. We provide a comprehensive service that acknowledges that people need support pre and post-diagnosis.

Educate

Understanding and increased awareness come through education. CAAS offers training using skilled support workers, specialist courses, specialised workshops, conferences and a comprehensive lending library.

Empower

Feeling empowered can break down barriers and encourage positivity about the future. Through support and education, we empower those who use our services to be more confident and independent, enabling them to reach their full potential.

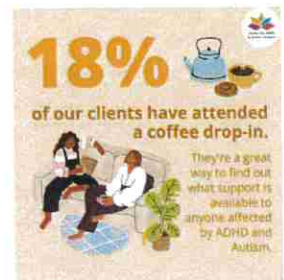
Our Public benefit

Section 17 of the Charities Act 2011 contains a legal requirement that all charities' aims are for public benefit. The Charity Commission in its "Charities and Public Benefit" guidance states that there are two key principles to be met in order to show that an organisation's aims are for public benefit:

1. There must be an identifiable benefit
2. The benefit must be to the public or a section of the public.

Regular evaluation of CAAS' work demonstrates the clear and positive benefit that we have on ADHD/autistic individuals, their families and the wider community. This is particularly through:

1. The provision of free information and support to families of ADHD/autistic individuals through drop-in support groups, specialist parenting education programmes, and individualised support.
2. The provision of free information and support to ADHD/autistic young people and adults, through support groups, specialist courses, social opportunities and individual support. This includes being based in several local secondary schools to provide support directly to students, their families and their teachers.
3. Raising awareness of the challenges for ADHD/autistic individuals on local health and social care boards, and through a range of free training sessions and workshops for professionals across NW London.



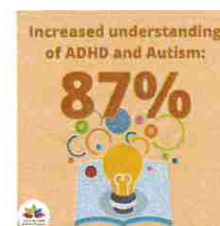
We aim to regularly evaluate the impact and effectiveness of our work through a process of measurement and evaluation led by SLT and managers.

Achievements against our Strategy

Our 2022-25 Strategy

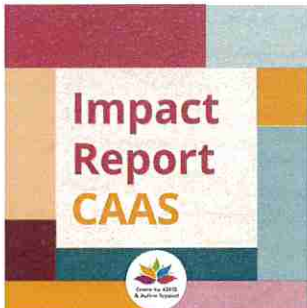
CAAS is committed to delivering across 4 strategic strands:

- We will deliver quality services in a sustainable way for ADHD/autistic individuals and their families.
- We will integrate equity, diversity and inclusion considerations into everyday practice.
- We will ensure that we use technology to deliver CAAS services effectively.
- We will ensure that CAAS services are appropriately recognised and promoted.



We know that doing this also means achieving a level of sound financial performance and good governance, which underpins our ability to deliver our strategic objectives and maintain our financial sustainability.

Our plans for 2024/25 were as follows:

Strategic Area	What we planned	Review
We will deliver quality services in a sustainable way for ADHD / Autistic Individuals and their families. 	• Develop our staff structure to ensure sufficient depth and skills in service and back-office delivery • Roll-out our service 'best practice' frameworks, to clarify roles and responsibilities, to ensure good quality services • Update our risk management and safeguarding documents to ensure in line with best practice. • Begin to establish an appropriate commercial training offer. • Develop and deliver an unrestricted fundraising plan and strategy that prioritises challenge events and local organisational fundraising • Maintain and strengthen our restricted fundraising activity • Develop client voice projects to ensure services are truly user-led • Through a Theory of Change process, better articulate our impact • Ensure all remaining HR and Governance Policies are reviewed and updated. • Develop our ADHD service	After a year of significant growth and change in 23/24, a key part of our plan for 24/25 was to ensure our staff structure was appropriate, and resilient for the future. As such, we onboarded a number of mid-manager level roles to support our service managers and SLT. This involved a significant effort in recruitment, induction, training, and integration, but has been very successful with capacity and bandwidth now much more balanced across the organisation. We worked hard during the year to make sure the backdrop to the way we work was fit for purpose, and our infrastructure, policies and practices are now fully reviewed, updated and improved. We are confident this work sets us up well for our next strategy period, which begins next year. We were also pleased to complete our theory of change process, launch our first impact report, and start to really articulate how the work we does has long term value for the individuals we support. A particular success in the year was our ability to advocate for ADHD children and young people to be included in the NW London service specification, helping build parity across the conditions we support.

Strategic Area	What we planned	Review
We will integrate equity, diversity and inclusion considerations into everyday practice  Support for Parents CAAS-created resources that aim to give a helping hand to parents of ADHD/autistic children and young people.	• Target outreach to schools, community groups and voluntary organisations with low awareness of our services • Identify key materials for translation and commission them in priority languages • Improve internal processes and communication tools to better support clients to effectively use our different services • Ensure managers have time to review national guidance and update services accordingly • Develop a new recruitment pack focused on equity-led hiring and inclusive culture • Keep service materials aligned with best practice in accessibility, language and branding	We continued to prioritise outreach to ensure we are reaching a range of audiences, with a focus this year on lower socio-economic and minority ethnic groups. This remains a core goal, and we are looking forward to expanding this work next year, considering different types of audiences and ways of reaching them. We translated our welcome letter into five languages to improve accessibility, and introduced Mailchimp to support clearer, GDPR-compliant communication with clients.
		Our new recruitment pack and has been welcomed by staff and new recruits alike. We also updated a wide range of online and in person materials to align with best practice in accessibility, language and branding, and began refining internal processes to support better triage, booking and cross-team movement through services. Given more than 60 services though, this work continues next year.
We will ensure that we use technology to deliver CAAS services effectively. 	• Embed and document our finance and client management systems to support robust decision-making • Continue developing our digital support tools, including video formats, with user participation • Improve IT systems with a focus on security, access and future development	We successfully embedded and documented both our finance and monitoring systems, offering additional staff training to support confident and consistent use. These systems now underpin more robust decision-making across the organisation. We appointed a new IT service provider and upgraded all staff laptops, improving security and enabling better device management. We expanded the range of support resources available on our website, including more accessible formats, though we recognise there is still more to do to meet the full breadth of client needs.
We will ensure that CAAS services are appropriately recognised and promoted	• Reach a wider range of professionals, to share out services and support them in co-production so that the voice of our clients is heard • Use social media & other tools to build our reach	Our staff have attended many partnership meetings this year, building strong relationships across NW London, and we post content almost daily on social media, with 30,000 followers across our social platforms.

Our Services

CAAS provided direct support to more than 5,000 people, as well as educating a further 2,400 through our external training packages (nearly 3 times as many as in 23/24), and supporting 1,500 more at community awareness and outreach events. This means 24/25 has seen us have an impact on more than **9,200** individuals – our biggest figure yet! Altogether we offered **18,420** instances of support, a huge 64% more than in 23/24.

Parents/Carers:

- In total our family support team supported 2,080 people, across 4,975 appointments. This meant that we supported an amazing **91% more parent/carers** this year than last.
- We continued to deliver a range of drop-in support groups for residents from across NW London, both online and in person, and through these supported a total of 493 individuals, with 1,244 attendances, were supported at our various **daytime and evening drop-in support groups, an increase in attendance of 50%.**
- 201 individuals, with 1,328 attendances were supported by our four **specialist parenting courses.**
- **122 families** were supported by our specialist sleep support service this year, and a range of new sleep resources developed to complement our new sleep service mechanism
- We were delighted to continue our deep-dive series of workshops on specific elements of ADHD/Autism (for example on sensory strategies, and behaviour support) which in the year had a massive **682** attendances.



Sleep Strategies

There are lots of different sleep strategies that you could use to support your child to sleep better.

You said:

"I can't imagine what it would have cost us to pay for these sessions. This service is making a big difference in the lives of children living with ADHD/Autism and their families / carers."

Young People:

- Reached an amazing 1,398 people through our youth project this year, across 4,910 appointments – a massive 76% increase on last year.
- Supported a total of 134 people through our youth one-to projects, with each young person receiving an average of 4 tailored one2one sessions each



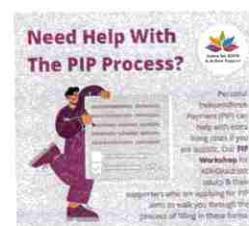
- Offered more courses and social groups for young people than ever before, to more than 190 people, across 1,140 attendances, an increase of 30% compared to last year.
- Further rolled out our Schools Project, providing support directly to pupils of 13 local schools, reaching 409 young people with individual, small group and course-based support.
- Provided training to 706 young people and youth professionals, helping to create more neuro-affirmative services for all.

You said:

"This service has positively influenced the way I approach day-to-day life. My understanding of myself as well as my diagnosis has massively improved, and I highly recommend this to anyone. I have thoroughly enjoyed and benefitted from this."

Adults:

- Supported 176 adults with ADHD, with 478 attendances through monthly support groups and individualised support.
- Supported 631 autistic adults, with 2,972 attendances through monthly support groups and individual support – that's a nearly 50% increase on prior year.
- Delivered more services than ever at our different locations across NW London, making our services more accessible than ever for the individuals who need us.



You said:

"Thank you so much for supporting me through it! It was such a great help for me. I didn't feel alone, and I don't think I would've been able to do it without you!"

Training:



- The Adult team provided autism specialist training to 929 professionals across North West London, and delivered Professional Connect Forums to support 150 professionals to share best practice and improve their service provision for their ADHD/autistic clients
- Our "Empowering Ourselves to Be Heard" external training programme is delivered by our experienced trainers and facilitators, parents of neurodivergent individuals and most importantly, neurodivergent people themselves. It truly empowers all those who participate to get their voices heard. This year, CAAS delivered training to **2,225** individuals, mainly in local schools, and delivered our new immersive training experience to **266** professionals who work in Harrow,

with support from Harrow Public Health and the Young Harrow Foundation.

You said:

"The speakers were excellent in their delivery. Good presentation with lots of learnings."
"Took so many things away, things to do with the environment, in class, with distractions and executive function"

Future Plans

In line with our 5-year strategic plan, our 2024-25 operating plan will see CAAS delivering on the following key activities:

- Services 'best practice' frameworks created and utilised in all services, and ongoing improvements made to operational delivery and ways of working.
- Careful review of all our content and resources, and ongoing training for staff around neuro-affirming language, to ensure our support becomes more accessible online, and remains relevant and best-in-class, limiting reputational risk.
- Strategic development and use of Client Voice programmes in all service areas, with service delivery, strategy development and CAAS resources and content improved through user insight.
- Increased focus on how we collect feedback from our services, how we evaluate effectiveness to ensure ongoing improvements, and on how we articulate our impact to a range of audiences.
- Develop an overall strategy for our outreach activity, to target those locations, community groups, schools and voluntary sector organisations where lack of awareness of our services has the most impact.
- Maintain and strengthen our restricted fundraising activity to ensure full recovery of budget income targets, including onboarding of new bid-writing service.
- Develop and deliver an unrestricted fundraising plan that prioritises challenge events and local organisational fundraising, including investigation and potential investment in a new activity such as a virtual challenge event.
- Develop new training resources and packages, and evaluate current training service, to create new income streams and build commercial sustainability.
- Financial Controls, Policies and Procedures developed and enhanced to ensure internal structural stability, improved cost efficiency, enhanced visibility of funding gaps, and a detailed financial and operational contingency plan in place, given the worsening external environment.



Financial Review

Financial performance for 2024/25 was again very strong, with the charity continuing to grow despite the challenging external environment of high inflation, rising costs and pressures on local authority budgets. We were delighted to achieve **total Income of £1,492k**, representing a 38% increase on the prior year (£1,083k). This marks another significant milestone in our growth journey, reflecting both our ability to secure new restricted income for service delivery and to diversify unrestricted fundraising activities.

The charity generated a **total surplus of £185.7k** in the year (2023/24: £112.9k). This was made up of an unrestricted funds surplus of £183.4k and a restricted funds surplus of £2.3k. The charity's financial position at year end is therefore considerably stronger, with overall reserves of £591.8k (2023/24: £406.1k).

The **restricted funds surplus**, £2.3k was modest, showing we are effectively delivering all our services in line with funders expectations, and resulting in a year-end **restricted reserves balance of £29.7k** (2023/24: £27.4k). This balance primarily reflects timing of expenditure, with remaining funds due to be fully spent in early 2025/26. **Unrestricted reserves increased to £562k** (2023/24: £378.7k), equivalent to 95% of total reserves. Trustees acknowledge that this is above policy level but are satisfied that holding a higher balance is prudent given ongoing economic uncertainty, volatility in the funding environment, and the time needed to properly plan and deliver investment. In line with our five-year strategy, Trustees plan to reinvest part of these reserves over the next 1–2 years, particularly in staffing, infrastructure, and strengthening our service and fundraising model.

Restricted income increased again, reaching £1,178k (2023/24: £863k). Overall, 38% increase. Growth was seen across all service areas: **Adult Services** increased by 17% to £477k, reflecting continued expansion across North West London. **Family Services** rose by 27% to £356k, driven by further investment in services across North West London, expanding our service delivery area and intensive family support. **Youth Services** almost doubled, growing by 100% to £347k, partly through the development of our school-based support service, which was rolled out in Hounslow and Hillingdon. Youth services also expanded to support clients across North West London. **Training Services** increased to £7k (2023/24: £0k), as demand for training grew and we rolled out our new immersive training programme across Harrow public services professionals.

We are delighted to have been successful in further funding opportunities in the year. Foyle Foundation gave a 1-year bid to provide drama therapy for young people to help understand their diagnosis and provide strategies. Frustrated Communications, our long-standing supporter, funded two youth groups, enabling these groups to keep running. Hounslow London borough council commissioned work for the schools-based project and post diagnostic support. Hillingdon borough council commissioned work for the schools-based project to support young people as they transition into high school. Percy Bilton supported us in opening our new "Youth hub" and provided funds to help with refurbishment costs. Young Harrow Foundation and Harrow council commissioned Autism and ADHD inequalities training in Harrow. We were extremely grateful to receive further funding from North West London ICB to provide support to families and young people across North West London, which has been a fantastic opportunity to continue to widen our service offering.

Unrestricted income also had another impressive year, rising to £314k (2023/24: £230k, 37% growth). Donations and legacies increased to £202k (2023/24: £189k), alongside strong fundraising partnerships, community giving, and grant awards. Youth services rose to £73k (2023/24: £12k) demonstrating enormous growth in our local schools-based service where we work directly with the schools. This service has been highly effective, with schools consistently reporting that the in-school support makes a meaningful difference for their pupils.

Looking at more detail in donations, the charity did exceptionally well in the year, managing to grow and diversify our fundraising income streams. Challenge events raised £110k. We are incredibly grateful to Michael Kilcoyne and Kilhan Construction for raising an outstanding £106k from a half marathon and fun run. The team have done this for a number of years and always continue to astound us with their dedication and generosity. We are incredibly grateful for their contributions and the difference it makes to CAAS. Closer to home, we need to give a special mention to one of our staff members did a sponsored walk and another staff members husband did a cycling challenge and raised over £1,000 each!

Fundraising through partnerships has also performed very well and raised an additional £35k in the year. We received amounts from Nato spouses, NatWest, who continue to be very supportive to us, St Albans church in North Harrow and a fantastic Rolex watch auction proceeds that was donated to us. Further amounts received from Pinner Rotary Freemasons, Lehmann Foods and Deltashor. Which we are so very grateful for.

Applications awarded for unrestricted grants and Grants and Trusts were £34k, contributed a steady base thanks largely to a BBC CIN 3-year unrestricted bid, Takeda UK and Sir Jules Thorn. Again, very grateful for and have all contributed to make the fundraising income so successful and much needed to enable us to run the services we do. Other income benefited from higher interest rates in the year and good cash balances.

We are deeply grateful to the many individuals, community groups, and organisations who continue to provide vital unrestricted support.

Expenditure rose to £1,306k (2023/24: £970k), reflecting the continued expansion of services. Expenditure on raising funds remained proportionate at £42.5k (2023/24: £45.7k). Charitable expenditure increased across all service areas, with Youth and Family Services showing the largest growth in line with income received. Support costs rose to £130.5k (2023/24: £111.1k), an increase of 17%, reflecting growth in staffing, investment in systems and infrastructure, and the wider impact of inflation.

Cash balances at year end were £612k (2023/24: £757k). While lower than the prior year, this is due to timing differences, with debtors increasing to £172k (2023/24: £32k) and creditors reducing to £192k (2023/24: £383k). The underlying liquidity position remains very strong.

Headcount also increased during the year in line with service growth and goal to invest and strengthen staff structure. At the year-end actual heads were 40. Average staff numbers rose to 35 (2023/24: 27), equating to 27.6 FTEs (2023/24: 16.9 FTEs), ensuring that the charity has the capacity to deliver its expanding programme of support. Worth noting this is a 63% increase in staff from the prior year, we had 13 new employees join in the year, many of which were towards the end of the year. It's great to see the team expanding and flourishing dedicated to supporting individuals and families with ADHD and or Autism.

CAAS is therefore well positioned for the future. While the charity continues to face pressures from inflation, wage costs, and a competitive funding environment, our strong financial base, growing reputation, and motivated staff team provide a solid platform for delivery. With healthy reserves and secured income streams, Trustees look forward with confidence to continued growth and impact in 2025/26 and beyond.

Reserves Policy

During the year the trustees re-approved a Reserve Policy for CAAS which sets out that unrestricted reserves need to be maintained at a level that can meet our liabilities, as well as provide some security regarding the risks CAAS faces. As such, it has been agreed that reserves should be maintained at a level that covers the following:

1. 2 months of total staff salaries
2. 6 months of premises costs (allowing for an inflationary uplift in service charge)
3. 3 months of expenditure on direct costs, corporate costs, and other support costs
4. 3 months of significant (greater than £20K) restricted funding bids that expire in the next six months.
5. Any additional risk premium deemed necessary by the board following risk register review

If 'free reserves' exceed 25% above or below target, then a recovery/investment plan will be prepared by SLT for consideration by the Trustees. If unrestricted reserves are lower than required, the CEO / Trustees should consider:

- Increasing fundraising
- Increasing earned income through the operation of more training/workshops
- Increasing membership fees and parental contributions
- Reducing expenditure, for example on self-funded courses, stationery costs etc.

If reserves are higher than that which is required, CAAS should consider investment in self-funded courses, staff, or infrastructure building activities.

At the year end, free reserves are £562,099, which is £125k higher than the policy requires. The trustees approved a budget for 24/25 that includes a deficit for the year, which will bring reserves in line with policy. With the external uncertainty and the need to develop our infrastructure, the trustees are happy to accept an overhold of reserves whilst these spending plans are implemented.

Going Concern

As we entered the financial year in April 2024, the charity was in a strong position, with unrestricted reserves of £380k, around £140k higher than our reserve policy required, and a clear plan for the year ahead, to invest in our infrastructure and build our capacity.

We are proud of our performance this year, ensuring our funded projects are all delivered for our clients, and our internal processes well developed. We ended the year with a surplus, meaning that at year end our balance sheet remains strong, with unrestricted reserves of £562k. Given our growth in size, our reserve policy requires a minimum reserve to hold now of £438k, meaning we end the year with surplus reserves of £125k. Cash balances are also high, at £612k, and there is no indication of any short-term cashflow shortfall.

Given the availability and liquidity of these unrestricted funds, the trustees believe the charity will have sufficient resources to meet its liabilities as they fall due. As such, they remain satisfied that the charity can continue operating for the foreseeable future, and these accounts have been prepared on a going concern basis.

Investment



During the year, all cash balances were held in easily accessible accounts. Given our higher level of cash balances, we utilised some 30-day and 92-day account options during the year, mainly with our principal bank Lloyds. No long-term investments are held.

Thanks, and acknowledgements

As ever there is a long list of people we need to thank for enabling us to provide the services we do. Firstly, to our funders:

- City Bridge Foundation
- Central & North West NHS Foundation Trust
- Co-op
- Ealing Community Partners
- Foyle Foundation
- Frustrated Communications
- Harrow Council Early Support Service
- Harrow Council Adult Social Services
- Harrow Changemakers
- Headsup consortium in partnership with Reaching Comms
- Heathrow Community Trust
- Hounslow Borough Based Partnership
- John Lyon's Charity
- London Borough of Hillingdon
- Kilhan Construction
- Morrisons
- The National Lottery Foundation Reaching Communities
- North West London ICB
- Percy Bilton Charity
- Sisters of the Holy Cross
- Tesco blue token Scheme
- Young Harrow Foundation

And to our fundraising supporters and champions, we couldn't do it without you!

- NATO spouses Northwood headquarters
- Pinner Rotary Club
- Hillingdon Rotary Club
- NatWest
- Watch Shuffle
- Exertis management course fundraisers
- Ashfords Law firm
- Women's Masons
- Lions Harrow Pinner Club
- Harrow and District Caledonian Society
- Harrow wins
- Charities Trust
- Stanmore Arts and Crafts Postbox Toppers
- St Albans Church Playgroup, North Harrow
- Amie Ludlow
- Brett Bishop
- Niloofur Italia
- Brasier Freeth and Harrow District
- Lehmann Food
- Deltashor
- Takeda UK
- Sir Jules Thorn

- All our challenge runners !

As ever, thanks also go to our partners and colleagues in the voluntary sector, especially our HeadsUp Partners, Mind in Harrow, Mosaic LGBTQ Centre, The Wish Foundation and Paiwand. We'd also like to say thanks to Dan and the team at Young Harrow Foundation for their ongoing support.

Special thanks go to our regular volunteers:

- Simon Morrison, and Aysha Khokhar who support one of our weekly Drop-In Support Groups for parents and carers, and;
- Tom Burgess, who has provided Systemic Family Counselling for our clients.

As per generally accepted accounting policies, we have not included volunteers in our staff figures.

Trustees are a special group of volunteers, who take on the legal responsibility of the charity. We really appreciate the work of all trustees, and the time they give up, to ensure that we have strong governance. Thank you.



And finally, to the staff team who have worked so hard again this year, delivering so much support and so many different projects, for more ADHD/autistic individuals than ever before. It is difficult to describe just how lucky we are to have such a knowledgeable, adaptable, caring staff body. They work tirelessly to make sure that ADHD/autistic people and their families get the support that they needed, whilst also taking the time to care for each other. It is an honour and privilege to watch the manner in which the staff team live out our core values, whilst also making sure CAAS is a fun and happy place to work. Thank you.

Reference and Administrative Information

Charity Number: 1193799 (England and Wales)

Legal Status: The organisation is a Charitable Incorporated Organisation and as such is governed by its Memorandum and Articles of Association.

Trustees who served during this reporting period:

Gabriella Eberhardtne Peter	Chair	Appointed 21 st Nov 2018
Simon Taylor	Treasurer	Appointed 24 rd Nov 2022
Alison Futerman	Trustee	Appointed 12 th May 2021
		Resigned 25 th Sept 2025
Nicholas Moser	Trustee	Appointed 15 th Dec 2021
		Resigned 16 th Sept 2025
Lynne Fearn	Trustee	Appointed 24 rd Nov 2022
Zoe Campbell	Trustee	Appointed 24 rd Nov 2022
Nicola Connor	Trustee	Appointed 31 st Jan 2023
		Resigned 07 th Nov 2025
Andrea O'Connor	Trustee	Appointed 25 Nov 2025
Claire Rosen-Sultan	Trustee	Appointed 25 Nov 2025
Javed Ahsan	Trustee	Appointed 25 Nov 2025

CEO: Kay D'Cruz

Registered Office: 2nd Floor, Television House
269 Field End Road
Eastcote
HA4 9XA

Auditor: Griffin Stone Moscrop & Co
21 -27 Lamb's Conduit Street, London,
WC1N 3GS

Bankers: Lloyds
Santander
Virgin Money
Nationwide

Structure, Governance and Management

Governing document

CAAS is a Charitable Incorporated Organisation governed by a Foundation CIO Constitution adopted on April 1st 2021.

Appointment of Trustees

The Chair of the Board of Trustees is elected by the members of the Board. CAAS recruit Trustees through the submission of a CV and covering letter followed by an interview with the Senior Leadership and Chair. Candidates will then be invited to meet the existing Board of Trustees prior to being selected for the role. On joining the organisation, new trustees can expect to be properly inducted and supported in their role by existing trustees and senior managers in the organisation. All new trustees will be subject to a basic DBS check.

When considering appointments, CAAS consider the diversity of the current board of Trustees in terms of skills and experience, geographic representation, age and ethnic background; and we continually aim to increase the board's diversity.

Trustee Induction, Training and Evaluation

New Trustees have a comprehensive induction coordinated by senior staff and fellow Trustees; this includes, for example, time spent with staff to find out about the work of the Charity. New trustees receive an Induction Pack containing the governing document, a Trustee Role Description, strategic plans and relevant policies and organisational information. Their attention is drawn to the relevant Charity Commission Guidance. They meet with the CEO to discuss and clarify their role and responsibilities before attending their first Trustee Meeting. All undertake to abide by the Trustees' Code of Conduct. All Trustees are offered ongoing training as required, as well as regular opportunities to engage with the Charity's beneficiaries, stakeholders and supporters.



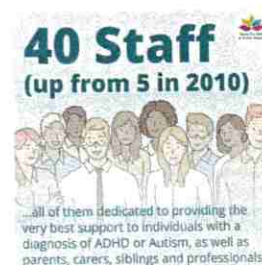
Organisation

The Board of Trustees meets around 8 times per year and holds responsibility for the strategic direction and overview of CAAS. The Trustees delegate the day-to-day running of the organisation to the CEO within a framework of delegated authority. Staff supervision and training are valued as a way of ensuring we maintain excellent standards of practice.

All Trustees are on fixed terms of office of four years and, in accordance with our Terms of Reference, have agreed to serve a maximum of two terms. Board attendance remains high.

Key Executive Personnel

The key executive personnel at the end of the year are the Board of Trustees and the CEO, Kay D'Cruz. Kay is ably assisted by the two other members of the Senior Leadership Team, Rebecca Murphy and Julie Gaynor, who we were delighted to welcome to CAAS in January 2025. Therese Glynn, our longstanding Managing Director of ADHD services moved to a new role as Head of Client Programmes, where she has made a significant contribution in developing and delivering our highly regarded range of commercial training and parenting courses.



Related parties and co-operation with other organisations

None of the trustees receives remuneration or other benefits from their work with the charity. There are no Trustees' interests to be disclosed. Trustees are invited to declare any relevant interests at each board meeting and formally requested to submit an annual register of interests form.

Remuneration policy

The board is responsible for considering the Directors remuneration, taking account of the skills and experience required and sector norms for charities of similar size. Staff pay is reviewed annually by the Directors and Trustees in relation to their responsibilities and performance, the external economic environment and financial affordability for CAAS. CAAS is a Living Wage Employer.

No Directors were paid more than £60,000 per year.

Risk Management

The trustees are responsible for overseeing the risks faced by the organisation. They are identified, assessed and controlled throughout the year. The Senior Leadership Team and Trustees conduct regular reviews of the major risks to which the charity is exposed, and systems have been established to mitigate those risks.

Currently the main identified risks to the Charity include:



Key Risk	Mitigation
<u>Operational Delivery.</u> Staff Turnover, Low Staff Wellbeing, Staff Illness & Key man dependencies	- Annual staff survey and action plan - Good practice HR policies and staff handbook in place - Good documentation of finance & monitoring processes in place - Roll out of quality service frameworks underway - Succession planning, staff wellbeing and performance regularly discussed in SLT meetings. - Key man dependency re CEO to be mitigated through freelance comms and fundraising support. - Recruitment, induction and integration of new staff considered carefully to ensure high quality delivery of work - Continued consideration of staff workloads and case management
<u>Operational Delivery.</u> - Insufficient capacity, space and resources - Incorrect staff structure	- Ongoing improvements to staffing and infrastructure support to free up client-facing staff time - Expansion to other borough locations well underway - IT training to be continually refreshed & IT systems improved - New management structure in place
<u>Fundraising</u> Unsatisfactory unrestricted fundraising or poor performance at statutory, trust and foundation bid applications	- Diversified fundraising streams in place, with particular focus on challenge events given our strength in this area - Effective fundraiser in post, with training and development needs well supported. - Onboarding external fundraiser support to develop individual giving and corporate partnerships - Maintaining focus on relationship building with statutory and trust funders. - Long term significant commissioned contracts in place - Commercial training programme well underway with dedicated resource assigned to develop.

<u>Service Delivery.</u> Poor Client Satisfaction either resulting from specific support received (given complexity of navigating support environment) or from attendees at training, given higher public awareness of neuro-affirmative approaches	- More formal development of co-production and involvement work to ensure effective services - More focus on improving use and design of evaluation tools, and on implementing changes from client feedback to ensure continuing improvement in services - Dedicated time to updating materials for branding, language, latest practice etc - Review of 'front of house' arrangements for first impressions - Review service criteria (eg dual diagnosis or single) to ensure meets latest client need.
<u>External Risk</u> Reputational damage or poor relationships with clients / professionals / other organisations given roll out of services across NW London	- Focus on effective comms with professionals, to balance capacity with clear comms re expectations. Training to be developed to support staff - Outreach work to be focussed on strategic priorities and carefully assessed for effectiveness - Maintaining effective relationships with other VSOs to be prioritised during roll out of NW London services

The trustees are satisfied that appropriate steps are being taken to manage these risks, and that sufficient procedures are in place to enable management and trustees to assess the effectiveness of risk management.

No serious incidents were reported to the Charity Commission during this financial year.

Fundraising

CAAS is registered with the Fundraising Regulator, and all fundraising activities are aligned with the Code of Fundraising Practice to ensure that they are legal, open, honest and respectful. CAAS has a number of policies and procedures that underpin its fundraising activities:

- Privacy Policy
- Safeguarding Policy
- Compliments, Complaints and Comments Policy
- Equality and Diversity Policy
- Whistleblowing Policy
- Ethical Fundraising Policy

CAAS does not engage with third-party fundraisers.

Any individual undertaking to fundraise on behalf of CAAS is given clear guidance on how to fundraise within the law to adhere to the Code of Fundraising Practice, and fundraising activities carried out on behalf of CAAS by third parties are managed through regular communications with supporters and monitoring of social media activity.



Equity, diversity and inclusion

CAAS aspires to be a genuinely inclusive charity through diverse representation at all levels, a culture that supports staff and volunteers to fully be themselves, and to be a charity that is inclusive and able to demonstrate how we have removed structural barriers that perpetuate racism, ableism, and other discriminatory behaviours.

All staff attend mandatory Equity, Diversity and Inclusion Training to ensure we adhere to the CAAS Code of Conduct. This commits us to create a warm and welcoming environment for all and to ensure that our members, every person who works for or with us, volunteers with us or otherwise comes into contact with us, is treated with dignity and respect, and feels that they are in a safe and supportive environment, free from inappropriate, discriminatory, offensive or harmful behaviour.

People Supported:



Whilst we adhere to equality legislation, that is the minimum standards for us. We aspire to be better than the minimum of legislation, and we also recognise inequalities such as caring responsibilities, social class, and other ways individuals can be discriminated against. As an example, we have included flexible working for staff as a standard for many years to enable our team to work around their family/caring commitments. Our whole remit is to support those who are neuro-diverse, a long-underrepresented group, who face significant and structural health inequalities in their access to and experience of care and we are committed to challenging and improving that.

Compliance with the Charity Governance Code

The aim of the Charity Governance Code is to help charities, and their trustees, develop high standards of governance. The Code is not a legal or regulatory requirement. Instead, the Code sets the seven principles and recommended practices for good governance and is deliberately aspirational, a tool for continuous improvement towards the highest standards.

A full external governance review was undertaken in 2019-20 with minimal recommendations for change, all of which have been implemented. The Board also completed an internal review of Board effectiveness during the November 2024 Board meeting, where they committed to continuing their programme of training and development, and to reflect how they can build on the dedication and commitment they all bring to the Board.

Trustees' responsibilities in relation to the financial statements

The trustees are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (the United Kingdom generally accepted accounting practice (UK GAAP)).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of its incoming resources and the application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and the *Charities (Accounts and Reports) Regulations 2008*. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

The Trustees confirm, that as far as they are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware.
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Auditors Appointment

The auditors, Griffin Stone Moscrop & Co, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approval

The trustees' annual report was approved by the trustees on 19 January 2026 and signed on their behalf by:



Gabriella Eberhardtne Peter,
Chair of Trustees
Date: 19/01/26

Independent Auditors Report

Independent Auditor's Report to the Members of Centre for ADHD & Autism Support

Opinion

We have audited the financial statements of Centre for ADHD & Autism Support (the 'CIO') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the CIO's affairs as at 31 March 2025, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the CIO in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the CIO's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the CIO and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption in preparing the directors' report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the CIO's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the CIO or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- carrying out substantive checking to support documents on a sample basis of individual transactions within income and expenditure to give comfort that on a sample basis the Statement of Financial Activities does not contain any irregular items;
- carrying out walk-through testing to verify that the charity's accounting systems and controls are being implemented as designed; and
- verifying that material balances within the Balance Sheet are supported by third party evidence to confirm the existence and valuation of these balances at the year-end.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for> This description forms part of our auditor's report.

Use of our report

This report is made solely to the CIO's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the CIO's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the CIO and the CIO's members as a body, for our audit work, for this report, or for the opinions we have formed.



Robert Smith FCA (Senior Statutory Auditor)
For and on behalf of Griffin Stone Moscrop & Co
Chartered Accountants & Statutory Auditor
21-27 Lamb's Conduit Street
London
WC1N 3GS

Date: 21st January 2026.

Financial Statements

Statement of Financial Activities

For the year ended 31 March 2025

	Notes	Unrestricted Funds	Restricted Funds	2025	Unrestricted Funds	Restricted Funds	2024
		£	£	£	£	£	£
Income and Endowments from:							
Donations and Legacies	2	£202,213		£202,213	£189,099		£189,099
Charitable Activities	3						
Adult Services			£477,044	£477,044		£406,652	£406,652
Family Services		£9,507	£346,318	£355,825	£6,933	£272,679	£279,612
Youth Services		£73,834	£347,186	£421,019	£12,000	£173,680	£185,680
Training Services		£11,254	£7,471	£18,725	£9,402		£9,402
Other	4	£2,410		£2,410	£2,552		£2,552
Bank Interest		£14,673		£14,673	£9,714		£9,714
Total		£313,890	£1,178,019	£1,491,909	£229,700	£853,011	£1,082,711
Expenditure on:							
Raising Funds	5	£42,524		£42,524	£45,655		£45,655
Charitable Activities	6						
Adult Services		£1,948	£488,200	£490,148	£11,588	£397,445	£409,033
Family Services		£1,453	£349,874	£351,327	£22,613	£283,968	£306,581
Youth Services		£75,553	£330,205	£405,758	£24,423	£177,355	£201,778
Training Services		£9,022	£7,471	£16,493	£6,790		£6,790
Total		£130,500	£1,175,750	£1,306,251	£111,068	£858,768	£969,837
Net Income/ Expenditure		£183,390	£2,269	£185,659	£118,632	(£5,757)	£112,875
Reconciliation of Funds							
Total Funds Brought Forward		£378,709	£27,409	£406,118	£260,077	£33,166	£293,243
Total Funds Carried Forward		£562,099	£29,678	£591,777	£378,709	£27,409	£406,118

Financial Statements

Balance Sheet

As at 31 March 2025

	Notes	2025 £	2024 £
Current Assets			
Debtors	10	£ 171,968	£ 32,051
Cash at Bank and in Hand		£ 612,211	£ 756,599
		£ 784,179	£ 788,650
Creditors: Amounts falling due within one year	11	£ 192,402	£ 382,532
Total Unrestricted Income		£ 192,402	£ 382,532
Net Current Assets		£ 591,777	£ 406,118
The Funds of the Charity			
Restricted Income funds		£ 29,678	£ 27,409
Unrestricted Funds		£ 562,099	£ 378,709
Total Funds		£ 591,777	£ 406,118

The trustees' annual report was approved by the trustees on 19 January 2026 and signed on their behalf by:



Gabriella Eberhardtne Peter, Chair of Trustees

Financial Statements

Statement of Cash Flows

For the year ended 31 March 2025

	Notes	2025	2024
		£	£
Cash flows from operating activities		(£ 159,061)	£ 308,761
Cashflows from investment activities			
Interest income		£ 14,673	£ 9,714
		£ 14,673	£ 9,714
Increase/ (decrease) cash equivalents during the year			
Cash and cash equivalents at the beginning of the year		£ 756,599	£ 438,124
Cash and Cash equivalents at the end of the year			
Cash and Cash equivalents:			
Cash in Hand		£ 612,211	£ 756,599
		£ 612,211	£ 756,599
Reconciliation of net movement in funds to net cash flow from operating activities			
Net income/ expenditure for the period (as per Statement of Financial Activities)		£ 185,659	£ 112,875
Adjustments for:			
Income from Investments		(£ 14,673)	(£ 9,714)
Decrease/ (increase) in debtors		(£ 139,917)	£ 77,322
Increased/ (decrease) in creditors		(£ 190,130)	£ 128,278
Net cash provided by/ (used in) operating activities		(£ 159,061)	£ 308,761

Notes to the Financial Statements For the year ended 31 March 2025

1. Accounting Policies

a) Basis of accounting

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value and the revaluation of certain fixed assets and in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), and the Charities Act 2011.

Basis of preparation

b) Public benefit entity

Centre for ADHD & Autism Support meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

c) Income

All incoming resources are included in the statement of financial activities when the Charity is entitled to the income and the amount can be quantified with reasonable accuracy.

d) Donated services

Donated professional services are recognised when the service is given and is valued as either the economic benefit of the service to the charity or the cost to the donor.

e) Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts

f) Financial Instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they

are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Notes to the Accounts (continued)

For the Year Ended 31 March 2025

g) Provisions

Provisions are recognised when the charity has a legal or constructive present obligation as a result of a past event, it is probable that the charity will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation. The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation. Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value. When a provision is measured at present value the unwinding of the discount is recognised as a finance cost in net income/(expenditure) in the period it arises.

h) Tangible fixed assets and depreciation

There are no fixed assets held, capital items are expensed to the Statement of Financial Activities (SOFA) when incurred

i) Fund accounting

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

Designated funds are unrestricted funds, which are reserved for a specific purpose and available for use at the discretion of the trustees in the furtherance of the general objectives of the charity.

The purpose and use of restricted funds are imposed by donors or by specific terms of charity appeals.

j) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources.

k) Operating leases

Rentals applicable to operating leases are charged to the Statement of Financial Activities (SOFA) as incurred.

l) Tax status

The company is a registered charity and is not subject to corporation tax.

m) Value Added Tax

The Charity is not VAT registered as does not meet the VAT taxable turnover threshold.

n) Pensions

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity. No contributions were owing at the balance sheet date.

o) Volunteers

The assistance received from volunteers has not been financially recompensed

Notes to the Accounts (continued)
For the Year Ended 31 March 2025

	Unrestricted Funds	Restricted Funds	2025	Unrestricted Funds	Restricted Funds	2024
	£	£	£	£	£	£
2. Analysis of Donations Received						
Donations	£200,872		£200,872	187,609		187,609
Membership Fees	£1,341		£1,341	1,490		1,490
	£202,213	£0	£202,213	£189,099	£0	£189,099
3. Income from Charitable Activities						
Adult Services						
Government Grants		£477,044	£477,044		£387,815	£387,815
Other Grants and Trusts		£0	£0		£18,837	£18,837
Family Services						
Government Grants		£236,681	£236,681		£128,192	£128,192
Other Grants and Trusts		£109,637	£109,637		£144,487	£144,487
Training and course fees	£9,507		£9,507	£6,933		£6,933
Youth Services						
Contracted Services	£73,834	£0	£73,834	£12,000		£12,000
Government Grants		£191,070	£191,070		£78,980	£78,980
Other Grants and Trusts		£156,115	£156,115		£94,700	£94,700
Training Services						
Training Services income	£11,254		£11,254	£9,402		£9,402
Government Grants		£4,981	£4,981			£0
Other Grants and Trusts		£2,490	£2,490			£0
	£94,594	£1,178,019	£1,272,613	£28,335	£853,011	£881,347
4. Income from other activities						
Fees from room rental and other	£2,410		£2,410	£2,552		£2,552
	£2,410	£0	£2,410	£2,552	£0	£2,552
5. Cost of Raising Funds						
Seeking donations, grants	£34,729		£34,729	£33,582		£33,582
Direct costs	£0		£0	£3,101		£3,101
Cost of services provided	£0		£0	£0		£0
Support costs staff	£2,647		£2,647	£2,786		£2,786
Support costs other	£5,148		£5,148	£6,187		£6,187
	£42,524	£0	£42,524	£45,655	£0	£45,655
6. Cost of Charitable Activities						
Adult Services	£1,948	£488,200	£490,148	£11,588	£397,445	£409,033
Family Services	£1,453	£349,874	£351,327	£22,613	£283,968	£306,581
Youth Services	£75,553	£330,205	£405,758	£24,423	£177,355	£201,778
Training Services	£9,022	£7,471	£16,493	£6,790		£6,790
	£87,976	£1,175,750	£1,263,726	£65,414	£858,768	£924,182

Notes to the Accounts (continued)

For the Year Ended 31 March 2025

Analysis of expenditure on charitable activities

	2025	2024
	£	£
Adult Services		
Staff Costs	£357,652	£287,643
Direct Costs	£130,548	£109,803
Support Costs	£1,948	£11,588
	£490,148	£409,033
Family Services		
Staff Costs	£258,199	£233,308
Direct Costs	£91,675	£50,660
Support Costs	£1,453	£22,613
	£351,327	£306,581
Youth Services		
Staff Costs	£245,244	£139,528
Direct Costs	£84,962	£37,828
Support Costs	£75,553	£24,423
	£405,758	£201,779
Training Services		
Staff Costs	£3,193	£0
Direct Costs	£11,277	£0
Support Costs	£2,023	£6,790
	£16,493	£6,790

7. Support Costs

	Cost of Raising Funds	Charitable Activities	2025	Cost of Raising Funds	Charitable Activities	2024
	£	£	£	£	£	£
Staff costs	£37,376	£71,805	£109,181	£36,368	£44,232	£80,599
Telephone and Computing	£796	£25,729	£26,525	£1,016	£24,392	£25,408
Legal & Professional & Audit Fees fees	£514	£16,610	£17,124	£1,470	£35,276	£36,745
Trustee Expenses			£0			£0
Rent & Premises Costs	£3,223	£104,196	£107,418	£3,135	£75,229	£78,364
Other office costs		£20,458	£20,458		£4,360	£4,360
Other Support costs	£616	£19,929	£20,546	£566	£31,084	£31,650
	£42,524	£258,727	£301,252	£42,554	£214,571	£257,126

8. Trustees

Trustee expenses represents the payment or reimbursement of travel and subsistence costs to two Trustees totalling £53.59 (2024 £nil). There was one donations received from one trustees during the year of £60 (2024 nil). There were no other related party transactions in the year

Notes to the Accounts (continued)

For the Year Ended 31 March 2025

9. Employees

The average number of employees during the year was 35 (2024:27)

The average number of full-time equivalent employees during the year was: 27.6

Trustee expenses represents the payment or reimbursement of travel and subsistence costs to two Trustees totalling £54 (2024 £nil).

	2025	2024
Adult	8.1	6.1
Family	5.8	4.1
Youth	8.7	3.0
Training	0.2	0.0
Administration & Directors	4.3	3.0
Marketing and Fundraising	0.6	0.6
	27.6	16.9

Employment Costs	£	£
Wages and Salaries	£924,360	£671,519
Social Security	£86,212	£61,155
Pension Contributions	£16,637	£12,644
	£1,027,210	£745,317

1 employee earned over £60,000

The key management personnel, consisting of the Board of Trustees, the CEO and the Senior Leadership Team received total remuneration (including Employer pension and Employer NI contributions) of £164,568 during the year (2024 - £155,308).

Notes to the Accounts (continued)

For the Year Ended 31 March 2025

10: Debtors

	2025	2024
Amounts due within one year:		
Trade Debtors	£161,337	£22,121
Other Debtors	£10,631	£9,930
	£171,968	£32,051

11: Creditors

Amounts due within one year:		
Trade Creditors	£3,777	£112,589
Accruals and Deferred Income	£188,626	£269,943
	£192,402	£382,532

Included within accruals is the Audit fee of £6,500 (2024 - £6,000)

12. Deferred Income

Balance at the beginning of the year	£250,843	£134,337
Amount released to Income in the year	(£250,843)	(£73,898)
Amount deferred in the year	£141,828	£190,404
Balance at the end of the year	£141,828	£250,843

13. Analysis of Net Assets Between Funds

	Unrestricted Funds	Restricted Funds	2025	Unrestricted Funds	Restricted Funds	2024
	£	£	£	£	£	£
Fixed Assets	£0	£0	£0	£0	£0	£0
Cash	£610,786	£1,425	£612,211	£401,758	£354,841	£756,599
Other current Assets	£32,686	£139,282	£171,968	£9,930	£22,121	£32,051
Creditors	(£81,373)	(£111,030)	(£192,402)	(£32,978)	(£349,554)	(£382,532)
Net Assets	£562,099	£29,678	£591,777	£378,709	£27,409	£406,118

Notes to the Accounts (continued)

For the Year Ended 31 March 2025

14. Restricted and Unrestricted Income Funds

Restricted Income Funds	Balance at 31/ 03/ 2024	Incoming Resources	Outgoing Resources	Balance at 31/ 03/ 2025
Listed below	£27,409	£1,178,019	£1,175,750	£29,678
	£27,409	£1,178,019	£1,175,750	£29,678
Unrestricted Funds	Balance at 31/ 03/ 2024	Incoming Resources	Outgoing Resources	Balance at 31/ 03/ 2025
General	£378,709	£313,890	£130,500	£562,099
	£378,709	£313,890	£130,500	£562,099
Restricted Funds	Balance at 31/ 03/ 2024	Incoming Resources	Outgoing Resources	Balance at 31/ 03/ 2025
City Bridge	£0	£28,700	£28,700	£0
Ealing Community Partners	£0	£50,439	£50,439	£0
E & P Trust	£0	£10,000	£10,000	£0
Foyle Foundation	£0	£14,600	£9,725	£4,875
Frustrated Communications	£0	£6,000	£6,000	£0
Harrow Council (Adult)	£0	£39,056	£39,056	£0
Harrow Council (Early Support)	£0	£40,944	£38,794	£2,150
Harrow Change Makers	£0	£16,037	£16,037	£0
Harrow CNWL 17 -25	£0	£54,467	£54,467	£0
HeadsUp consortium community assests	£263	£0	£263	£0
HeadsUp consortium/ Reaching Communiti	£0	£26,884	£24,323	£2,561
Hillingdon CNWL 16 -25	£0	£2,500	£2,500	£0
Hillingdon Schools	£0	£77,828	£77,828	£0
Hounslow BBP	£0	£81,980	£81,980	£0
John Lyon	£0	£15,500	£15,500	£0
London Borough Hillingdon	£0	£15,000	£15,000	£0
NWL CCG Harrow - 1 & 2	£5,243	£0	£5,243	£0
NWL ICB (ADHD Adults)	£0	£21,248	£14,188	£7,060
NWL ICB (Adults)	£14,466	£436,514	£449,510	£1,470
NWL ICB (Childrens and Young People)	£4,390	£166,800	£166,870	£4,320
Percy Bilton Charity	£0	£3,000	£3,000	£0
Reaching Communities	£3,047	£41,452	£39,677	£4,822
Sisters of the Holy Cross	£0	£10,900	£10,900	£0
Young Harrow Foundation (Breathe project)	£0	£10,199	£7,778	£2,421
Young Harrow Foundation (Youth Voice)	£0	£500	£500	£0
YHF Training	£0	£7,471	£7,471	£0
	£27,409	£1,178,019	£1,175,750	£29,679

Notes to the Accounts (continued)

For the Year Ended 31 March 2025

15: Restricted Funds Prior Year

Statement of Restricted Funds Prior Year	Balance at 31/ 03/ 2023	Incoming Resources	Outgoing Resources	Balance at 31/ 03/ 2024
Awards for All	£8,502	£0	£8,502	£0
City Bridge	£0	£28,100	£28,100	£0
Central & North West NHS Foundation Trust	£1,414	£0	£1,414	£0
Ealing Community Partners	£0	£50,439	£50,439	£0
E & P Trust	£0	£40,000	£40,000	£0
Harrow Council (Adult)	£995	£29,822	£30,817	£0
Harrow Council (Early Support)	£1,864	£29,948	£31,812	£0
Harrow Change Makers	£0	£7,327	£7,327	£0
Harrow CNWL 17 -25	£0	£58,000	£58,000	£0
HeadsUp consortium community assests	£0	£1,748	£1,485	£263
HeadsUp consortium/ Cahms	£0	£7,438	£7,438	£0
HeadsUp consortium/ Reaching Communiti	£0	£19,883	£19,883	£0
Heathrow Community Trust	£0	£3,553	£3,553	£0
Hillingdon CNWL 16 -25	£0	£7,500	£7,500	£0
John Lyon	£0	£31,000	£31,000	£0
London Borough Hillingdon 16 -25	£737	£0	£737	£0
London Borough Hillingdon	£0	£15,000	£15,000	£0
National Lottery Foundation Reaching Comn	£2,189	£78,856	£77,996	£3,049
NWL CCG Harrow - 1 & 2	£17,465	£21,247	£33,471	£5,241
NWL ICB (Childrens and Young People)	£0	£36,200	£31,810	£4,390
NWL ICB (Adults)	£0	£346,831	£332,365	£14,466
ReThink Suicide prevention	£0	£18,837	£18,837	£0
Sisters of the Holy Cross	£0	£10,900	£10,900	£0
Young Harrow Foundation (Breathe project)	£0	£9,883	£9,883	£0
Young Harrow Foundation (Youth Voice)	£0	£500	£500	£0
	£33,166	£853,011	£858,768	£27,409

Notes to the Accounts (continued)

For the Year Ended 31 March 2025

Purpose of Restricted Funds

City Bridge Foundation

Funds received to provide one to one support and groups for young people with ADHD or Autism

Central & North West NHS Foundation Trust

Funds provided for peer to peer support work and training

Ealing Community Partnerships

Funds received to support families in Ealing with post diagnostic support, one to one support and sleep support

Foyle Foundation

Funds received to provide Dramatherapy courses and one to one support for young people

Harrow Council- Adults

Funds received to provide one to one support and Adult groups in Harrow for Adults with Autism

Harrow Council Early Support Service

Funds received to provide families in Harrow with ADHD and or Autism, access to parenting groups and one to one support, with particular focus on supporting families in social care

Harrow Changemakers

Funds received to provide support to young people in Harrow with ADHD and or Autism by providing one to one support and groups that enable social interaction

Harrow CNWL 17 -25

Funds received to provide support to young people aged 17- 25 in Harrow while waiting for an Autism diagnosis by providing one to one support and groups that enable social interaction and targeted training for education and social care staff

HeadsUp and mind consortium - community assets

Funds received for training to bring awareness about ADHD and Autism

HeadsUp consortium with Cahms

Funds received to provide support to young people in Harrow on the Cahms waitlist for ADHD and or Autism by providing one to one support and courses that enable young people to better understand themselves

HeadsUp consortium with Reaching Communities (National Lottery)

Funds received to provide support to young people in Harrow, Brent and Hillingdon with ADHD and or Autism by providing one to one support and groups that enable social interaction and information on their diagnosis

Heathrow Community Trust

Funds received for provide young people in Hillingdon to access social groups

Hillingdon CNWL 16 -25

Funds received for provide young people in Hillingdon aged 16 - 25 one to one support and social groups

Hillingdon Schools

Funds received to provide in-school support for children with ADHD and or Autism entering their first year of high school in Hillingdon

Hounslow BPP

Funds received to provide in-school support for children with ADHD and or Autism and post diagnostic support for parents in Hounslow

John Lyon Charity

Funds received to provide support to young people and families in Harrow & Brent and with ADHD and or Autism through one to one support and parenting groups

London Borough Hillingdon 16 -25

Funds received to provide families in Hillingdon with ADHD and or Autism, access to parenting groups and one to one support

London Borough Hillingdon

Funds received to provide families in Hillingdon with ADHD and or Autism, access to parenting groups and one to one support

Notes to the Accounts (continued)

For the Year Ended 31 March 2025

National Lottery Foundation Reaching Communities

Funds received to provide families living with ADHD and or Autism a coffee morning service with creche to enable families to connect and explore ways to get more help

As well as providing one to one support for families and focus on families that require translation

NWL Harrow CCG - 1

Funds received to provide one to one support for Adults with ADHD in Harrow and to provide support for young people and families with ADHD and or Autism in Harrow

NWL Harrow CCG - 2

Funds received to provide support for Autistic adults and their carers in Harrow including screening, one to one support, post diagnostic groups and coffee evening group for carers.

Funding received also provides one to one support for ADHD Adults in Harrow.

North West London ICB (ADHD)

Funds received to provide one to one support for Adults with ADHD across North West London and to provide support for young people and families with ADHD and or Autism in North West London

North West London ICB (NWL)

Funds received to provide Adults with autism one to one support, groups for social, educational purposes to help better understand their diagnosis.

As well as professionals training across North West London boroughs

North West London NWL (Children and Young people)

Funds received to provide families living with ADHD and or Autism a coffee drop in service

Social and educational groups for young people to help better understand their diagnosis.

Drama and Art therapy for young people

As well as workshops for parents all across North West London boroughs

Percy Elton Charity

Funds received to equip and furnish new "youth hub" premises

Sisters of the Holy Cross

Funds received to provide one to one support to young people with ADHD and or Autism

Young Harrow Foundation (Breathe project)

Funds received to provide families in Harrow with children on the pathway for ADHD and or Autism diagnosis access to parenting groups, one to one support and workshops

Young Harrow Foundation (Youth Voice)

Funding to facilitate focus groups for young people in Harrow

YHF Training

Funds received by Harrow Council and Young Harrow Foundation to provide training to professionals in Harrow to better understand ADHD and Autistic people

Notes to the Accounts (continued)

For the Year Ended 31 March 2025

16. Pension Commitments

The charity operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £16,637 (2024 - £12,644). No amounts were payable to the fund at the balance sheet date.

17. Operating Lease commitments

At 31 March 2025 the charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2025	2024
	£	£
Not later than 1 year	£35,250	£35,250
Later than 1 year and not later than 5 years	£52,875	£17,625
	£88,125	£52,875

18. Related Party Transactions

There was one donations received from one trustees during the year of £60 (2024 nil).

There were no other related party transactions in the year (2024 - the same).