

ADHD AWARE

England & Wales · Charity number 1196688

Details

Status Registered

Legal form CIO

Registered 2021-11-19

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

Contact

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Activities

Objects: THE RELIEF OF ADULTS NATIONALLY (PARTICULARLY BUT NOT EXCLUSIVELY IN BRIGHTON AND HOVE AND IN SUSSEX) WHO ARE AFFECTED WITH ADHD (ATTENTION DEFICIT HYPERACTIVITY DISORDER), THEIR FAMILY, FRIENDS AND PARTNERS; IN PARTICULAR BUT NOT EXCLUSIVELY BY: A) PROVIDING PEER ADVICE AND SUPPORT SERVICES B) RAISING AWARENESS BY CAMPAIGNING FOR GREATER RECOGNITION OF THE CHALLENGES FOR ADULTS LIVING WITH ADHD AND ALSO OF THEIR UNIQUE QUALITIES C) DEVELOPING ACCESSIBLE INFORMATION ABOUT DIAGNOSIS, TREATMENT AND SERVICE PROVISION

Activities: We support adults impacted by ADHD by providing volunteer-led peer support groups, nationally and in Brighton and Hove. We hold a programme of monthly sessions, both in person and online, for: adults with ADHD; their partners; and for the parents of ADHD school-aged children and young adults. We also provide neurodiversity awareness training for private and public sector organisations.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- **Area of benefit:** LOCAL
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-04-05	£122,644	£83,544	-	-
2024-04-05	£45,317	£59,058	-	-
2023-04-05	£84,222	£39,732	-	-

Trustees

Name	Role	Appointed
Russell John Macdonald	Chair	2025-01-08
Bimah Khan		2024-11-04
David Edward Gordon		2026-01-26
Dr Marie Astrid Janson Jones		2026-01-26
Dr Sara Morgan		2025-01-08
Jill Archer Hodges Magnelia		2024-11-04

ADHD AWARE

England & Wales - Charity number 1196688

Accounts



Annual Report

“The peer support group has helped me to live positively with ADHD. The group helped me to understand me.”

Board of Trustees Annual Report

for the period 6 April 2024 to 5 April 2025

Charity name: ADHD Aware

Charity registration number: 1196688

The Board of Trustees would like to sincerely thank all our volunteers, partners and supporters for helping us to serve our community of adults impacted by ADHD over the last year, and for your continued support since our inception as a charity.

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Objectives and Activities

Summary of the purposes of the charity as set out in its governing document

ADHD Aware is a Charitable Incorporated Organisation (CIO) registered with the Charities Commission in England and Wales number 1196688.

The charitable objects of the governing document can be found on our entry in the [Register of Charities](#), and are repeated here:

“The relief of adults nationally (particularly but not exclusively in Brighton and Hove and in Sussex) who are affected with ADHD (Attention-Deficit/Hyperactivity Disorder), their family, friends and partners; in particular but not exclusively by:

- a) providing peer advice and support services*
- b) raising awareness by campaigning for greater recognition of the challenges for adults living with ADHD and also of their unique qualities*
- c) developing accessible information about diagnosis, treatment and service provision.”*

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.

ADHD Aware is member-led and supports adults affected by ADHD. We run monthly drop-ins; facilitated discussions; sessions for partners, parents, family, and carers; and have continued with piloting closed support groups, both in-person in Brighton & Hove, as well as online across the United Kingdom. Our online support also includes emails, website, and social media.

Our regular activities have included:

- Direct monthly peer support services

Board of Trustees Annual Report for the period 6 April 2024 to 5 April 2025

- Producing monthly newsletters
- Creating videos and webinars about various groups impacted by ADHD, often in collaboration with other organisations or individuals
- Signposting information via email, website and social media platforms
- Organisational education offering. This programme, supported by National Lottery funding, is designed both to improve ADHD awareness across public, voluntary and private sector organisations and to generate unrestricted income to support our charitable activities
- Specialist peer support group programmes run by professional facilitators, e.g. our couple's programme

We are primarily run by volunteers and place a strong emphasis on equipping those volunteers with the skills, confidence, and support needed to deliver high-quality and safe services.

We provide in-house training by:

- Offering Zoom-based training for volunteer facilitators, enabling us to expand and sustain our programme of peer support sessions and ensuring facilitators are well-prepared to support members to share knowledge, information, and lived experience in a safe and structured way.
- Enabling ongoing training and development for volunteers through expert supervision, including supervision from professionals with specialist expertise in ADHD and neurodiversity. This helps maintain quality, consistency, and safeguarding across our services.
- Ensuring that our Board of Trustees maintains appropriate training and awareness, including induction training, safeguarding, equality and diversity, data protection, and governance responsibilities, so that the charity is well-governed and compliant with Charity Commission guidance.
- Providing appropriate induction, briefing, and oversight for sessional workers and external contractors engaged on an ad hoc basis, ensuring they understand our values, safeguarding expectations, and ways of working, and that their work aligns with our charitable objectives and standards.

These groups have been developed in direct response to feedback from users who sometimes require a more private and focused approach to provide real support.

Key indicators of the impact and need for our services during the reporting period

Engagement

During this reporting period, we continued to see strong demand and growth in our subscriber numbers across the board, ending the financial year with a total of **9,595** active subscribers as shown in the table below.

Period Ending	Total Subscribers	ADHD Adults	Parents of Child	Parents of Adults	Partners	PCN
Mar-25	9,595	3,179	950	684	1,018	260
Feb-25	9,357	3,018	888	646	954	253
Jan-25	9,127	2,848	801	600	889	232
Dec-24	8,817	2,637	728	534	800	218
Nov-24	8,580	2,475	678	493	733	206
Oct-24	8,305	2,283	616	453	667	198
Sep-24	7,908	2,185	592	438	637	175
Aug-24	7,323	1,761	440	342	499	145
Jul-24	6,963	1,508	362	280	405	129
Jun-24	6,696	1,191	267	218	320	111
May-24	6,465	992	203	166	240	84
Apr-24	6,321	834	156	143	205	78

The joining details for our monthly in-person and online peer support sessions are provided to our newsletter subscribers. New subscribers can add themselves to the newsletter mailing list by clicking on the Subscribe button on the ADHD Aware website and selecting which peer support sessions they are interested in hearing about.

All communications are managed using the [Brevo](#) platform which enables subscribers to manage their preferences or unsubscribe, ensuring the charity can comply with GDPR and the Data Protection Act 2018.

Board of Trustees Annual Report for the period 6 April 2024 to 5 April 2025

During this year, our website continued to prove popular with an average of 36,500 unique visitors per month and 437,998 accumulated website visitors over the whole reporting period¹.

ADHD Aware is well placed on search engine results when people are looking for help and advice using ADHD-related keywords, as evidenced by around 80% of our website visitors landing directly from search engine results.

Peer support sessions

ADHD Aware provides seven in-person and online peer support sessions each month. The regular schedule enables our session attendees to easily remember when each month’s session will be held. Our sessions are facilitated by ADHD Aware volunteers who have received training on group facilitation, active listening and questioning skills and safeguarding.

Day	Session	Delivery Method
First Wednesday	Drop In	In Person
Second Tuesday	Parents of children and young people, under 18	Virtual
Second Wednesday	Drop In	Virtual
Third Tuesday	Group Discussion	Virtual
Third Wednesday	Partners	Virtual
Fourth Tuesday	Group Discussion	In Person
Fourth Wednesday	Parents of young adults, over 18	Virtual

These peer support sessions are at the heart of ADHD Aware’s purpose and continue to be well attended and highly valued by our service users.

¹ Engagement analytics are based on newsletter self-registration, website analytics and event management data. Individuals may attend multiple sessions across the year. Data reflects system and GDPR improvements during the reporting period.

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Over the reporting period, there were a total of **2,160** attendances across all our peer support sessions by 1,156 individuals.

Monthly attendance												
Topic	Apr	May	Jun	Jul	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
In-Person Drop-In	21	21	22	25	20	26	30	29		29	25	248
In-Room Group Discussion	26	24	26	27	24	26	27		28	22	26	256
Online Drop-In	56	42	50	41	51	44	35	33	13	40	51	456
Online Group Discussion	20	34	30	34	33	29	33		34	36	35	318
Parents of Young Adult (18+)	15	14	13	10	11	13	16		23	26	23	164
Parents of Young People (18-)	7	5	6	11	12	10	11	8	8	11	12	101
Partners Peer Support	24	25	24	23	26	24	27	24	24	22	22	265
Training Taster											68	68
Webinar: GenAI for Students					84							84
Webinar: Neurodiversity Couples							200					200
Grand Total	169	165	171	171	261	172	379	94	130	186	262	2160

Tailored sessions are provided for parents and families, supporting around 576 parents and carers across the reporting period.

In terms of our third purpose of “developing accessible information about diagnosis, treatment and service provision”, in addition to our website visits, we received over 1,000 email enquiries for ADHD help and support over the period. Most of these enquiries are from adults (or concerned partners or parents) who are seeking information on how to obtain an ADHD assessment, and we provide signposting to relevant diagnostic pathway information provided by partner organisations such as ADHD UK. In some cases, we receive requests for one-to-one support or crisis intervention which we are unable to help with directly and we provide appropriate signposting or emergency helpline information.

There were 2,607 training page views, reflecting growing demand by employers to improve their awareness of neurodiversity at work and understand how to support employees living with ADHD. In previous years, we have developed a commercial training capability as a trading activity that can help us diversify our funding sources and help us sustain our core operations. Throughout this reporting period, we have built on the foundational work to define and package the course materials and continued to develop our reach to prospective customers through reactive enquiries from a range of public sector, NHS and private organisations as well as proactively improving our business development capability with targeted marketing.



Board of Trustees Annual Report for the period 6 April 2024 to 5 April 2025

While we remain focussed on our core purpose of providing peer support services, we also see a strong intersection between adults living with ADHD and lack of employer awareness of neurodiversity in the workplace, therefore we will continue to develop our training capability in line with demand.

We are pleased to see that our engagement with our members, service users, training customers and the wider ADHD community remains strong and is consistently growing month after month.

How we measure our impact

ADHD Aware monitors its reach and impact using a combination of self-registration data, website analytics, newsletter systems, and event management platforms.

Attendance and demographic figures are primarily based on information provided by participants at the point of registration via Eventbrite, online forms, and newsletter sign-ups. As individuals may attend multiple sessions across the year, totals should not be interpreted as unique users.

During the reporting period, the charity also strengthened its digital infrastructure and data management processes, including improvements to analytics, newsletter systems, and GDPR compliance. These developments enhanced data quality and safeguarding but mean that some year-on-year comparisons should be read as indicative rather than strictly like-for-like.

Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit

In setting our programme each year, we have regard to the guidance issued by the Charity Commission on public benefit, and in this case particularly for the benefit of adults impacted by ADHD, their partners and parents of school-age children and young adults impacted by ADHD. The Board of Trustees ensures that the programme of work that we undertake is in line with our charitable objects and aims.

Our first aim is to host and support activities for our beneficiaries and partners that provide user-led support, share lived experience, and signpost useful information.

Our second aim is to create education and raise awareness amongst our allies and non-allies that improves inclusion and normalisation, as well as reducing discrimination and exclusion against our beneficiary communities.

We strongly believe that peer support is a highly effective and beneficial intervention for adults living with ADHD. Neurodivergent people, including those with ADHD, face unique challenges navigating a society built for neurotypical norms. These can range from difficulties with social interactions to executive functions like task management and prioritisation. A diagnosis of ADHD can bring welcome confirmation for some of what they already knew, but for others may be an overwhelming experience that raises more questions than it answers. Facilitated peer support groups are a safe and welcoming environment where individuals can realise that they are not alone, and the group can learn from each other strategies to support and empower themselves to overcome challenges.

Policy on grant making

We are not currently a grant making organisation with respect to granting external organisations with funding for projects.

Policy on social investment including program related investment

We invest in planning and running activities that align with our strategic objectives. This will include events, training, speaking, marketing and communications, advocacy, storytelling, corporate education, volunteer coordination, and research.

Contribution made by volunteers

Volunteers support many aspects of our activities, focused on supporting us at live in person and online events. We have also been supported by volunteers who helped us with Board governance, financial management, digital communications, strategic and succession planning, building our organisational structure and business plan as we grown and as we grow into the future.

We currently have approx. 37 volunteers (not including the Board of Trustees) who help with the main outward activities of the charity, including the seven regular peer support sessions we run every month.

In line with our Governing Document, at every Annual General Meeting of the CIO, one-third of the charity trustees retires from office², by rotation according to length of office³. Retiring trustees may stand for re-election unless they have served for three consecutive terms (years), in which case they are not eligible for re-election until a period of three years has elapsed.

At the Annual General Meeting on 8 January 2025, the members of the CIO voted to confirm the following changes to the Board of Trustees:

Trustee Name	Role	Change
Dominique Gibbons	Treasurer	Resigned as Trustee
Katherine Hudson	Co-Chair	Resigned as Co-Chair
David Clarke	Trustee	No change
Jill Hodges	Trustee	No change
Amy Knowles	Board Secretary	No change
Bimah Khan	Co-Chair	Elected
Katherine Hudson	Trustee	Elected
Anthony Rattigan	Treasurer	Elected
Russell Macdonald	Trustee	Elected
Sara Morgan	Trustee	Elected
Sophie Purdy	Trustee	Elected

² Clause 13(2) of the ADHD Aware Constitution

³ Clause 13(3) of the ADHD Aware Constitution

Achievements and Performance

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.

ADHD Aware is bridging a significant gap in service provision for adults with ADHD in the UK through our regular peer support groups, psychoeducation programmes (e.g. courses for couples where one partner has ADHD) and providing accessible information and advice.

When ADHD is unsupported, it can have a significant impact on people's lives including dropping out of education and training, long-term unemployment, mental and physical health issues, financial difficulties, substance misuse and crime. These impacts are estimated to cost the UK economy £17 billion, which is avoidable as when properly supported, people with ADHD can thrive⁴.

The UK has seen an exponential rise in the demand for ADHD assessments and services. There is thought to be around 200,000 adults on waiting lists for ADHD assessments, which could take up to 8 years to clear⁵. Between 2000 and 2018, there was a 20-fold increase in ADHD diagnoses and a 50-fold increase in ADHD prescriptions for men aged 18-29⁶, and more than 20-fold in women between 2010 and 2023⁷.

As outlined in the previous sections, ADHD Aware has experienced a sustained upward trend in demand for our services as demonstrated by increased website visitors, newsletter subscribers, support session attendance, corporate training sales, email enquiries and volunteer and trustee recruitment. This has a direct correlation with the unmet demand for adult ADHD services from NHS providers.

⁴ [Report of the Independent Taskforce on ADHD](#)

⁵ [Eight year ADHD backlog at NHS clinics revealed](#)

⁶ [National Institute for Health and Care Research](#)

⁷ [ADHD: Medication use among UK women increases 20-fold over the past decade, study suggests](#)



Board of Trustees Annual Report for the period 6 April 2024 to 5 April 2025

The right support for ADHD can change people's lives, giving them a better understanding of themselves, empowering them to manage their mental health and wellbeing, improving their self-esteem, helping them thrive in their relationships and helping them to concentrate at work or while studying.

Our trading activity providing Neurodiversity in the Workplace training and continuous professional development webinars raises employer awareness of the benefits of a neuroinclusive business, how to ensure compliance with equality legislation and how to better support employees with ADHD.

As a member-led organisation, we continue to evolve our services in direct response to user feedback. Attendees at our peer support sessions are encouraged to provide feedback on each session so that we can continuously improve. There is an annual survey of the ADHD Aware membership to gather feedback on the work of the charity as a whole and obtain suggestions on areas for improvement and new services we may provide in future.

Additional Information

Achievements against objectives set

Internal activities delivered in this period included:

- A recruitment campaign to broaden the number and capabilities of the Board of Trustees
- Established and agreed internal policies
 - Trustee and volunteer roles and expectations
 - Job descriptions for sessional workers, as well as ways of working, expectations
 - Safeguarding policies and procedures
- Established our Training offering
 - Proposition/product and content shaping
 - Pricing model refinement
 - Taking enquiries from new organisations
 - Delivering courses, continuing to refine based on feedback
 - Receiving income from the Training offering
- Established professional internal infrastructure and processes
 - IT security
 - Inboxes and email (further development)
 - Budgets / finance (further development, inclusion of tracking for PCN and Lottery projects)
 - Activity planning and execution (member-facing and organisation/client-facing)
 - Recruitment (recruited for new role of Business Development Executive sessional worker to handle the large volume of incoming enquiries)
 - Recruitment of Trustees
 - Strengthening digital infrastructure, analytics, and data protection processes
 - Improvements to website accessibility and content clarity for ADHD users
 - Enhanced event management and registration systems to support safeguarding and reporting
 - Development of more robust newsletter and subscriber management systems
- Fundraising and Donations
 - Successful in bidding for large grants from The National Lottery and Sussex NHS Primary Care Network (PCN)

Board of Trustees Annual Report for the period 6 April 2024 to 5 April 2025

External activities delivered in this period included:

- Community Programme
 - Revised and improved our clear value proposition for organisations helping us reach more beneficiaries
- Amplification and Support
 - Evolution of content – both written and for training delivery
 - Inclusive and accessible events
 - Representation and lived experience embedded in our content
 - Online/social media support for our community
- Event Programme
 - Continued wide array of sessions per month to 7 different types, serving different needs within our community impacted by ADHD
 - Continued after successful pilots
- Marketing Programme
 - Continued to develop website, added richer content
 - Expanded approach to social media management
 - Further evolved newsletter and now have a structured approach to how that is produced and dedicated, skilled team members to deliver it

We have gone from strength to strength, with a continued increase in the demand for our services. The main thing limiting our progress had been the smaller lots of funding available to us to date, but since we won our significant bid to the National Lottery for a three-year programme, we are now building towards a steady and sustainable future.

Details of activities undertaken in this period

Since our early days, we've helped people impacted by ADHD live happier lives and get access to the services and information to help them function and thrive. We have continued to build on our foundational purpose while building partnerships with local NHS and social services, and strong relationships with other charities.

Additionally, we continued to run two bespoke support programmes, further developing them to form part of our sustainable future vision. During this period, our local PCN awarded funding to support our operational costs.

We feel that our programmes continue to address a very serious and unaddressed societal challenge – understanding and adapting to the needs of neurodiverse adults. Knowledge is the key to addressing issues that result in discrimination, isolation, and



Board of Trustees Annual Report for the period 6 April 2024 to 5 April 2025

exclusion of neurodiverse people and helps all stakeholders to develop meaningful and transferrable skills and experience.

Performance of fundraising activities against objectives set

In the period covered by this report, from 6th April 2024 to 5th April 2025, we raised a total of **£122,644** from the following fundraising activities:

Donations – Just Giving	£ 4,010
Grant – East & Central Brighton PCN	£ 13,395
Grant – The National Lottery	£ 84,779
Income – Training	£ 20,460
Total funds collected by ADHD Aware in this period	£122,644

This fundraising was sufficient to cover our expenses in relation to our activities targeted as the primary focus on this period.



Board of Trustees Annual Report for the period 6 April 2024 to 5 April 2025

Financial Review

Accounts 6th April 2024 to 5th April 2025

Treasurers: Dominique Gibbons (up to January 2025)
Anthony Rattigan (from January 2025)


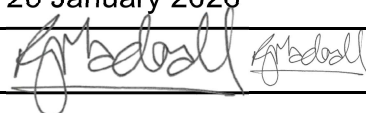
The Treasurer has reviewed the financial records of ADHD Aware and prepared these accounts.

These accounts were then reviewed in draft by an Independent Examiner (the Resource Centre in Brighton and Hove) from the information and explanations supplied by ADHD Aware.

In the Board's opinion, ADHD Aware has maintained proper accounting records and these accounts are in accord with those records. As a result, the Board recommended that participants at the AGM on 26 January 2026 ratify these accounts inviting members to ask any questions about the accounts. There were no questions or objections at the AGM, so these accounts were ratified by the Board and our members at the AGM.

They were subsequently submitted to the Independent Examiner (the Resource Centre in Brighton and Hove) on finalise the accounts on 27 January 2026.

Signed by two officers/committee members:

	<i>Signatory 1</i>	<i>Signatory 2</i>
<i>Name</i>	Bimah Khan	Russell Macdonald
<i>Date</i>	26 January 2026	26 January 2026
<i>Signature</i>	 <small>Bimah Khan (Jan 26, 2026 23:35:01 GMT+0)</small>	



Board of Trustees Annual Report for the period 6 April 2024 to 5 April 2025

Independent Examiner's report on the accounts

Report to the trustees of ADHD Aware CIO

Registered Charity number 1196688

Accounts year ended 5th April 2025

The accounts have been prepared on the Receipts and Payments basis.

Respective responsibilities of trustees and independent examiner

As the charity's trustees, you are responsible for the preparation of the accounts. You consider that an audit is not required for this year under section 144 of the Charities Act 2011 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 procedures specified in the General Directions of the Charity Commissioners (under section 145 (5)(b) of the Act) and to state whether particular matters have come to my attention.

Basis of Independent Examiner's Report

My examination was carried out in accordance with the 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 laid out in the statement below.

Independent Examiner's Report

In connection with my examination, no matter has come to my attention:

- 1) which gives me reasonable cause to believe that in any material respect the requirements
 - a) to keep accounting records in accordance with section 130 of the Act; and
 - b) to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Act

Board of Trustees Annual Report for the period 6 April 2024 to 5 April 2025

have not been met; or

2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

A handwritten signature in black ink, appearing to be "K. Chapman".

Kate Chapman
Resource Centre
6 Tilbury Place
Brighton BN2 0GY
27th January 2026

Disclosure section

None



Board of Trustees Annual Report for the period 6 April 2024 to 5 April 2025



ADHD Aware CIO
Accounts year ended 5th April 2025
Registered charity: 1196688

Chair: BIMAH KHAN
ADHD AWARE C/O COMMUNITY BASE
113 QUEENS ROAD
BRIGHTON
EAST SUSSEX
BN1 3XG

These accounts have been prepared on the Receipts and Payments basis from information and explanations supplied by the charity.

Kate Chapman
Resource Centre
6 Tilbury Place
Brighton BN2 0GY
Date: 9th January 2025

These accounts have been approved by the Trustees of the charity.
Signed by one or two Trustees on behalf of all the Trustees

1. 
Bimah Khan (Jan 26, 2026 23:35:01 GMT+8)
2. 

Date 26/01/2026



Board of Trustees Annual Report for the period 6 April 2024 to 5 April 2025

ADHD Aware CIO

Charity registration number: 1196688

Statement of Financial Activities year ended 5th April 2025

	2025		2025 Total	2024		2024 Total
	Restricted	Unrestricted		Restricted	Unrestricted	
Receipts						
Donations & grants	98,174	4,010	102,184	27,133	3,887	31,020
Other	-	20,460	20,460	-	14,297	14,297
Total Receipts	98,174	24,470	122,644	27,133	18,184	45,317
Payments						
Expenditure on charitable activities	83,544	-	83,544	54,670	4,388	59,058
Total Payments	83,544	-	83,544	54,670	4,388	59,058
Net receipts (payments) for the year	14,630	24,470	39,100	(27,537)	13,796	(13,741)
Funds at 6th April 2024	24,727	24,038	48,765	52,264	10,242	62,506
Balance of funds at 5th April 2025	39,357	48,508	87,865	24,727	24,038	48,765

NB some additions may vary by +/- £1 due to rounding

ADHD Aware CIO

Registered Charity no. 1196688

Receipts and Payments Account year ended 5th April 2025

	2025	2025	2025	2024	2024	2024
	Restricted	Unrestricted	Total	Restricted	Unrestricted	Total
Receipts						
Donations and grants						
East & Central Brighton PCN	13,395	-	13,395	-	-	-
The National Lottery Community Fund	84,779	-	84,779	27,133	-	27,133
Donations	-	4,010	4,010	-	3,887	3,887
Other						
Training delivery	-	20,460	20,460	-	14,297	14,297
Total Receipts	98,174	24,470	122,644	27,133	18,184	45,317
Payments						
Expenditure on charitable activities						
Drop-in room hire	-	-	-	353	-	353
Drop-in catering	-	-	-	45	-	45
Focus session room hire	714	-	714	165	-	165
Focus session facilitator	9,850	-	9,850	6,225	-	6,225
Digital resources (SMS, Mailchimp, etc)	3,825	-	3,825	3,993	132	4,125
Trainer fees	15,818	-	15,818	450	150	600
Stationery, equipment, printed material	714	-	714	111	-	111
Volunteer expenses	214	-	214	1,286	150	1,436
Sessional work	31,205	-	31,205	41,871	3,906	45,777
Insurance	91	-	91	111	-	111
AGM	108	-	108	61	50	111
Administrator fees	13,620	-	13,620	-	-	-
Tech support	6,360	-	6,360	-	-	-
Quickbooks subs and support	807	-	807	-	-	-
Just Giving subs	216	-	216	-	-	-
Total Payments	83,544	-	83,544	54,670	4,388	59,058
Net receipts (payments) for the year	14,630	24,470	39,100	(27,537)	13,796	(13,741)
Funds at 6th April 2024	24,727	24,038	48,765	52,264	10,242	62,506
Balance of funds at 5th April 2025	39,357	48,508	87,865	24,727	24,038	48,765

NB some additions may vary by +/- £1 due to rounding

ADHD Aware CIO

Registered Charity no. 1196688

Statement of Assets and Liabilities at 5th April 2025

Monetary Assets

NatWest current account	15,293
Metro current account	72,547
Cash in hand	24
	87,865

Breakdown of funds at 5th April 2025

Restricted funds

East & Central Brighton PCN	22,787
The National Lottery Community Fund	16,570
	39,357

General funds

48,508

TOTAL FUNDS HELD

87,865

Non-Monetary Assets

The charity has no non-monetary assets.

Liabilities

The charity has no known liabilities.

NB some additions may vary by +/- £1 due to rounding

Statement explaining the policy for holding reserves stating why they are held

The charity had unrestricted reserves of £48,508 at the end of this period. Our reserves policy remained at three (3) months' core operating costs in this reporting period.

In calculating our reserves, we exclude funds tied up in buildings, vehicles, and equipment, as the charity does not currently hold any of these assets.

Amount of reserves held

In reviewing its reserve requirement, the trustees have decided that the charity needs to hold a small amount of reserves (£500) to cover emergency or unforeseen situations such as issues that may come up at our events. However, the main reason for holding reserves is to ensure that the charity has enough resources to fund programmes it is supporting. For planned programmes the charity may take 2-3 months to make funding decisions (or to apply for and receive a response to funding requests) and it is policy never to commit funds that it does not have. Therefore, to prevent disruption to programmes, it is felt that around 3 months reserves of unrestricted expenditure needs to be held.

Current reserves status

The amount of reserves held (£48,508) is therefore in line with the trustees view of reserves needs at the end of this period, as it is covered by the funds held in the bank, with the note that the other funds held in the account are generally assigned to expenditure against certain grant objectives, so are not treated as free reserves. Reserves are expected to be maintained at the planned level in subsequent periods, and this will be monitored closely by the Treasurer and the Board.

Any restricted funds not intended for general operational expenditure and not time bound will, in future, not be included in the trustees' view of reserve needs because these restricted funds are held by the charity for as long as is necessary to organise and execute the relevant grant deliverables. Normally these funds are spent within 6 or 12 months of receipt (depending on the grant maker's requirements).

Details of fund materially in deficit

No funds materially in deficit during or at the end of this period.

Explanation of any uncertainties about the charity continuing as a going concern

The main concern historically about the charity continuing as a going concern was related to the cyclical nature of relatively minimal grant funding we had been able to access before becoming a registered charity. We have also seen a sharp increase in demand for our services throughout the years, which has put pressure on budgets.

Raising major funding such as the funding from the National Lottery, for example, enabled the organisation to have more consistency and predictability in its funding. That funding helped us to build a long term, sustainable source of non-grant income that will also make us more self-sufficient.

The Trustees remain mindful of the risks associated with the end of major grant funding in future years and are actively managing this through income diversification, cost control and scenario-planning.

Additional Information

The charity's principal sources of funds (including any fundraising)

Grants	£98,174
Donations	£4,010
Income (Training)	£20,460

Investment policy and objectives including any social investment policy adopted

The charity had no fixed asset investments during this period.

The charity had no realised or unrealised gains or losses on investments during this period.

In future, if the charity does make investments, programme related investments are made in furtherance of the charity's objectives and any investment return is secondary to the charitable purposes supported by the investment. Such investments are included

at their cost. Any loss or impairment from such investments will be charted as part of charitable activities within the statement of financial activities.

A description of the principal risks facing the charity

All significant activities undertaken are subject to a risk review as part of the initial activity assessment and implementation. Major risks are identified and ranked in terms of their potential impact and likelihood.

Major risks, for this purpose, are those that may have a significant effect on:

- Operational performance, including risks to our volunteers, beneficiaries and ad hoc sessional workers and external contractors instructed from time to time;
- Financial sustainability, including stability and security of income;
- Achievement of our aims and objectives; or
- Meeting the expectations of our beneficiaries or supporters.

The Trustees review these risks on an ongoing basis and satisfy themselves that adequate systems and procedures are in place to manage the risks identified. Where appropriate, risks are covered by insurance. The following framework is central to ensuring adequate risk assurance:

- Regular monitoring of major risk and development of action plans;
- Embedding risk identification and assessment within operating procedures;
- A clear structure of delegated authority and control;
- Review of key systems and procedures through internal audit arrangements;
- Income and profit targets for our trading and fundraising activities;
- Maintaining reserves in line with set policies; and
- Regular summary reports on risk management to the Trustee Board.

We have paid particular attention during this year to establishing the above-mentioned governance framework, through the ongoing appointment of a Trustee Board with experience on the non-executive leadership team of other charities and community organisations. We have also updated a range of our policies and governing documents to reflect changes to the risk profile of our organisation based on the external environment and any new internal risks that were identified.

Structure, Governance, and Management

Type of governing document

Constitution

How is the charity constituted?

CIO (Charitable Incorporated Organisation)

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

Every charity trustee must be a natural person.

- (a) No one may be appointed as a charity trustee:
- if he or she is under the age of 16 years; or
 - if he or she would automatically cease to hold office under the provisions of clause 15(1)(f). [of our Constitution]
- (c) No one is entitled to act as a charity trustee whether on appointment or on any re-appointment until he or she has expressly acknowledged, in whatever way the charity trustees decide, his or her acceptance of the office of charity trustee.

(3) Number of charity trustees

- (a) There must be at least three (3) charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees, or appoint a new charity trustee.

Board of Trustees Annual Report for the period 6 April 2024 to 5 April 2025

- (b) The maximum number of charity trustees is eleven (11). The charity trustees may not appoint any charity trustee if as a result the number of charity trustees would exceed the maximum.

In selecting individuals for appointment as Trustees, the Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the charity.

Policies and procedures adopted for the induction and training of trustees

The policies and procedures for induction and training of trustees are defined in clause 14 of ADHD Aware's Constitution (Governing Document) as follows:

14. Information for new charity trustees

The charity trustees will make available to each new charity trustee, on or before his or her first appointment:

- a) a copy of this constitution and any amendments made to it; and
- b) a copy of the CIO's latest trustees' annual report and statement of accounts.

New Trustees are required to make themselves familiar with, and accept, the CIO's current policies, which may change from time to time. These currently include:

- Board of Trustees Code of Conduct
- Terms of Reference for the Board of Trustees
- Trustees Declaration of Interests
- Trustee and Volunteer Expenses Policy
- Anti-Harassment and Bullying Policy
- Health and Safety Policy
- Volunteer Grievance Procedures
- Safeguarding Adults at Risk Policy
- Equality & Diversity Policy
- Data Protection Policy

The charity's organisational structure and any wider network with which the charity works

ADHD Aware is a member-led organisation. Eligibility for membership is defined in section 9(1) of the Constitution as follows:

9. Membership of the CIO

(1) Admission of new members

a. Eligibility

Membership of the CIO is open to anyone who is interested in furthering its purposes, and who, by applying for membership, has indicated his, her or its agreement to become a member and acceptance of the duty of members set out in sub-clause (3) of this clause.

A member may be an individual, a corporate body, or an individual or corporate body representing an organisation which is not incorporated.

The members can exercise their voting rights at General Meetings of the CIO. Voting for the election of members of the Board of Trustees takes place every year at the Annual General Meeting, or exceptionally if a General Meeting is called.

The Board of Trustees is collectively responsible for managing the affairs of the CIO and exercising all powers of the CIO on behalf of its members, as defined in section 12(1) of the Constitution:

12. Charity trustees

(1) Functions and duties of charity trustees

The charity trustees shall manage the affairs of the CIO and may for that purpose exercise all the powers of the CIO.

The Board of Trustees may, at its discretion, delegate certain responsibilities to subcommittees – as defined by section 18 of the Constitution. During this reporting period, there were subcommittees for Finance, Training and Research.

The Co-Chairs of the Board of Trustees have additional responsibilities for leading and developing the Board and for convening and chairing meetings. They are the primary link between the Board of Trustees and the CIO's workers and volunteers.



Board of Trustees Annual Report for the period 6 April 2024 to 5 April 2025

Relationship with any related parties

ADHD Aware maintains informal relationships with like-minded ADHD charities and support organisations, and signposts enquiries from members of the public and service users to appropriate third-party services that ADHD Aware is not able to provide directly.

During the reporting period, ADHD Aware has developed a close working relationship with East and Central Brighton Primary Care Network, where referrals can be made to us for ADHD peer support services to complement the NHS service provision.

Reference and Administrative Details

Charity name

ADHD Aware

Other name the charity uses

N/A

Registered charity number

1196688

Charity's principal address

ADHD Aware
Community Base
113 Queens Road
Brighton BN1 3XG

Names of the Trustees who manage the charity:

Trustee name	Office (if any)	Dates acted if not for whole year
Bimah Khan	Co-Chair	
Amy Nalini Knowles	Board Secretary	
David Clarke	Trustee	
Jill Hodges	Trustee	
Katherine Hudson	Co-Chair	Resigned January 2025
Katherine Hudson	Trustee	Appointed January 2025
Dominique Louise Gibbons	Treasurer	Resigned January 2025
Anthony Rattigan	Treasurer	Appointed January 2025
Russell Macdonald	Trustee	Appointed January 2025
Sophie Purdy	Trustee	Appointed January 2025
Sara Morgan	Trustee	Appointed January 2025

Board of Trustees Annual Report for the period 6 April 2024 to 5 April 2025

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

Names and addresses of advisers

Type of adviser	Name	Address
Independent Examiner	Kate Chapman	Resource Centre Prior House, 6 Tilbury Place, Brighton, BN2 0GY Tel. (01273) 606160 www.resourcecentre.org.uk

Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A

Declarations

The Trustees declare that they have approved this annual report and accounts.

Signed on behalf of the charity's Trustees:

Signature(s)


Bimah Khan (Jan 26, 2026 23:35:01 GMT+8)

Full name(s)

Bimah Khan

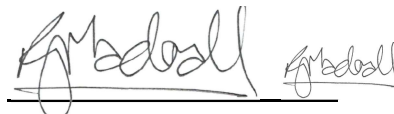
Position (eg Secretary, Chair, etc)

Co-Chair

Date

27 January 2026

Signature(s)



Full name(s)

Russell Macdonald

Position (eg Secretary, Chair, etc)

Co-Chair

Date

27 January 2026

ADHD AWARE

England & Wales - Charity number 1196688

Accounts

Reporting period:
06 April 2023 to 05 April 2024

ADHD Aware

**"The peer support group has helped me to live positively with ADHD.
The group helped me to understand me."**

Trustees' Annual Report for the period 06 April 2023
to 05 April 2024

Charity name: ADHD Aware

Charity registration number: 1196688



Reporting period:
06 April 2023 to 05 April 2024

We would like to sincerely thank all of our volunteers, partners and supporters for helping us to serve our community of adults impacted by ADHD since our inception as a charity.

Reporting period:
06 April 2023 to 05 April 2024

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Reporting period:
06 April 2023 to 05 April 2024

Objectives and Activities

Summary of the purposes of the charity as set out in its governing document

Our objective is the relief of adults nationally, (particularly but not exclusively in Brighton and Hove and in Sussex) who are affected with ADHD (Attention Deficit Hyperactivity Disorder), their family, friends, and partners, in particular, but not exclusively by:

- A. Providing peer advice and support services
- B. Raising awareness by campaigning for greater recognition of the challenges for adults living with ADHD and also of their unique qualities
- C. Developing accessible information about diagnosis, treatment and service provision

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.

ADHD Aware is member-led and supports adults affected by ADHD. We run monthly drop-ins; facilitated discussions; sessions for partners, parents, family, and carers; and have piloted closed support groups – both in-person in Brighton & Hove, as well as online across the United Kingdom.

Our online support also includes emails, website, and social media. We have continued to expand user-requested services, including digital services, which have significantly increased the number of individuals that we can impact.

We combat social isolation, engaging and connecting with vulnerable and highly isolated users - many of whom have mental and physical health conditions, suffer anxiety and depression, and have lost routines, worsening quality of life and health outcomes. We help users re-establish routines and access support, as social and health services have reduced drastically.

Our regular activities have included:

- 1. Producing materials on isolation, anxiety, access, and benefits
- 2. Creating videos about various groups impacted by ADHD, often in collaboration with other organisations
- 3. Signposting information via email, website, Twitter, and Facebook

Reporting period:
06 April 2023 to 05 April 2024

4. Enabling further training for volunteers through expert supervision
5. Offering Zoom training to volunteer facilitators, which has helped us in turn run more sessions for our members to share knowledge, information, and experience

This year, we also continued a psycho-educational course, with guidance and tools for partners focused on new anxieties users may be coping with, and ADHD-centred awareness for couples (where one or both have ADHD).

We ran themes from this psycho-educational course alongside our existing 'group discussion' sessions to review formats to deliver the best outcomes.

The closed courses were run by expert facilitators in psycho-education and couples counselling for adults with ADHD and autism: Karen Doherty of Reframe Counselling has already been supervising the first closed support group pilot over recent months, run by Yvonne Rivers, our long-standing group session facilitator. There is no other service for targeted support and relationship building like either of the closed groups. This has supported user resilience, recovery, and ongoing capacity development post-COVID.

These groups have been developed in direct response to feedback from users who sometimes require a more private and focused approach to provide real support. We also intend to continue all current services, and to expand our ADHD awareness campaigns.

We have also been liaising with the NHS Brighton and Hove CCG | NHS East Sussex CCG | NHS West Sussex CCG and consulting on the Neurodevelopmental Pathway Target Operating Model.

In this period, we were fortunate to have received the first batch of funding from our local Primary Care Network (PCN) in East Brighton & Hove, as we had extensive evidence that the local NHS was referring patients to us before and after diagnosis.

Key indicators of the impact and need for our services have included the following compared to the last reporting period:

- Our mailing list was 5,000, it's now almost 8,300
- We ran 76 sessions (72 last year) for almost 2,200 people (800 last year)
- We facilitated 7 sessions per month – we remained steady on this
- 4 social media communities (inc. Facebook, Instagram, Twitter) with 2,322 active members in largest group (Insta) – we have 7,153 total social community members
- 360 people attended our webinars
- We worked with 30 volunteers who included people with ADHD and their allies
- Total people supported including website:
 - Last year: 425K v this year: 495K

As you can see, demand for our services has continued to increase dramatically and we expect this to continue into next year and beyond.

Reporting period:
06 April 2023 to 05 April 2024

Aside from our core services to members, we were also delighted to have won a funding bid with the National Lottery to support a three-year programme intended to expand our capability to deliver our charitable objectives, whilst also developing a new sustainable revenue stream for the charity: training for organisations.

Over the last year, we have been setting up this training offering, first by creating and packaging the content of the courses, and then responding to an increasing number of incoming enquiries from the NHS, social services, and businesses of all sizes all over the UK. We are only part-way through this programme, but are already on track to meet our objectives for income growth that can support charitable activities and services for our members, as well as enabling us to consider bringing in our first staff on the payroll in the near to medium term.

Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit

In setting our programme each year, we have regard to the guidance issued by the Charity Commission on public benefit – in this case particularly for the benefit of adults impacted by ADHD. The Board of Trustees ensures that the programme of work that we undertake is in line with our charitable objects and aims.

Our first aim is to host and support activities for our beneficiaries and partners that provide user-led support, share lived experience, and signpost useful information. Our second aim is to create education and raise awareness amongst our allies and non-allies that improves inclusion and normalisation, as well as reducing discrimination and exclusion against our beneficiary communities.

Policy on grant making

We are not currently a grant making organisation with respect to granting external organisations with funding for projects.

Policy on social investment including program related investment

We invest in planning and running activities that align with our strategic objectives. This will include events, training, speaking, marketing and communications, advocacy, storytelling, corporate education, volunteer coordination, and research.

Contribution made by volunteers

Volunteers support many aspect of our activities, focused on supporting us at live in person and online events. We have also been supported by volunteers who helped us with Board governance, financial management, digital communications, strategic and succession planning,

Reporting period:
06 April 2023 to 05 April 2024

building our organisational structure and business plan as we grown and as we grow into the future.

We currently have fourteen volunteers (not including the Board) who help with the main outward activities of the charity, including the seven different meetings we run per month. Our Board of Trustees has changed in this period, going from seven to six members (including two co-opted until they can be voted in at an Extraordinary General Meeting), who have been shaping the charity as it becomes a strategic organisation with a plan of activities, clear goals, and as it will be building a sustainable volunteer programme and organisational resources into the future. We are currently in a recruitment drive for more Trustees, as we can have as many as eleven according to our Constitution, and our organisation (and demands on Trustee support) have been growing.

Achievements and Performance

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.

ADHD Aware started informally as a group of adults running an ADHD peer support group in Brighton & Hove in 2011. We became formally constituted in 2015, and in November 2021, we became a registered charity. Before the pandemic, we supported about 15,000 people. We now support nearly 500,000, including our national website and social media users.

Despite COVID-19, we have grown and thrived, and we've also built solid foundations of partnership with local NHS and social services, and have continued to build strong relationships with other charities.

We expanded (after pilots the previous year) two very successful new programmes are described in more detail below:

- 1) A new support group enabled participants to consider the ongoing impact of the pandemic, as well as lack of access to health and social services, design specifically to help participants to survive and thrive. The support group was a weekly closed group for 8 participants over 10 weeks, via Zoom. Themes for each week were determined by participants. The group was facilitated by Yvonne Rivers (our existing facilitator for Group Discussions) and a co-facilitator with lived experience and who learned from Yvonne to develop sustainable skills that will benefit ADHD Aware, going forward

Reporting period:
06 April 2023 to 05 April 2024

- 2) A psycho-educational course, with guidance and tools for partners focused on anxieties users may be coping with, and ADHD- centred awareness for couples (where one or both have ADHD). The course was run by expert facilitators in psycho-education and couples counselling for adults with ADHD and autism: Karen Doherty of Reframe Counselling who had already supervised the first closed support group, run by Yvonne Rivers (the other psycho-educational course facilitator).

There is no other service for targeted support like either of these groups. This has supported user resilience, recovery, and capacity development. These groups were developed in direct response to user feedback about requiring a more private and focused approach to provide real support.

Additional Information

Achievements against objectives set

Internal activities delivered in this period included:

- ❖ Wished Linda Ashton-Saltwell well as she stepped down as Co-Chair after many years leading the charity
- ❖ Established and agreed internal policies
 - Trustee and volunteer roles and expectations
 - Job descriptions for sessional workers, as well as ways of working, expectations
 - Safeguarding updates for online meetings
- ❖ Established our Training offering
 - Proposition/product and content shaping
 - Pricing model refinement
 - Taking enquiries from new organisations
 - Setting up invoicing and other operational processes for training
 - Delivering the first courses, continuing to refine based on feedback
- ❖ Established professional internal infrastructure and processes
 - IT security
 - Inboxes and email (further development)
 - Budgets / finance (further development, inclusion of tracking for PCN and Lottery projects)
 - Activity planning and execution (member-facing and organisation/client-facing)
 - Recruitment (Operations Manager; Bookkeeper, ad hoc professional work on our website and other digital communications channels; also agreed and recruited for new role of Business Development Executive to handle the large volume of incoming enquiries)
- ❖ Fundraising and Donations

Reporting period:
06 April 2023 to 05 April 2024

- Continued success, despite the post-pandemic challenges around funding
- Won major funding from The National Lottery and our local PCN

External activities delivered in this period included:

- ❖ Community Programme
 - Revised and improved our clear value proposition for organisations helping us reach more beneficiaries (particularly now in employment context with Training)
- ❖ Amplification and Support
 - Evolution of content – both written and for training delivery
 - Inclusive and accessible events
 - Representation and lived experience embedded in our content
 - Online/social media support for our community – 600K/year on our website
- ❖ Event Programme
 - Continued wide array of sessions per month to 7 different types, serving different needs within our community impacted by ADHD
 - Continued after successful pilots - new types of closed support groups as pilots as part of plan proposed to National Lottery
- ❖ Marketing Programme
 - Continued to develop website, added richer content
 - Expanded approach to social media management
 - Further evolved newsletter and now have a structured approach to how that is produced and dedicated, skilled team members to deliver it

We have gone from strength to strength, with a continued increase in the demand for our services. The main thing limiting our progress had been the smaller lots of funding available to us to date, but since we won our significant bid to the National Lottery for a 3 year programme, we are now building towards a steady and sustainable future.

Details of activities undertaken in this period

ADHD Aware started informally as a group of adults running an ADHD peer support group in Brighton & Hove in 2011. We became formally constituted in 2015, and in November 2021, we became a registered charity.

Since our early days, we've helped people impacted by ADHD live happier lives and get access to the services and information to help them function and thrive. During COVID-19, we have grown significantly, and we've also built solid foundations of partnerships with local NHS and social services, and have continued to build strong relationships with other charities.

Reporting period:
06 April 2023 to 05 April 2024

Additionally, we continued to run two bespoke support programmes, further developing them to form part of our sustainable future vision. During this period, our local PCN awarded funding to support our operational costs.

We feel that our programmes continue to address a very serious and unaddressed societal challenge – understanding and adapting to the needs of neurodiverse adults. Knowledge is the key to addressing issues that result in discrimination, isolation, and exclusion of neurodiverse people and also helps all stakeholders to develop meaningful and transferrable skills and experience.

Performance of fundraising activities against objectives set

In the period covered by this report, from 6th April 2023 to 5th April 2024, we raised a total of **£45,316.73** from the following supporters:

Donations – JustGiving	£3,161.36
Donations – Other donations, including PayPal and Eventbrite from members	£725.39
Grant – The National Lottery	£27,132.74
Income – Training	£14,297.24
Total funds collected by ADHD Aware in this period	£45,316.73

Note, we had also received a very large pot of money (£47,543.00) from the East Brighton & Hove PCN on 31 March, 2023, just before this reporting period, so most of the benefit from this funding was not used in the previous reporting period, but rather this one.

This fundraising was sufficient to cover our expenses in relation to our activities targeted as the primary focus on this period.

Reporting period:
06 April 2023 to 05 April 2024

Financial Review

Accounts 6th April 2023 to 5th April 2024

Interim Treasurer: Katie Hudson

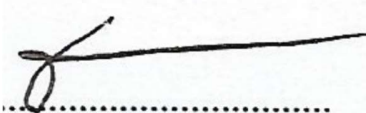

The Interim Treasurer has reviewed the financial records of ADHD Aware and prepared these accounts.

These accounts were then reviewed in draft by an Independent Examiner (the Resource Centre in Brighton and Hove) from the information and explanations supplied by ADHD Aware.

In the Board's opinion, ADHD Aware has maintained proper accounting records and these accounts are in accord with those records. As a result, the Board recommended that participants at the AGM on 8 January 2025 ratify these accounts inviting members to ask any questions about the accounts. There were no questions or objections at the AGM, so these accounts were ratified by the Board and our members at the AGM.

They were subsequently submitted to the Independent Examiner (the Resource Centre in Brighton and Hove) on finalise the accounts on 08/01/2025.

Signed by two officers/committee members:

	<i>Signatory 1</i>	<i>Signatory 2</i>
<i>Name</i>	Katherine Hudson	Bimah Khan
<i>Date</i>	08/01/2025	08/01/2025
<i>Signature</i>		

Reporting period:
06 April 2023 to 05 April 2024


ADHD Aware CIO

Accounts year ended 5th April 2024

Registered charity: 1196688

Charity correspondent: KATIE HUDSON
ADHD AWARE C/O COMMUNITY BASE
113 QUEENS ROAD
BRIGHTON
EAST SUSSEX
BN1 3XG

These accounts have been prepared on the Receipts and Payments basis from information and explanations supplied by the charity.



Rebecca Luton
Resource Centre
6 Tilbury Place
Brighton BN2 0GY
27th November 2024

These accounts have been approved by the Trustees of the charity.

Signed by one or two Trustees on behalf of all the Trustees

1. 

KATHERINE HUDSON

2. 

BIMAH KHAN

Date 8 JANUARY 2025

Reporting period:
06 April 2023 to 05 April 2024

ADHD Aware CIO

Charity registration number: 1196688

Statement of Financial Activities year ended 5th April 2024

	2024		2024 Total	2023		2023 Total
	Restricted	Unrestricted		Restricted	Unrestricted	
Receipts						
Donations & grants	27,133	3,887	31,020	69,543	5,379	74,922
Other	-	14,297	14,297	-	9,300	9,300
Total Receipts	27,133	18,184	45,317	69,543	14,679	84,222
Payments						
Expenditure on charitable activities	54,670	4,388	59,058	33,394	6,338	39,734
Total Payments	54,670	4,388	59,058	33,394	6,338	39,734
Net receipts (payments) for the year	(27,537)	13,796	(13,741)	36,149	8,341	44,488
Funds at 6th April 2023	52,264	10,242	62,506	16,115	1,901	18,016
Balance of funds at April 5th 2024	24,727	24,038	48,765	52,264	10,242	62,504

NB some additions may vary by +/- £1 due to rounding

NOTE: The 2023 accounting period started when the organisation was formally registered as a CIO, on 19th November 2021, and spans just over 16 months, rather than 12 months. The 2024 accounting period is 12 months.

Reporting period:
06 April 2023 to 05 April 2024

ADHD Aware CIO

Registered Charity no. 1196688

Receipts and Payments Account year ended 5th April 2024

	2024	2024	2024	2023	2023	2023
	Restricted	Unrestricted	Total	Restricted	Unrestricted	Total
Receipts						
Donations and grants						
Sussex Community Foundation 2021	-	-	-	5,000	-	5,000
Sussex Community Foundation 2022	-	-	-	5,000	-	5,000
Sussex Community Foundation 2023	-	-	-	5,000	-	5,000
Brighton & Hove City Council Communities Fund	-	-	-	7,000	-	7,000
East & Central Brighton PCN	-	-	-	47,543	-	47,543
The National Lottery Community Fund	27,133	-	27,133	-	-	-
Donations	-	3,887	3,877	-	5,379	5,379
Other						
Training delivery	-	14,297	14,297	-	9,300	9,300
Total Receipts	27,133	18,184	45,317	69,543	14,679	84,222
Payments						
Expenditure on charitable activities						
Drop-in room hire	353	-	353	158	-	158
Drop-in catering	45	-	45	28	-	28
Focus session room hire	165	-	165	525	38	563
Focus session facilitator	6,225	-	6,225	6,925	500	7,425
Digital resources (SMS, Mailchimp, etc)	3,993	132	4,125	2,367	169	2,535
Stationery, equipment, printed material	111	-	111	644	1	645
Volunteer expenses	1,286	150	1,436	364	189	554
Volunteer training	-	-	-	825	-	825
Sessional work	41,871	3,906	45,777	21,265	5,412	26,677
Insurance	111	-	111	128	-	128
AGM	61	50	111	136	-	136
Community Base postal services	-	-	-	30	30	60
Trainer fees	450	150	600	-	-	-
Total Payments	54,670	4,388	59,058	33,394	6,338	39,734
Net receipts (payments) for the year	(27,537)	13,796	(13,741)	36,149	8,341	44,488
Funds at 6th April 2023	52,264	10,242	62,506	16,115	1,901	18,016
Balance of funds at 5th April 2024	24,727	24,038	48,765	52,264	10,242	62,504

NB some additions may vary by +/- £1 due to rounding

NOTE: The 2023 accounting period started when the organisation was formally registered as a CIO, on 19th November 2021, and spans just over 16 months, rather than 12 months. The 2024 accounting period is 12 months.

Reporting period:
06 April 2023 to 05 April 2024

ADHD Aware CIO

Registered Charity no. 1196688

Statement of Assets and Liabilities at 5th April 2024

Monetary Assets

NatWest current account	33,448
Metro current account	15,293
Cash in hand	24
	48,765

Breakdown of funds at 5th April 2024

Restricted funds

East & Central Brighton PCN (rec'd 31/03/23)	23,863
The National Lottery Community Fund (rec'd 5/5/23)	863
	24,727

General funds

24,038

TOTAL FUNDS HELD

48,765

Non-Monetary Assets

The charity has no non-monetary assets.

Liabilities

The charity has no known liabilities.

Reporting period:
06 April 2023 to 05 April 2024

Statement explaining the policy for holding reserves stating why they are held

The charity had unrestricted reserves of £24,038.34 at the end of this period. Our reserves policy increased to three (3) months' core operating costs in this reporting period (previously two (2) months).

In calculating our reserves, we exclude funds tied up in buildings, vehicles, and equipment, as the charity does not currently hold any of these assets.

Amount of reserves held

In reviewing its reserve requirement, the trustees have decided that the charity needs to hold a small amount of reserves (£500) to cover emergency or unforeseen situations such as issues that may come up at our events. However, the main reason for holding reserves is to ensure that the charity has enough resources to fund programmes it is supporting. For planned programmes the charity may take 2-3 months to make funding decisions (or to apply for and receive a response to funding requests) and it is policy never to commit funds that it does not have. Therefore, to prevent disruption to programmes, it is felt that around 3 months reserves of unrestricted expenditure (£12,000) needs to be held.

Current reserves status

The amount of reserves held (£24,038.34) is therefore in line with the trustees view of reserves needs (£12,500) at the end of this period, as it is covered by the funds held in the bank, with the note that the other funds held in the account are generally assigned to expenditure against certain grant objectives, so are not treated as free reserves. Reserves are expected to be maintained at the planned level in subsequent periods and this will be monitored closely by the Treasurer and the Board.

Any restricted funds not intended for general operational expenditure and not time bound will, in future, not be included in the trustees' view of reserve needs because these restricted funds are held by the charity for as long as is necessary to organise and execute the relevant grant deliverables. Normally these funds are spent within 6 or 12 months of receipt (depending on the grant maker's requirements).

Details of fund materially in deficit

No funds materially in deficit during or at the end of this period.

Reporting period:
06 April 2023 to 05 April 2024

Explanation of any uncertainties about the charity continuing as a going concern

The main concern historically about the charity continuing as a going concern was related to the cyclical nature of relatively minimal grant funding we had been able to access before becoming a registered charity. We have also seen a sharp increase in demand for our services throughout the pandemic, which has put pressure on budgets.

However, becoming a registered charity enabled us to raise greater sums of funding already (much larger pot of money from the National Lottery, for example), enabling the organisation not only to have more consistency and predictability in its funding, but also to begin to hire its first full time staff. This newer, larger funding will help us to build a long term, sustainable source of non-grant income that will also make us more self-sufficient.

Additional Information

The charity's principal sources of funds (including any fundraising)

Grants	£27,132.74
Donations	£3,886.75
Income (Training)	£14,297.24

Investment policy and objectives including any social investment policy adopted

The charity had no fixed asset investments during this period.

The charity had no realised or unrealised gains or losses on investments during this period.

In future, if the charity does make investments, programme related investments are made in furtherance of the charity's objectives and any investment return is secondary to the charitable purposes supported by the investment. Such investments are included at their cost. Any loss or impairment from such investments will be charted as part of charitable activities within the statement of financial activities.

Reporting period:
06 April 2023 to 05 April 2024

A description of the principal risks facing the charity

All significant activities undertaken are subject to a risk review as part of the initial activity assessment and implementation. Major risks are identified and ranked in terms of their potential impact and likelihood.

Major risks, for this purpose, are those that may have a significant effect on:

- Operational performance, including risks to our personnel, volunteers, and participants;
- Financial sustainability, including stability and security of income;
- Achievement of our aims and objectives; or
- Meeting the expectations of our beneficiaries or supporters.

The Trustees review these risks on an ongoing basis and satisfy themselves that adequate systems and procedures are in place to manage the risks identified. Where appropriate, risks are covered by insurance. The following framework is central to ensuring adequate risk assurance:

- Regular monitoring of major risk and development of action plans;
- Embedding risk identification and assessment within operating procedures;
- A clear structure of delegated authority and control;
- Review of key systems and procedures through internal audit arrangements;
- Income and profit targets for our trading and fundraising activities;
- Maintaining reserves in line with set policies; and
- Regular summary reports on risk management to the Trustee Board.

We have paid particular attention during this year to establishing the above mentioned governance framework, through the ongoing appointment of a Trustee Board with experience on the non-executive leadership team of other charities and community organisations. We have also updated a range of our policies and governing documents to reflect changes to the risk profile of our organisation based on the external environment and any new internal risks that were identified.

Reporting period:
06 April 2023 to 05 April 2024

Structure, Governance, and Management

Type of governing document

Constitution

How is the charity constituted?

CIO (Charitable Incorporated Organisation)

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

Every charity trustee must be a natural person.

- (a) No one may be appointed as a charity trustee:
- if he or she is under the age of 16 years; or
 - if he or she would automatically cease to hold office under the provisions of clause 15(1)(f). [of our Constitution]
- (c) No one is entitled to act as a charity trustee whether on appointment or on any re-appointment until he or she has expressly acknowledged, in whatever way the charity trustees decide, his or her acceptance of the office of charity trustee.

(3) Number of charity trustees

- (a) There must be at least three(3) charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees, or appoint a new charity trustee.
- (b) The maximum number of charity trustees is eleven (11). The charity trustees may not appoint any charity trustee if as a result the number of charity trustees would exceed the maximum.

In selecting individuals for appointment as Trustees, the Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the charity.

Reporting period:
06 April 2023 to 05 April 2024

Policies and procedures adopted for the induction and training of trustees

1. Information for New Trustees

The Trustees will make available to each new Trustee, on or before his or her first appointment:

- a. a copy of the current version of this constitution; and
- b. a copy of the charity's latest Trustees' Annual Report and statement of accounts.

Additionally, policies created that all Trustees must receive a copy of and agree to before appointment as a Trustee is confirmed include:

- Board Trustees Code of Conduct
- Trustees Declaration of Interests
- Trustee and Volunteer Expenses Policy
- Anti-Harassment and Bullying Policy
- Health and Safety Policy
- Volunteer Grievance Procedures
- Safeguarding Adults at Risk Policy and Procedure with COVID 19 Addendum
- Equality & Diversity Policy
- Data Protection Policy

The charity's organisational structure and any wider network with which the charity works

In the period of this report, the charity was led by a volunteer co-Chair (Katherine Anne Hudson), who has served Chair of the charity for several years as Treasurer (including since becoming a CIO in November 2021 and previously on the Management Committee of our Constituted Community Group) and took on the role of Co-Chair with Linda Ashton-Saltwell in this reporting period.

Two long-standing members of the Board stepped down in this period:

- Linda Ashton-Saltwell (Co-Chair)
- Tony Larkin (Trustee)

The charity also had a long standing member of the Board of Trustees throughout this period and since its incorporation as a CIO in November 2021:

- David Clarke - co-opted until the next AGM, intended term 3 years on the Board of Trustees, after having previously served as a long-standing member of the Constituted Community Group Management Committee



Reporting period:
06 April 2023 to 05 April 2024

The charity appointed two (2) new members of the Board:

- Amy Nalini Knowles, co-opted until being voted in at our AGM on 9 November, 2022
- Dominique Louise Gibbons (Treasurer), co-opted until being voted in at our AGM on 9 November, 2022

During this period, we have also co-opted two (2) other Trustees (Bimah Khan and Jill Hodges) who were voted in at our recent EGM in November 2024 and have now been added to our official reporting and the Charity Commission website.

Relationship with any related parties

During this period, the charity collaborated with other local charities including Assert and AMAZE, as well as working together with the Trust for Developing Communities (TDC) and the NHS. There were no explicit financial benefits to ADHD Aware from any of these relationships other than any already mentioned above.

Reporting period:
06 April 2023 to 05 April 2024

Reference and Administrative Details

Charity name

ADHD Aware

Other name the charity uses

N/A

Registered charity number

1196688

Charity's principal address

ADHD Aware
Community Base
113 Queens Road
Brighton BN1 3XG

Names of the Trustees who manage the charity

Trustee name	Office (if any)	Dates acted if not for whole year
Linda Ashton-Saltwell	Co-Chair	Whole Year/Period – 19 January 2024
Katherine Hudson	Co-Chair	Whole Year/Period - Present
Dominique Louise Gibbons	Treasurer	Whole Year/Period - Present
David Clarke	Trustee	Whole Year/Period - Present
Tony Larkin	Trustee	Whole Year/Period – 30 November 2023
Amy Nalini Knowles	Trustee	Whole Year/Period - Present
Nadia Bunker	Co-opted Trustee nominee	01/12/2021-30/11/2023
Note, as some Trustees above have resigned during this financial period, new members proposed for positions on the Board have been co-opted in the period after the financial period reported here and are intended to be voted onto the Board at the next Annual General Meeting. These are:		
Bimah Khan	Co-opted Trustee nominee	04/23-02/24; currently serving as Advisor until rejoining the Board at next EGM

Reporting period:
06 April 2023 to 05 April 2024

Jill Hodges	Co-opted Trustee nominee	01/24-Present, to be voted in at next EGM
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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

Names and addresses of advisers

Type of adviser	Name	Address
Independent Examiner	Rebecca Luton	Resource Centre Prior House, 6 Tilbury Place, Brighton, BN2 0GY Tel. (01273) 606160 www.resourcecentre.org.uk

Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A

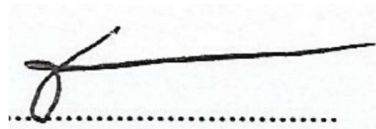
Reporting period:
06 April 2023 to 05 April 2024

Declarations

The Trustees declare that they have approved this annual report and accounts.

Signed on behalf of the charity's Trustees:

Signature(s)



Full name(s)

Katherine Hudson

Position (eg Secretary, Chair, etc)

Co-Chair

Date

08/01/2025

Signature(s)



Full name(s)

Bimah Khan

Position (eg Secretary, Chair, etc)

Co-Chair

Date

08/01/2025

ADHD AWARE

England & Wales - Charity number 1196688

Accounts

Reporting period:
19 November 2021 to 5 April 2023

ADHD Aware

**"The peer support group has helped me to live positively with ADHD.
The group helped me to understand me."**

Trustees' Annual Report for the period 19 November
2021 to 5 April 2023

Charity name: ADHD Aware

Charity registration number: 1196688



Reporting period:
19 November 2021 to 5 April 2023

We would like to sincerely thank all of our volunteers, partners and supporters for helping us to serve our community of adults impacted by ADHD since our inception as a charity.

Reporting period:
19 November 2021 to 5 April 2023

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Reporting period:
19 November 2021 to 5 April 2023

Objectives and Activities

Summary of the purposes of the charity as set out in its governing document

Our objective is the relief of adults nationally, (particularly but not exclusively in Brighton and Hove and in Sussex) who are affected with ADHD (Attention Deficit Hyperactivity Disorder), their family, friends, and partners, in particular, but not exclusively by:

- A. Providing peer advice and support services
- B. Raising awareness by campaigning for greater recognition of the challenges for adults living with ADHD and also of their unique qualities
- C. Developing accessible information about diagnosis, treatment and service provision

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.

ADHD Aware is member-led and supports adults affected by ADHD. We run monthly drop-ins; facilitated discussions; sessions for partners, parents, family, and carers; and have piloted closed support groups - all currently via Zoom, (to resume in-person when safe, mixed with Zoom).

We also provide support via email, website, and social media. In the period of this report, we have continued to expand user-requested services, including digital services launched as a direct response to COVID-19. Our online services have been incredibly successful and post-COVID, we have also resumed our in-person sessions – during the pandemic, session participation overall increased 230% (v pre-pandemic).

During COVID-19, we were one of the few services for neurodiverse adults that kept running and we have continued to grow after home isolation finished because of the solid foundation of services and sustainable infrastructure that we have built.

We have continued to combat social exclusion, engaging and connecting with vulnerable and highly isolated users - many of whom have mental and physical health conditions, suffer anxiety and depression, and have lost routines, worsening quality of life and health outcomes. We help users re-establish routines and access support, as social and health services – particularly those that service the needs of adults have reduced drastically in recent years and have not grown to address the levels of need in any UK communities.

Our regular activities have included:

Reporting period:
19 November 2021 to 5 April 2023

1. Producing materials on isolation, anxiety, access, and benefits for adults with ADHD
2. Creating several videos, including during this period producing a video focused on creating a more sustainable organisation for the future by building new services, including much-requested training for corporate and public organisations around how ADHD impacts employees and patients – our first clients for this service were the NHS and this practice has continued to expand rapidly
3. Signposting information via email, website, Twitter, and Facebook
4. Enabling further training for volunteers through expert supervision, including expanding our capabilities in digital content and services, new cohorts of impacted service users, and collaborating on the delivery of services with our local Primary Care Networks
5. Offering Zoom training to volunteer facilitators, which has helped us in turn run more sessions for our members to share knowledge, information, and experience
6. Piloting a new psycho-educational course, with guidance and tools for partners focused on new anxieties users may be coping with, and ADHD-centred awareness for couples (where one or both have ADHD), which was successful and which we have continued to expand. The course was run by expert facilitators in psycho-education and couples counselling for adults with ADHD and autism: Karen Doherty of Reframe Counselling had already been supervising an earlier closed support group pilot, run by Yvonne Rivers, our long-standing group session facilitator. There is no other service for targeted support and relationship building like either of the closed groups. This has and continues to support user resilience, recovery, and ongoing capacity development.

All of the new services and capabilities described above have been developed in direct response to feedback from users who sometimes require a more private and focused approach to provide real support. We also continued all of our longstanding services including a wide variety of monthly sessions and expanded our ADHD awareness campaigns, including several quotes and interviews provided to the press.

Finally, we have continued to liaise with the NHS Brighton and Hove CCG | NHS East Sussex CCG | NHS West Sussex CCG and consulting on the Neurodevelopmental Pathway Target Operating Model.

Key indicators of the impact and need for our services in the last year have included:

- Grown our mailing list to 4,742 – increasing 159% since our last reporting period and including our new scope of service users from our partnership with a Brighton & Hove Primary Care Network
- Increased our number of monthly sessions to 73
- 1,285 people attended our meetings – an increase of 61%
- 11,909 people took part in peer support on our social media – increasing 318%
- 290 people received email support, up 12%

Reporting period:
19 November 2021 to 5 April 2023

- 13,484 total number of 'individuals' supported by ADHD Aware – growth of 1083%
- Total people supported including website:
 - 2019: 15,163 v
 - 2020: 41,988 v
 - 2021: 302,337 v
 - 2022: 428,876 v
 - 12 months to 5 April, 2023: 443,691 (2826% ahead of our 2019 figure)

As you can see, demand for our services has increased dramatically particularly over the period during COVID-19 and has continued to grow thereafter (as of the date that this report was prepared in October 2023, it had already grown again to 495,983).

Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit

In setting our programme each year, we have regard to the guidance issued by the Charity Commission on public benefit – in this case particularly for the benefit of adults impacted by ADHD. The Board of Trustees ensures that the programme of work that we undertake is in line with our charitable objects and aims.

Our first aim is to host and support activities for our beneficiaries and partners that provide user-led support, share lived experience, and signpost useful information. Our second aim is to create education and raise awareness amongst our allies and non-allies that improves inclusion and normalisation, as well as reducing discrimination and exclusion against our beneficiary communities.

Policy on grant making

We are not currently a grant making organisation with respect to granting external organisations with funding for projects.

Policy on social investment including program related investment

We invest in planning and running activities that align with our strategic objectives. This will include events, training, speaking, marketing and communications, advocacy, storytelling, corporate education, volunteer coordination, and research.

Contribution made by volunteers

Volunteers support many aspect of our activities, focused on supporting us at live in person and online events. We have also been supported by volunteers who helped us with Board

Reporting period:
19 November 2021 to 5 April 2023

governance, financial management, digital communications, strategic and succession planning, building our organisational structure and business plan as we grown and as we grow into the future.

We currently have twenty-three volunteers who help with the main outward activities of the charity, including the seven different meetings we run per month. We have also strengthened the Board of Trustees with nine members (from six as of our last reporting period), who have been shaping the charity as it becomes a strategic organisation with a plan of activities, clear goals, and as it will be building a sustainable volunteer programme and organisational resources into the future.

Achievements and Performance

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.

ADHD Aware started informally as a group of adults running an ADHD peer support group in Brighton & Hove in 2011. We became formally constituted in 2015, and in November 2021, we became a registered charity. Before the pandemic, we supported about 15,000 people. As of the end of this reporting period, we supported over 440,000, including our national website and social media users. Our monthly newsletter mailing list has increased from 1,828 to 4,742 (+159%); our support meetings have increased from 72 to 73, and our meeting attendees have increased from 800 to 1,285 (+61%).

As the country has recovered from the pandemic, we have continued to grow and thrive, and we've also built solid foundations of partnership with local NHS and social services – having now started delivering training and awareness raising courses with several organisations in this domain and for some companies - and have continued to build strong relationships with other charities.

Reporting period:
19 November 2021 to 5 April 2023

Additional Information

Achievements against objectives set

Internal activities delivered in this period included:

- ❖ Recruited new Trustees (three additional since our last report and including some who have stepped down in this period)
- ❖ Established and agreed internal policies
 - Trustee and volunteer roles and expectations
 - Job descriptions for new sessional workers required as our activities have expanded
 - A variety of operational governance and security policies and processes, as our activities have expanded
 - Safeguarding updates for online meetings
- ❖ Establish professional internal infrastructure and processes
 - Implementation of Microsoft Office 365 and a host of new approaches to managing organisational documents and communication, including new email accounts
 - A new Metro bank account and new mailing address which is professionally serviced by Community Base
 - Budgets / finance governance controls continuing to mature, including our first official reporting period as a charity
 - Activity planning and execution, including enhanced collaboration with the local Primary Care Network to support more patient referrals to our services
 - Recruitment of a sessional Operations Manager, Training resources, and solidification of other roles
- ❖ Fundraising and Donations
 - Continued success, despite the pandemic
 - Enhanced plan developed for the future and bid submitted for major funding from The National Lottery

External activities delivered in this period included:

- ❖ Community Programme
 - Set clear value proposition for organisations helping us reach more beneficiaries
- ❖ Amplification and Support
 - Creation of content – both written and for training delivery
 - Inclusive and accessible events
 - Representation in our content
- ❖ Event Programme

Reporting period:
19 November 2021 to 5 April 2023

- Increased number of sessions per month to 7 different types, serving different needs within our community impacted by ADHD
- Added new types of closed support groups as pilots, which were successful and will roll out in future as part of plan proposed to National Lottery
- ❖ Marketing Programme
 - Revamped website, added richer content
 - Formalised approach to social media management
 - Matured newsletter and now have a structured approach to how that is produced

We have gone from strength to strength, with a clear increase in the demand for our services throughout the pandemic and an alignment in take up of new services launched during that period. The main thing that had been limiting our progress has been the smaller lots of funding available to us to date, which is why we planned during this period for a more significant bid to the National Lottery for a 3 year programme, which we have now submitted to help our organisation grow and scale for the future.

Details of activities undertaken in this period

ADHD Aware started informally as a group of adults running an ADHD peer support group in Brighton & Hove in 2011. We became formally constituted in 2015, and in November 2021, we became a registered charity.

Since our early days, we've helped people impacted by ADHD live happier lives and get access to the services and information to help them function and thrive.

Additionally, we ran new programmes that could evolve into permanent training programmes, but we lack resources to properly develop and sustain them. Before this period, the National Lottery awarded a smaller lot of funding to support our operational costs, as well as to pilot a closed support group programme, which was extremely successful. It also enabled training for volunteers through expert supervision from the facilitator. In the future with our larger National Lottery bid, we will support a three year expansion of these types of programmes for neurodiverse users, as well as programmes to raise awareness and knowledge about the impact of ADHD on adults in a variety of settings – at work, in social and healthcare, and in other aspects of daily life – which will also benefit our community.

There is no other service for targeted support like any of the services we have run in this period and will continue to grow into the future. This has supported user resilience, recovery, and capacity development. All of our activities were developed in direct response to user feedback about requiring a more private and focused approach to provide real support.

Reporting period:
19 November 2021 to 5 April 2023

We feel that these programmes have also addressed a very serious and unaddressed societal challenge – understanding and adapting to the needs of neurodiverse adults. Knowledge is the key to addressing issues that result in discrimination, isolation, and exclusion of neurodiverse people and also helps all stakeholders to develop meaningful and transferrable skills and experience.

Performance of fundraising activities against objectives set

In the period covered by this report, from 19th November 2021 to 5th April 2023, we raised a total of **£84,222.36** from the following supporters:

Grant – Sussex Community Foundation – Lawson Fund	£5,000.00
Grant – Sussex Community Foundation – Callum Family Trust	£5,000.00
Grant - Brighton & Hove City Council Community Fund	£7,000.00
Grant - Sussex Community Foundation – Community Fund	£5,000.00
Grant - East & Central PCN	£47,543.00
Donations - Golden Giving Member Contributions	£441.94
Donations – Just Giving Member Contributions	£4,468.65
Donations – Eventbrite Webinar Donations	£429.93
Donations – Cheque	£38.84
Income – Training Fees	£9,300.00

Total funds collected by ADHD Aware in this period **£84,222.36**

This fundraising was sufficient to cover our expenses in relation to our activities targeted as the primary focus on this period.



Reporting period:
19 November 2021 to 5 April 2023

Financial Review

Our financial review covers the period that started 19th November 2021 and ended 5th April 2023, including the first few months of our existence as a CIO up to the end of the financial year and the next twelve-month period since we became a registered charity.

Accounts 19th November 2021 to 5th April 2023

Interim Treasurer: Katie Hudson

The Board has collectively examined the financial records of ADHD Aware and prepared these accounts from the information and explanations supplied by them. In the Board's opinion, ADHD Aware has maintained proper accounting records and these accounts are in accord with those records.

These accounts were approved by the Board and confirmed by an independent examiner on 24th November 2023.

These accounts will also have been ratified in an Annual General Meeting on 30th November, 2023.

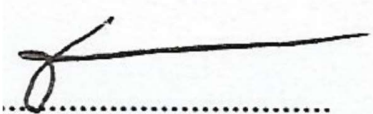

The Board recommend that participants at the AGM ratify these accounts, but members are also welcome to ask any questions about the accounts in the period reported herein.

Reporting period:
19 November 2021 to 5 April 2023

The Board has collectively examined the financial records of ADHD Aware and prepared these accounts from the information and explanations supplied by them. In the Board's opinion, ADHD Aware has maintained proper accounting records and these accounts are in accord with those records.

These accounts were approved by the Board on 30th November, 2023.

Signed by two officers/committee members:

	<i>Signatory 1</i>	<i>Signatory 2</i>
<i>Name</i>	Katie Hudson	Linda Ashton-Saltwell
<i>Date</i>	30/11/2023	30/11/2023
<i>Signature</i>		

Reporting period:
19 November 2021 to 5 April 2023

ADHD Aware

Receipts and Payments Account from 19th November 2021 to 5th April 2023

Receipts

Donations	£5,379.36
Grants	£69,543.00
Training Income	£9,300.00

Total Receipts **£84,222.36**

Payments

Drop in - [Room Hire]	£247.50
Drop in [Catering]	£28.04
Focus Session [Room Hire]	£622.50
Focus Session [Catering]	£0.00
Focus Session - Facilitator	£7,425.00
Volunteer Expenses	£553.53
SMS	£813.48
Digital Resources	£1,846.33
One off events inc. AGM	£127.68
Stationery, Equip & Printed Material	£578.16
Volunteer Training	£825.00
Supervision	£0.00
Equipment Big Ticket	£67.09
Sessional Work	£26,598.00

Total Payments **£39,732.31**

Net receipts (payments) for the period	£44,490.05
Balance of funds at 19th November 2021	£18,015.90
Balance of funds at 5th April 2023	£62,505.85

Reporting period:
19 November 2021 to 5 April 2023

Assets and Liabilities at 5th April 2023

Assets

NatWest bank account	£750.08
Metro bank account	£61,731.55
Cash in hand	£24.22
Total Assets	£62,505.85

Liabilities

N/A	
Total Liabilities	£0.00

Breakdown of funds

Grant – Sussex Community Foundation – Lawson Fund	£5,000.00
Grant – Sussex Community Foundation – Callum Family Trust	£5,000.00
Grant - Brighton & Hove City Council Community Fund	£7,000.00
Grant - Sussex Community Foundation – Community Fund	£5,000.00
Grant - East & Central PCN	£47,543.00
Donations - Golden Giving Member Contributions	£441.94
Donations – Just Giving Member Contributions	£4,468.65
Donations – Eventbrite Webinar Donations	£429.93
Donations – Cheque	£38.84
Income – Training Fees	£9,300.00
Total funds collected by ADHD Aware in this period	£84,222.36

Reporting period:
19 November 2021 to 5 April 2023

Statement explaining the policy for holding reserves stating why they are held

The charity had reserves of £62,505.85 at the end of this period. During this period, the charity did hold sufficient funds in the bank in order to fund its operational activities throughout the financial year, which was monitored and reported by the Treasurer to the Management Committee (now Board of Trustees, subsequent to becoming a registered charity, after this reporting period).

Our reserves policy at the beginning of the first few months of this period before the next financial year was to hold at least 2 months unrestricted fund expenditure on charitable activities, with an aim of increasing that to 3 months unrestricted fund expenditure on charitable activities by the financial year ending 5 April 2023. We have achieved both objectives (the former achieved on monthly reserves and just shy of the additional amount to be held for emergencies agreed as of the last AGM). In calculating our reserves, we exclude funds tied up in buildings, vehicles, and equipment, as the charity does not currently hold any of these assets.

Amount of reserves held

In reviewing its reserve requirement, the trustees have decided and ratified at our last AGM (November 2022) that in this financial year, the charity needed to hold a small amount of reserves (£500) to cover emergency or unforeseen situations such as issues that may come up at our events. However, the main reason for holding reserves is to ensure that the charity has enough resources to fund programmes it is supporting. For planned programmes the charity may take around 2 months (between Board meetings) to make funding decisions and it is policy never to commit funds that it does not have. Therefore, to prevent disruption to programmes, it was felt that around 2 months reserves of unrestricted expenditure (£4,000) needs to be held, and latterly that we should increase that to £6,000 of unrestricted expenditure (3 months of reserves). At our next AGM, we will raise the topic of potentially increasing our reserves to be held based on our now greater monthly average expenditure of approximately £3,000, but for the period of this report, we were compliant with our reserves policy.

Current reserves status

The amount of reserves held (£62,481.63) is therefore in line with the trustees view of reserves needs (£6,500) at the end of this period, as it is covered by the funds held in the bank, with the note that the funds held in the account are generally assigned to expenditure against certain grant objectives, so are not always free reserves, as opposed to restricted reserves. Reserves are expected to be maintained at the planned level in subsequent periods and this will be monitored closely by the Treasurer and the Board.

Reporting period:
19 November 2021 to 5 April 2023

Any restricted funds not intended for general operational expenditure and not time bound will, in future, not be included in the trustees' view of reserve needs because these restricted funds are held by the charity for as long as is necessary to organise and execute the relevant grant deliverables. Normally these funds are spent within 6 or 12 months of receipt (depending on the grant maker's requirements).

Details of fund materially in deficit

No funds materially in deficit during or at the end of this period.

Explanation of any uncertainties about the charity continuing as a going concern

The main concern about the charity continuing as a going concern is related to the cyclical nature of relatively minimal grant funding we have been able to access before becoming a registered charity. We have also seen a sharp increase in demand for our services throughout the pandemic, which has put pressure on budgets.

However, becoming a registered charity has enabled us to raise greater sums of funding than previously, enabling the organisation not only to have more consistency and predictability in its funding, but also to begin to hire its first staff – currently still sessional workers, but eventually full time staff. It will also help us to build a long term, sustainable source of non-grant income that will also make us more self-sufficient.

Additional Information

The charity's principal sources of funds (including any fundraising)

Donations	£5,379.36
Grants	£69,543.00
Training Income	£9,300.00

Investment policy and objectives including any social investment policy adopted

The charity had no fixed asset investments during this period.

The charity had no realised or unrealised gains or losses on investments during this period.

Reporting period:
19 November 2021 to 5 April 2023

In future, if the charity does make investments, programme related investments are made in furtherance of the charity's objectives and any investment return is secondary to the charitable purposes supported by the investment. Such investments are included at their cost. Any loss or impairment from such investments will be charted as part of charitable activities within the statement of financial activities.

A description of the principal risks facing the charity

All significant activities undertaken are subject to a risk review as part of the initial activity assessment and implementation. Major risks are identified and ranked in terms of their potential impact and likelihood.

Major risks, for this purpose, are those that may have a significant effect on:

- Operational performance, including risks to our personnel, volunteers, and participants;
- Financial sustainability, including stability and security of income;
- Achievement of our aims and objectives; or
- Meeting the expectations of our beneficiaries or supporters.

The Trustees review these risks on an ongoing basis and satisfy themselves that adequate systems and procedures are in place to manage the risks identified. Where appropriate, risks are covered by insurance. The following framework is central to ensuring adequate risk assurance:

- Regular monitoring of major risk and development of action plans;
- Embedding risk identification and assessment within operating procedures;
- A clear structure of delegated authority and control;
- Review of key systems and procedures through internal audit arrangements;
- Income and profit targets for our trading and fundraising activities;
- Maintaining reserves in line with set policies; and
- Regular summary reports on risk management to the Trustee Board.

We have paid particular attention during this year to establishing the above mentioned governance framework, through the appointment of a Trustee Board with experience on the non-executive leadership team of other charities and community organisations.

Reporting period:
19 November 2021 to 5 April 2023

Structure, Governance, and Management

Type of governing document

Constitution

How is the charity constituted?

CIO (Charitable Incorporated Organisation)

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

Every charity trustee must be a natural person.

- (a) No one may be appointed as a charity trustee:
- if he or she is under the age of 16 years; or
 - if he or she would automatically cease to hold office under the provisions of clause 15(1)(f). [of our Constitution]
- (c) No one is entitled to act as a charity trustee whether on appointment or on any re-appointment until he or she has expressly acknowledged, in whatever way the charity trustees decide, his or her acceptance of the office of charity trustee.

(3) Number of charity trustees

- (a) There must be at least three charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees, or appoint a new charity trustee.
- (b) The maximum number of charity trustees is 9. The charity trustees may not appoint any charity trustee if as a result the number of charity trustees would exceed the maximum.

In selecting individuals for appointment as Trustees, the Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the charity.

Reporting period:
19 November 2021 to 5 April 2023

Policies and procedures adopted for the induction and training of trustees

1. Information for New Trustees

The Trustees will make available to each new Trustee, on or before his or her first appointment:

- a. a copy of the current version of this constitution; and
- b. a copy of the charity's latest Trustees' Annual Report and statement of accounts.

Additionally, policies created that all Trustees must receive a copy of and agree to before appointment as a Trustee is confirmed include:

- Board Trustees Code of Conduct
- Trustees Declaration of Interests
- Trustee and Volunteer Expenses Policy
- Anti-Harassment and Bullying Policy
- Health and Safety Policy
- Volunteer Grievance Procedures
- Safeguarding Adults at Risk Policy and Procedure with COVID 19 Addendum
- Equality & Diversity Policy
- Data Protection Policy

The charity's organisational structure and any wider network with which the charity works

In the period of this report, the charity was led by a volunteer Co-Chair (Linda Ashton-Saltwell), who has Chaired the charity for several years, and Co-Chair (Katherine Hudson) who has served previously as Treasurer of ADHD Aware for several years, including periods when it was a Constituted Community Group, prior to registering as a CIO.

It also had several long-standing members of the Board of Trustees throughout this period and since its incorporation as a CIO in November 2021:

- Dominique Gibbons - term 3 years from November 2022 on the Board of Trustees and as Treasurer after a handover from Katherine Hudson, after having previously served as a co-opted as a member of the Board of Trustees
- Amy Knowles - term 3 years from November 2022 on the Board of Trustees and as Secretary, after having previously served as a co-opted as a member of the Board of Trustees

Reporting period:
19 November 2021 to 5 April 2023

- Tony Larkin – term 3 years from November 2021 on the Board of Trustees, after having previously served as a long-standing member of the Constituted Community Group Management Committee
- David Clarke - term 3 years from November 2021 on the Board of Trustees, after having previously served as a long-standing member of the Constituted Community Group Management Committee
- Tara Allen - term 3 years from November 2022 on the Board of Trustees, after having previously served as a co-opted member of the Board of Trustees
- Nadia Bunker - term 3 years from November 2022 on the Board of Trustees, after having previously served as a co-opted member of the Board of Trustees
- Helen Davies - term 3 years from November 2022 on the Board of Trustees, after having previously served as a co-opted member of the Board of Trustees
- Bimah Khan - co-opted member of the Board of Trustees since March 2023 and to be proposed as ND Co-Chair at next AGM

Board members who have resigned since our last report

- Charlotte Glass – co-opted in October 2021 until the next AGM, intended term 3 years on the Board of Trustees, but resigned in January 2022

Relationship with any related parties

During this period, the charity collaborated with other local charities including Assert and AMAZE, as well as working together with the Trust for Developing Communities (TDC) and the NHS. There were no explicit financial benefits to ADHD Aware from any of these relationships other than any already mentioned above.

Reference and Administrative Details

Charity name

ADHD Aware

Other name the charity uses

N/A

Registered charity number

1196688

Reporting period:
19 November 2021 to 5 April 2023

Charity's principal address

ADHD Aware
Community Base
113 Queens Road
Brighton BN1 3XG

Names of the Trustees who manage the charity

Trustee name	Office (if any)	Dates acted if not for whole year
Linda Ashton-Saltwell	Co-Chair	Whole Year/Period
Katherine Hudson	Co-Chair	Whole Year/Period
Dominique Gibbons	Treasurer	Co-opted from 06/2022 and ratified at AGM 11/2022
Amy Knowles	Secretary	Co-opted from 06/2022 and ratified at AGM 11/2022
Tony Larkin	Trustee	Whole Year/Period
David Clarke	Trustee	Whole Year/Period
Nadia Bunker	Trustee	Co-opted from 06/2022 and ratified at AGM 11/2022
Helen Davies	Trustee	Co-opted from 08/2022 and ratified at AGM 11/2022
Tara Allen	Trustee	Co-opted from 09/2022 and ratified at AGM 11/2022
Bimah Khan	Co-Opted Trustee	Co-opted from 03/2023 and to be ratified at AGM 11/2023
Annie Bullen	Trustee (resigned)	01/09/21-30/11/21
Charlotte Glass	Trustee (resigned)	01/10/2021-31/01/2022

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

Reporting period:
19 November 2021 to 5 April 2023

Details of arrangements for safe custody and segregation of such assets from the charity's own assets

N/A

Names and addresses of advisers

Type of adviser	Name	Address
Independent Examiner	Mireille Shimoda, Resource Centre mireille.shimoda@resourcecentre.org.uk	Resource Centre Prior House, 6 Tilbury Place, Brighton, BN2 0GY Tel: 01273 606160 Brighton & Hove Social Welfare and Educational Trust Ltd Registered Charity no. 287516 Limited Company registered in England no. 1730256 VAT registration no. 861 1001 75

Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A

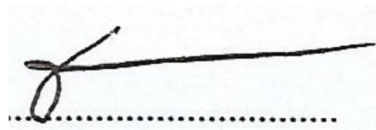
Reporting period:
19 November 2021 to 5 April 2023

Declarations

The Trustees declare that they have approved this annual report and accounts.

Signed on behalf of the charity's Trustees:

Signature(s)



Full name(s)

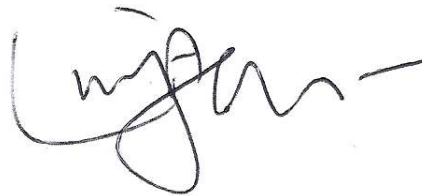
Katherine Hudson

Position (eg Secretary, Chair, etc)

Treasurer and Co-Chair

Date

30/11/2023



Signature(s)

Full name(s)

Linda Ashton-Saltwell

Position (eg Secretary, Chair, etc)

Co-Chair

Date

30/11/2023

Independent Examiner's report on the accounts

Report to the trustees of ADHD Aware CIO

Registered Charity number 1196688

Accounts year ended 5th April 2023

The accounts have been prepared on the Receipts and Payments basis.

Respective responsibilities of trustees and independent examiner

As the charity's trustees, you are responsible for the preparation of the accounts. You consider that an audit is not required for this year under section 144 of the Charities Act 2011 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 procedures specified in the General Directions of the Charity Commissioners (under section 145 (5)(b) of the Act) and to state whether particular matters have come to my attention.

Basis of Independent Examiner's Report

My examination was carried out in accordance with the 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 laid out in the statement below.

Independent Examiner's Report

In connection with my examination, no matter has come to my attention:

- 1) which gives me reasonable cause to believe that in any material respect the requirements
 - a) to keep accounting records in accordance with section 130 of the Act; and
 - b) to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Acthave not been met; or
- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Mireille Shimoda
Resource Centre
6 Tilbury Place
Brighton BN2 0GY

8th January 2024

Disclosure section

None