



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

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- 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.

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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.

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](#)

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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)

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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

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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.

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Financial Review

Accounts 6th April 2024 to 5th April 2025

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

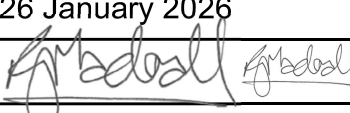
The Treasurer has reviewed the financial records of ADHD Aware and prepared these accounts.

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>	 Bimah Khan (Jan 26, 2026 23:35:01 GMT+0)	

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

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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



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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.

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

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 Restricted	2025 Unrestricted	2025 Total	2024 Restricted	2024 Unrestricted	2024 Total
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

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ADHD Aware CIO

Registered Charity no. 1196688

Receipts and Payments Account year ended 5th April 2025

	2025 Restricted	2025 Unrestricted	2025 Total	2024 Restricted	2024 Unrestricted	2024 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

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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

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

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.

- (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

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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	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

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

Declarations

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

Signed on behalf of the charity's Trustees:

Signature(s)

A handwritten signature in black ink, appearing to read "Bimah Khan", positioned above a horizontal line. Below the line, there is a small blue digital timestamp: "Bimah Khan (Jan 26, 2026 23:35:01 GMT+8)".

Full name(s)

Bimah Khan

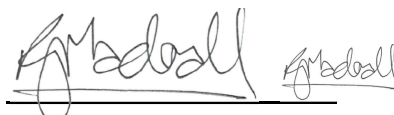
Position (eg Secretary, Chair, etc)

Co-Chair

Date

27 January 2026

Signature(s)

A handwritten signature in black ink, appearing to read "Russell Macdonald", positioned above a horizontal line. To the right of the main signature is a smaller, second signature that also appears to read "Russell Macdonald".

Full name(s)

Russell Macdonald

Position (eg Secretary, Chair, etc)

Co-Chair

Date

27 January 2026