

MUSTARD SEED AUTISM TRUST

England & Wales · Charity number 1202378

Details

Status Registered

Legal form CIO

Registered 2023-03-17

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

Contact

Address 23 Ash Tree Close
Farnborough
GU14 0QP

Phone 07980636413

Email info@mustardseedautism.co.uk

Website www.mustardseedautism.co.uk

Activities

Objects: THE OBJECTS OF THE CIO ARE:TO PROMOTE AND PROTECT THE PHYSICAL AND MENTAL HEALTH OF AUTISTIC PEOPLE AND RELATED CONDITIONS AND THEIR FAMILIES AND CARERS THROUGH THE PROVISION OF SUPPORT, THERAPEUTIC INTERVENTION, EDUCATION AND PRACTICAL ADVICE IN SUCH WAYS AS THE TRUSTEES MAY FROM TIME TO TIME THINK FIT.

Activities: Mustard Seed Autism Trust supports the physical and mental health of autistic children, their parents and siblings. This is delivered through occupational therapy, specialist work, parent workshops and courses, resources and loan of equipment, advice line, and sibling support groups. The charity works with families living within 10 miles of Farnborough, Hampshire.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Disability
- **Who:** Children/young People, People With Disabilities

Geography

- Hampshire
- Surrey

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£207,087	£189,152	-	-
2024-08-31	£25,935	£41,189	-	-

Trustees

Name	Role	Appointed
Caoimhe Anne McManus	Chair	2023-02-03
Graham Burrell		2023-03-23
LINDA CASEY		2023-11-10
Natalie Maria Walker		2020-12-08
Sarah Coleby		2026-03-26
Shelley Linda Reddall		2021-09-14

MUSTARD SEED AUTISM TRUST

England & Wales - Charity number 1202378

Accounts

MUSTARD SEED AUTISM TRUST CIO

ANNUAL REPORT AND ACCOUNTS

**1ST SEPTEMBER 2024 -
31ST AUGUST 2025**



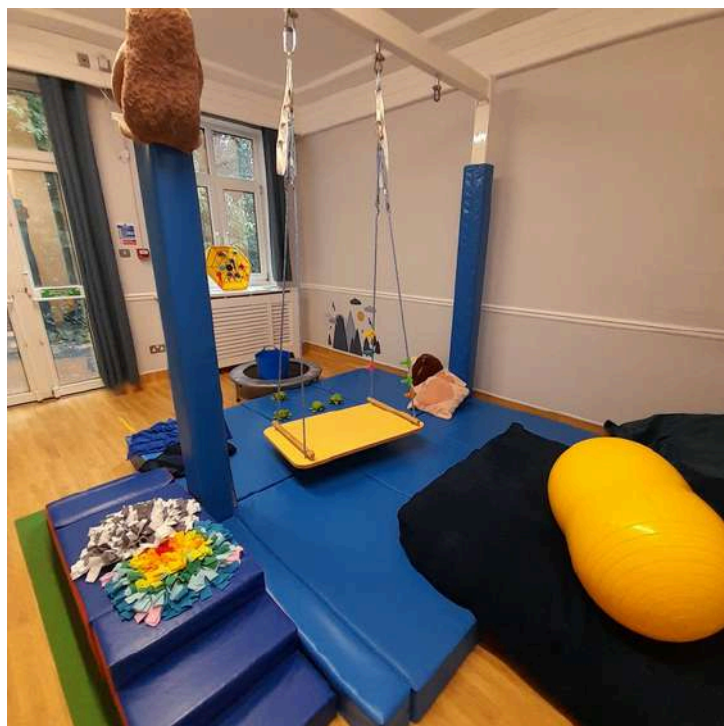
Registered Charity: 1202378

*To equip children, empower parents, and educate society
so that together we can build a more understanding world.*

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Chair's Report

Welcome to Mustard Seed Autism Trust's Annual Report for 2024/25. Over the past year, we've grown together—expanding our team and strengthening our support for families. While we continue to evolve, our mission remains at the heart of everything we do: to equip children, empower parents, and educate society about autism.



Caoimhe McManus
Chair of Trustees

I want to begin by thanking our dedicated staff, trustees, volunteers, and supporters. Your efforts and commitment enable us to make a real difference for those who rely on us—especially during these challenging times for SEND funding and support. Over the past year we have celebrated some key achievements, including;

- Together with our amazing supporters, we organized two much-loved fundraising events—the Valentine's Quiz at Fleet Town FC and September's Twilight Runway Challenge—raising an incredible £5,600.
- We introduced a new online referral system for waiting list applications, ensuring a more equitable and accessible process.
- This summer marked an important step forward for Mustard Seed Autism Trust as we strengthened how we work together. By creating a clearer separation of leadership between our charitable services and the Branches offer, we aim to give both areas the space and support they need to grow—so we can continue serving families and our community even better.
- In July, we introduced our first-ever Fashion Show fundraising event, raising over £1,450. We're deeply grateful for the support from our local community, which made this event possible and reflects the strong, valued relationships we've built together.

Despite a challenging economic climate, we ended the year in a stable financial position. The Board remains focused on driving strong governance and regulatory compliance through a structured programme of policy reviews and an annual strategy-focused review. This includes assessing strategic priorities and balancing operational demands to position the charity for long-term success.

We extend our heartfelt thanks to trustees Elaine Nines, Simon Martin, and Sam Gray, who retired from the Board over the past year. Their dedication and significant contributions have left a lasting impact on Mustard Seed Autism Trust, and we are deeply grateful for the time, energy, and passion they invested in our mission. As we look ahead to our strategic aims for the coming year, we will be recruiting new trustees to bring fresh perspectives, skills and diverse experiences to our Board.

A final sincere thank you to our donors, partners, and sponsors—your support makes everything we do possible. Together, we're building a world that truly understands autism and creating lasting change for families in our community. Thank you for standing with us and being part of this journey.

Service Delivery Manager's Report



Jen Hill
Service Delivery
Manager

It's been another busy, fun and successful year at Mustard Seed! It has been a pleasure to work with all the children and families, our amazing team, dedicated volunteers and supportive board of trustees.

We regularly review how we do things to best support the children we work with, whether this be content of the sessions or how we run them. Minor changes and a flexible approach have had positive results, proving that the plan, do, review approach is so vital to how we support families at Mustard Seed.

We had a fantastic year with our Siblings group, including a jolly Christmas party (with a surprise visit from Santa and gifts for all the children!), and an exciting snake and reptile encounter at our June Fun Morning.

In addition to our annual Safeguarding and Cyber Security training, the staff team updated their First Aid training this year, thanks to funding from Surrey County Council.

We have also been out and about in the community delivering training to various audiences.

We ended the year with a lovely family picnic at Frimhurst, complete with wonderful weather, ice lollies and a marvellous magic show performed by an alumnus Mustard Seeder. What more could you ask for!



At the start of the new academic year we were excited to welcome over 30 local schools to our Open Morning at Odiham Cottage Hospital, which allowed us to share more about our work, how we can support schools as well as families. We are hopeful this will be the start of future projects focusing on our mission to make the world a more understanding place for autistic children.

We also have a few more exciting ideas in the pipeline to support our families and wider community through the services we can offer.....watch this space!

Here's to a happy and successful year ahead.

Jen



Lead Occupational Therapist's Report

I became the Lead Occupational Therapist at Mustard Seed in June 2025, having worked for the charity since January 2023 and provided contracted occupational therapy services since 2015. It has been wonderful to work with Mustard Seed as it has grown and I am delighted that Victoria Hookings, Occupational Therapist will be joining the team in autumn 2025.



George Iverson
Lead Occupational
Therapist



Victoria Hookings
Occupational Therapist

WHAT CHARGES
YOUR BATTERY?



WHAT DRAINS
YOUR BATTERY?



We are looking forward to continuing to work with children referred to us, providing practical advice and guidance to their families and the school staff that support them. We are particularly excited to be building greater links with the schools in our area over the coming year whilst also keeping our focus on prioritising occupational therapy support to children and their families who have been unable to access OT services elsewhere.

George



A Year in Numbers



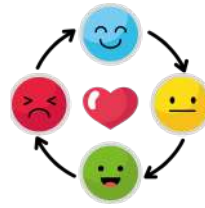
Between September 2024 and August 2025 we supported a total of **148 families** through -



Occupational
Therapy
49 children



Families
First
41 children



Chill Out
Zone
15 children



Girl Power
12 children



Friendship
Zone
7 children



Play
Therapy
5 children



Siblings
Groups
**38 young
people**



Advice Line
25 parents



Empowering
Parents
Course
16 parents



Coffee & Chat
mornings
12 parents

We have **14** wonderful volunteers who have helped us deliver our courses and siblings group sessions, equating to **£5,092** in support!



We use a 5 star rating system for parents to report on the impact of our service.

- Overall parents noted a reduction in stress from an average score of **4.7** down to **2.9** after Mustard Seed's support.
- **100%** of parents/carers said they felt listened to.
- **100%** said they would use Mustard Seed again if needed.
- **100%** would recommend us to other families.

Supporting Autistic Children's Physical and Mental Wellbeing



Our 1-1 and small group sessions with autistic children have focused on:

- sensory-motor therapy
- daily living skills
- emotional and sensory regulation
- communication social understanding
- emotional well-being
- anxiety management

We set targets for each child and reviewed these at the end of the sessions. We are very pleased to report that 91% of the children fully achieved their targets!



Feedback:

“We loved how Francis adapted the sessions for our child, got down on the floor and got involved at his level. He absolutely loved his sessions and still talks about some of the games and activities he played. She was brilliant at encouraging him to join in and visited him at school to offer advice and support to his teachers; something that I know many families are desperate for and not getting the chance to have through other channels. The help and advice was incredible. We especially loved her tips and tricks how to create the activities low cost at home.”

“Michelle was outstanding, the right balance of care and professionalism. X enjoyed every session, from the beginning every session was tailored to her specific needs. All of the techniques used were logical and easy to replicate at home and at school, I learnt so much watching Michelle work with X, it was invaluable.”

“The sessions felt so tailored to B's needs. The group of 3 was ideal and the leaders really focused on getting to know the children.”

“Maria and the team have been absolutely brilliant with my daughter! I really appreciate all they have taught her during the past few weeks and sessions before! She's learnt skills at Mustard Seed that will carry on with her through her life! I would highly recommend this to other parents.”



Supporting Parents/Carers



We have supported parents/carers through the following projects:

- 4 week Empowering Parents Course
- Workshops related to children's courses
- Advice Line calls

We have also piloted a new termly Coffee and Chat session for parents to receive additional support from our staff team and peers. The results were encouraging and we will continue to run these sessions in the year ahead.



Feedback:

“The advice on dealing with situations and finding tools has been invaluable.”

“Some of the regulating strategies have since been implemented and practiced at home and are now part of the daily routine.”

“Absolutely would recommend Mustard Seed. It has helped our daughter and our family unit so much and now we feel like we are ‘living’ life rather than just firefighting daily.”

“The parenting course has been excellent. Super grateful we found you and were able to get so much assistance from you.”

“The opportunity to talk with the other parents and with a member of staff was also extremely valuable. B and I both left feeling like we'd met other children, parents and professionals who really understood our life experiences.”

“Personally I felt seen and supported as a parent and I am so grateful for all of the help and for everything you do as a charity.”



Supporting Siblings



We ran monthly Sibling Support sessions for primary children and young teens. The groups supported siblings' well-being through:

- providing a safe space to explore and express feelings
- connecting with peers with similar family experiences
- opportunities to participate in activities they may not be able to access at home
- building self-esteem and confidence through fun and compassion!



A typical session involved a range of games, art and craft, cooking, relaxation activities, snack, and outdoor play.

In June we organised a special morning with a visit from the Reptile Man, hotdogs and ice cream!



Feedback:

“Over the moon that my son got a place at the sibling group this term. The most welcoming team, and always so much fun activities for them to take part in. But alongside that, always a listening ear, other children who just get it, and understanding of each other. It’s been a god send for us!”

“My son looks forward to the next sibling group the moment he leaves your premises. It's been helpful having for him seeing that there are other kids with siblings who have autism as he sees he is not alone. He loves the activities and has made amazing friends.”

“I cannot express how wonderful the experience has been for my son. These sessions have become a highlight in his life, offering a fantastic opportunity for him to connect with other kids who share a similar family dynamic.”

“The atmosphere is always welcoming, vibrant and filled with joy. The activities are not only engaging but also perfectly designed to foster a sense of camaraderie among the siblings.”

“The team at Mustard Seed is truly remarkable. Your dedication to creating a positive and uplifting space for these siblings is evident in every session. I appreciate the effort you put into ensuring that the children have a great time.”



A Story of Change



Jack is an awesomely autistic 9 year old fan of Roblox and YouTube! He is brave, intelligent and creative.

Jack wanted to learn to ride his scooter, and be able to use cutlery. He was frustrated and anxious a lot of the time. At school he used a "I need a break" card, but had no other strategies when he was feeling overwhelmed. Making mistakes made him extremely anxious and he found it hard to forgive himself, sometimes leading to self-harm. He had very limited recognition of emotions - his own and others, and this often impacted friendships.

We made a plan of action and offered:

1. **Occupational Therapy** sessions to help:

- develop his gross and fine motor skills
- sensory regulation



2. **Chill Out Zone** - 6 week course to develop understanding of emotions and anxiety strategies.

3. **Friendship Zone** - 6 week course to support understanding in navigating social situations and friendships.

4. **Parent Support** workshops.

Our Occupational Therapist worked with Jack and his parents, assessing his motor skills and breaking skills down into small achievable steps. A scooter was brought into the sessions and Jack practiced each step....he can now scoot short distances, use the brake and wear a helmet! Through therapeutic games and specialist equipment, Jack learned to use cutlery, building his self esteem and achieving an everyday life skill.

Jack participated in 1-1 and small group sessions to build his understanding of emotions and friendships with our Family Support Worker. His parents were also supported and taught new techniques to use at home. Jack is now able to identify and express different feelings and use a range of regulation activities to support his sensory and emotional well-being, which is helping to reduce his anxiety.

Parents feedback:

"The support received from Mustard Seed is proving to be invaluable with helping our son understand and learn to express his emotions and mental state. In the first 5 weeks we have seen real breakthroughs with his ability to communicate how he's feeling and then used the practical techniques to help regulate his physical symptoms. We really look forward to continue working with Mustard Seed in the future!"



The Mustard Seed Team



Staff

Our staff team is growing! In October 2024 Maria Butler-Gibson joined us as our second Family Support Worker. In summer 2025 Francis Bland became the manager of our costed service Branches, and George Iverson took over as our Lead Occupational Therapist.

In September 2025 the team will be joined by another Occupational Therapist - Victoria Hookings, taking us up to 8 employees (the full-time equivalent of 4 staff).



Volunteers

We have 4 trained Family Support Volunteers who helped us deliver our group work sessions with autistic children. Their support has enabled us to run more groups over the course of the year and we are very grateful for their support.

This year we have also had 10 fabulous volunteers helping us run our Sibling Support Groups. They gave up their Saturday mornings to provide a range of engaging activities and worked hard to give the children and young people a really special time. Their support is much appreciated.

Trustees

This year we said goodbye to 2 Trustees, Elaine Nannes and Simon Martin, who have both served the charity for many years. We have really appreciated their time, expertise and commitment in helping us fulfil our vision. We currently have 5 Trustees and an IT Advisor - Liam Devlin. In addition to half termly governance meetings, the trustees support our Open Days, fundraising activities and represent the charity at networking events.





Plans for 2025 -2026

SEPT

Schools Open Morning - to showcase our service and explore new ways to support schools

New occupational therapist -Victoria Hookings joining the team

Hart District Chairman's Charity of the Year



Funders and Supporters Open Afternoon to thank our supporters and share more about our work.

OCT



DEC

Siblings Groups Christmas Parties



Open waiting list to new rereferrals

Valentines Quiz - 13th February

Fleet Half Marathon - 29th March

Virtual London Marathn - 26th April

SPRING
2026



Fashion Show Fundraiser-partnering with Odiham Cottage Hospital - 16th May

Siblings Groups Fun Day - 13th June

Mustard Seed Family Picnic -12th July

SUMMER
2026





Branches Occupational Therapy



Francis Bland
Branches Manager

Overview

In 2024 we re-launched our charged for OT for Schools Service as “Branches Occupational Therapy (OT) Service” with it’s own logo and website pages. In summer 2025 our co-founder Francis Bland became the manager of Branches and George Iverson took over as Mustard Seed’s Lead Occupational Therapist.

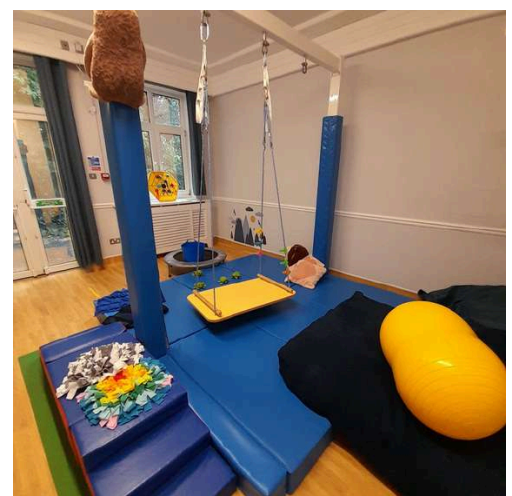
Branches provides specialised support for neurodivergent children in learning, play, and self-care. Services are available to parents and schools, with all profits reinvested to support the charity. This year saw significant growth in income, service delivery, and reputation, positioning us strongly for continued expansion.

Key Achievements 2024–2025

- Exceeded budget target due to increased demand for self-funded OT services.
- Our rebrand and relaunch increased referrals and new contracts.
- Two large school contracts generated over £24,500 this year.
- Increased to 13 contracts with schools (10 of these are new to us).
- 26 parent contracts completed.
- Adoption of Monday.com to improve efficiency and reduce admin workload.
- Expansion of service capacity through additional Occupational Therapy staff.

We provided **Occupational Therapy for over 100 children** this year through Branches.

Type of contract	% of total Branches income
Large school contracts	49%
Small school contracts	18%
Local authority/ EHCP contracts	11.5%
Parent contracts	21.5%





Donations

We were able to make a difference to **148 families** this year because of the support of generous individuals and organisations, including:

- TKMaxx and Homesense Foundation**
- The Well of life**
- Buryfields Infant School**
- All Saints Junior School**
- Rushmoor Rotary Club**
- Rowledge Parish Council**
- Surrey and Hants Morris Minor Members Club**
- Elvetham Lodge**
- Farnborough Quakers**
- Cotton Twist**

thank you

We are also very grateful for wonderful in-kind donations from:

- Hoodie Hut** - t-shirts for our volunteers
- Brighter Living** - sponsorship of event t-shirts
- Enterprise Aldershot** - Christmas and Easter chocolates for the Siblings groups
- CMPP** - Christmas gifts for the Siblings groups
- Cotton Twist** - resources for sessions
- B&Q** - plants for our outdoor area
- Michael Harman** - two signed pieces of his artwork for our auctions



We received raffle prize donations from: **Air Hop Camberley, Bocketts Farm, Godstone Farm, High Score Arcade, Soho House, Birdie's Coffee House and Bar, The Village Hotel**

Plus a donation of a mobile phone and lots of Amazon Wish List items!

thank you

Events and Activities



This year we organised two main fundraising events. For the third year running our **Valentines Quiz** was hosted at **Fleet Town Football Club** and raised a wonderful £1,606! Many thanks to Fleet Town for your generosity and continued support.

In July we partnered with **Odiham Cottage Hospital Charity Shops** to host a **Fashion Show at Cross Barn in Odiham**. It was a fantastic event, lots of fun, bargains and a bit of sparkle! Many grateful thanks to everyone at Odiham Cottage Hospital for your hard work, and to **Elite Sports Marketing** and the **Bel and Dragon** for sponsoring the event and making it a truly special evening. Together we raised £1,456.



Many individuals and organisations have also organised and participated in fundraising activities and events in aid of Mustard Seed. Big thanks to.....

- **Nuffield Gym Quizzes at Farnborough & Farnham (& quiz master John!)**
- **Twilight Runway Challenge participants**
- **Goodwood Marathon chaps**
- **Ace Pittan's Yoga Day**
- **Three Counties Roofing Xmas Lights**
- **Coffee Mug fundraiser in Rowledge**
- **Fleet Half Marathon runners**
- **Virtual London Marathon - John Applebee**
- **Fleet School's Staff Charity Football Match**
- **Maximus Gym Challenge Event**
- **Tongham Community Centre Summer Fair**
- **Bel and Dragon August Fundraiser**
- **Rushmoor Community Lottery supporters**
- **Give As You Live supporters**



THANK YOU!

Corporate Partners



We have received wonderful support from many companies this year.



We are very grateful for our continued partnership with **Elite Sports Marketing Ltd**. As well as attending and supporting our events, they generously sponsored our Fashion Show, enabling us to host a really special evening.



Fleet Town FC have also continued to support us - providing the club house and bar for our Valentine's Quiz and hosting a fantastic Schools Charity Football Match in aid of Mustard Seed. They also connected us up with **Three Counties Roofing** who dedicated their Christmas fundraiser to Mustard Seed.



Easy As HGV organised a brilliant in-house fundraising event in October, made monthly donations, AND a member of their team completed the Fleet Half Marathon to raise funds for us!



The Bel and Dragon in Odiham very generously supported our Fashion Show, providing the bar drinks, staff to run the bar, and free Prosecco for all our guests! In August they hosted a wonderful Summer Fundraiser, with live music, a delicious BBQ, and quiz.



Brighter Living not only sponsored our Twilight Challenge t-shirts but also brought a team to participate and raise funds for us! We were very honoured to be invited to their Awards Evening in March to celebrate their amazing work and staff.



Celsius Refrigeration Ltd very kindly sponsored the running vest for John Applebee, our Virtual London Marathon participant.



We were thrilled to be selected as one of **Cotton Twist's** Charities of the Year. They have donated some fantastic resources for our work with children as well as making a financial gift.

Grant Funders



Our largest stream of income came from grants. We are very grateful to the following funders for their support this year.....

Hart District Council
Sparks Fund
Rushmoor Community Lottery
Odiham Cottage Hospital
Hampshire County Council
Belgae Trust
Santa Barbara Heights Charitable Trust
Charlotte Bonham-Carter Charitable Trust
Douglas Arter Foundation
St Elisabeth Foundation
Tesco Stronger Starts
Kelly Family Charitable Trust
Surrey County Council
Surrey Heath Ward Councillors
Costco/United Way
Church Crookham Parish Council
Odiham Parish Council
D'Oyly Carte Charitable Trust

Garfield Weston
National Lottery
Hart Rotary Club
Farnham Institute
South East Water Community Chest
City Fibre Community Fund
Ratcliffe Trust
Woodsford Trust
Rushmoor Rotary Club
Michael Watson Charitable Trust
Healthwatch Hampshire
Miller Homes
Sharps
Pierpont Trust
RVS Legacy Fund
Baily Thomas Charitable Fund
South Western Railway Customer & Communities Improvement Fund



United Way
United Kingdom



Governance and Management



Objects and Activities

Mustard Seed Autism Trust registered as a Charitable Trust in July 2012, and then transitioned to become a Charitable Incorporated Organisation in June 2024. There were no changes to our name, projects or referral criteria. The objectives of the charity are: **“To promote and protect the physical and mental health of people with autism and related conditions and their families and carers through the provision of support, therapeutic intervention, education and practical advice in such ways as the Trustees may from time to time think fit.”** The Trustees follow the guidance of the Charity Commission on public benefit.

Staff and Volunteers

At the end of August 2025 we had 7 members of staff employed by the charity:

- Service Delivery Manager
- Lead Occupational Therapist
- 2 Family Support Workers
- Branches Manager
- Office and Financial Administrator
- Fundraising and Communications Manager

We contracted additional therapists on a daily basis.

Our work with autistic children and siblings has been supported by 14 volunteers this year.

Safeguarding

The protection and safeguarding of children is of utmost importance to the charity, and all trustees, staff and volunteers are DBS and reference checked before joining the organisation. DBS checks are then carried out every three years and everyone in the charity attends annual safeguarding training. In June 2025 we delivered a Safeguarding workshop for all our staff, volunteers and trustees.

Trustee Board

The Charity is governed by our board of (currently) 5 Trustees. The board meets every half term (a minimum of 6 times a year), and organises smaller working parties for specific tasks. All Trustees give their time voluntarily and are only reimbursed for expenses incurred on behalf of the charity. There were no Trustee expenses this year.

Trustees are required to disclose any relevant interests and withdraw from decisions where a conflict of interest arises. New trustees can be nominated by a current member of the board and are appointed by a resolution of the Trustees at a board meeting where quorum is met. New Trustees are provided with training and information required to fulfil their role. This includes Charity Commission guidance, our governing document, all policies and procedures, business plans, financial reports and accounts. We seek to have a diverse board, including trustees with lived experience of autism.

Policies and Procedures

Mustard Seed has the following policies and procedures in place:

Safeguarding Children, Safeguarding Adults, Financial Controls, Conflicts of Interest, GDPR, Cyber Security, Risk Assessment, Equality, Diversity and Inclusion, Lone-Working, Health & Safety, Social Media, Record Keeping, Critical Incident, Monitoring & Evaluation, Complaints, Discipline & Grievance, Whistle-blowing, Ethical Fundraising, Environmental, Online Safety, Gifts & Hospitality, Service User Involvement, Recruitment & Selection for Trustees, Staff and Volunteers, Staff Supervision & Continuing Professional Development

Governance and Management



Community Relationships

Our families are signposted to us by Paediatric Consultants at Frimley Park Hospital, local schools, Children's Services, Children and Adolescent Mental Health Service (CAMHS), health professionals, social prescribers, and via word of mouth. We work alongside many other local charities and organisations supporting families in our community.

Venue

We lease and have sole use of three therapy rooms, a reception area, and office space at Odiham Cottage Hospital. The hospital is owned by Odiham Cottage Hospital Combined Trusts, a registered charity whose objectives are to support local health services through funding and venue provision. Payments to Odiham Cottage Hospital between September 2024 and August 2025 totalled £15,000.



Throughout the year we delivered workshops and training at Baker Hall, with hire costs of £342.50

We ran 10 Sibling Support sessions at Frimhurst Family House, and paid ATD Fourth World £270 in venue hire.

Financial Management

The financial management of the charity is overseen by the Treasurer who reports to the Trustee board on a monthly basis. The Treasurer is supported by our Office and Financial Administrator, Nicola Wilson. Our accountancy services are provided by Charity Assist. Our Financial Controls policy is reviewed annually or as required. This year it was reviewed and updated in March 2025. The charity prepares its accounts on a receipts and payments basis.

Reserves Policy

Our Reserves policy is included within the Financial Controls policy and states that: **“The minimum level of reserves within the unrestricted fund will be the equivalent of six months operating costs, calculated and reviewed annually, or at such times where significant changes in regular expenditure occur.”**

Statement of assets and liabilities at 31st August 2025:

Unrestricted funds - £115,925

Restricted funds - £38,134

Total funds - £154,059

With 6 months reserves set at £102,520 this leaves £51,539 as free reserves.

The Trustees review the level of reserves annually and may choose to designate any free reserves to be set aside for an essential spend or specific future purpose. Our rationale is outlined in the Reserves policy:

“Mustard Seed provides professional support, training, advice, therapy and resources to vulnerable children and their families. No other charity is providing this type of support to families in our local community. Given the high demand for our specialist service and the vulnerability of our clients, the charity has deemed it important to hold reserves sufficient for six months of operations. Instant termination of services would have a severe impact on these vulnerable families. The charity would need to plan and pace a rundown of services so that the closure would not adversely affect our community. We must also ensure we have sufficient funds to cover our liabilities to our staff. Being dependent on grants and donations means our monthly income can fluctuate, so our reserves ensure we can manage any short-term cash flow shortages.”

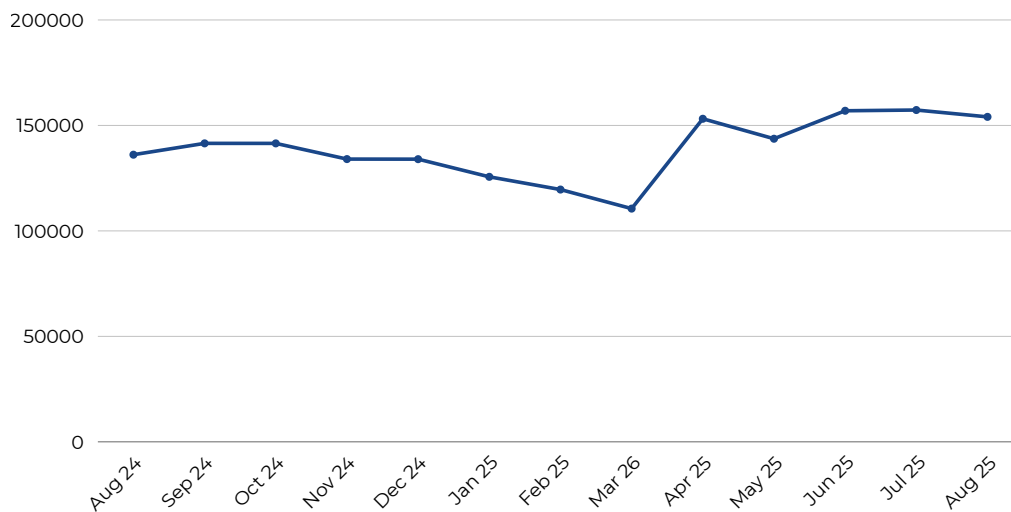
Financial Report



Overview

Despite budgeting for a small deficit, our end of year position was actually a profit of £17,936 largely due to the expansion of our Branches Occupational Therapy Service, and the success of grant applications. This left us with a cash balance of £154,059 to carry forward into the next financial year.

Cash flow

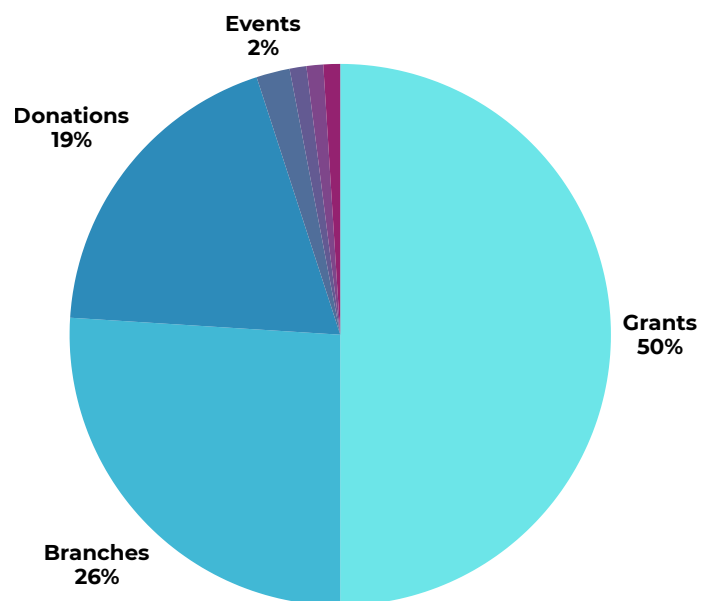


Income

The income received this year was **£207,087** (up 36%) with the majority of our income coming from grants, followed by Branches, and then donations.

In previous years grants have made up an average of 50% of the income and that trend looks to continue for the time being. Voluntary contributions remain the same as 1% of the total income year on year.

We organised two fundraising events this year, which contributed to 2% of our income.



Financial Report



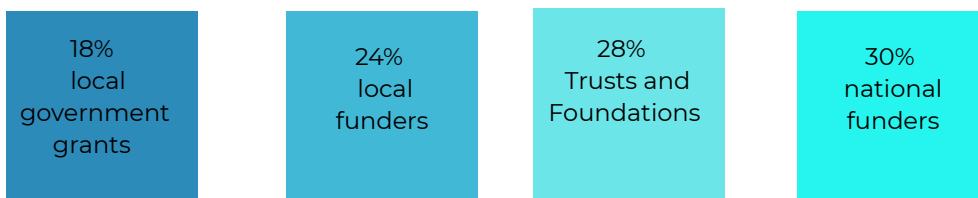
Donations

We budgeted an income of £25,000 for one-off donations, and exceeded this, raising a total of £33,471. We hadn't specifically budgeted for In-Memory gifts, but did receive £305 through several donations. We are developing a longer-term strategy for Legacy and In-Memory giving and our future budgets will start to reflect this. Regular giving was lower than expected, however, 6 new supporters signed up over the course of the year.

Grants

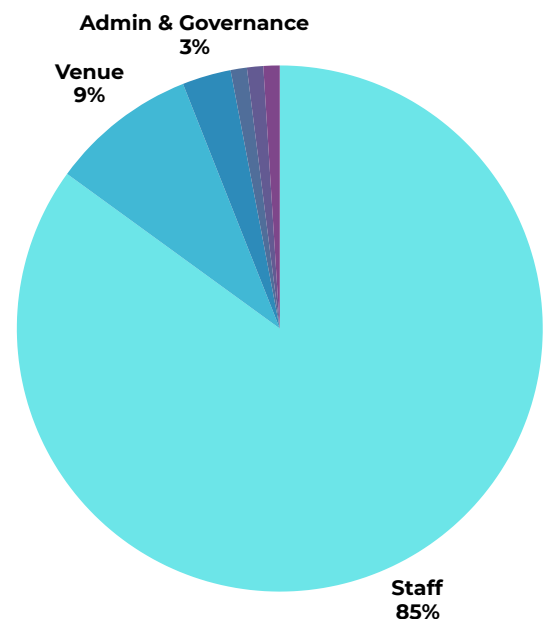
We secured 35 grants, with a success rate of 42%.

58% of grants were from previous funders and 42% from new funders.



Expenditure

Our budgeted expenditure this year was £193,698 but our actual expenditure totalled **£189,152**. The majority of the expenses being staff costs. Venue hire has increased slightly this year, as we have hired Baker Hall for our larger events (Empowering Parents course, team training, and Schools Open Day). We also spent more than originally anticipated on staff training to ensure all our team were up to date with their First Aid qualifications. We needed to replace two staff laptops this year and secured grant funding to cover these costs. Our Fundraising budget was a little higher than anticipated (actual spend of £1,350), due to increased fundraising activity.



Our budget for 25/26:

Budgeted income = **£207,438**

Budgeted expenditure = **£205,039**

Our Reserves Policy states we will hold 6 months of running costs, which now equates to **£102,520**

Mustard Seed Autism Trust
Receipts and Payments Accounts for the year ended
1st September 2024 to 31st August 2025



Charity Assist Accountants Ltd
Certified Public Accountants and Charity Independent Examiners
Unit 27 Batley Enterprise Centre
513 Bradford Road Batley West Yorkshire
WF17 8LL

Mustard Seed Autism Trust

Receipts and Payments Accounts for the year ended

1st September 2024 to 31st August 2025

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Receipts and payments account	6-7

Mustard Seed Autism Trust

Receipts and Payments Accounts for the year ended

1st September 2024 to 31st August 2025

Basic information

Address

23 Ash Tree Close

Farnborough

GU14 0QP

Bank

HSBC UK BANK PLC

Farnborough

GU14 6YA

Accountants

Charity Assist Accountants Ltd

Unit 27, Batley Enterprise Centre

Batley

West Yorkshire

WF17 8LL

Charity registration number

1202378

Mustard Seed Autism Trust

Receipts and Payments Accounts for the year ended

1st September 2024 to 31st August 2025



**CHARITY COMMISSION
FOR ENGLAND AND WALES**

**Independent examiner's
report on the accounts**

Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Mustard Seed Autism Trust

**On accounts for the year
ended**

31st August 2025

**Charity no
(if any)**

1202378

Set out on pages

6 - 7

I report to the trustees on my examination of the accounts of the above charity for the year ended **31/08/2025**.

**Responsibilities and
basis of report**

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

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

Mustard Seed Autism Trust

Receipts and Payments Accounts for the year ended

1st September 2024 to 31st August 2025

**Independent
examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

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

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

Signed: A. Q. Khan **Date:** 30. 12. 2025

Name: Abdul Qudeir Khan

Relevant professional qualification(s) or body (if any): FMAAT
FCPA

Address: Unit 27, Batley Enterprise Centre
513 Bradford Road
Batley
WF17 8LL

Mustard Seed Autism Trust

Receipts and Payments Accounts for the year ended


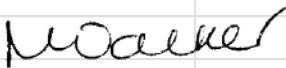
1st September 2024 to 31st August 2025

FINANCIAL STATEMENTS				
MUSTARD SEED AUTISM TRUST CIO RECEIPTS AND PAYMENTS ACCOUNTS FOR THE PERIOD FROM 01/09/2024 TO 31/08/2025				
	UNRESTRICTED FUNDS	RESTRICTED FUNDS	TOTAL FUNDS	LAST YEAR
	TO THE NEAREST	TO THE NEAREST	TO THE NEAREST	TO THE NEAREST
	£	£	£	£
RECEIPTS				
Donations	40,072	0	40,072	
Legacies	305	0	305	
Gift Aid	2,876	0	2,876	
Grants Received	15,000	87,344	102,344	
Family Support -Voluntary Contributions	2,174	0	2,174	
Fundraising Events	3,029	0	3,029	
OT for Schools Service & Professional Courses	54,113	0	54,113	
Bank Interest	2174	0	2,174	
TOTAL RECEIPTS	119,743	87,344	207,087.20	0
PAYMENTS				
Staff	102,727	59,317	162,044	
Insurance	2601	0	2,601	
Venue Hire	11,413	4,200	15,613	
Training & Affiliation	620	710	1,330	
Resources & Equipment	513	1591	2,104	
Administration & Governance	3,258	1,304	4,561	
Fundraising & Publicity	497	401	898	
TOTAL PAYMENTS	121,629	67,523	189,151.69	0
NET OF RECEIPTS/(PAYMENTS)	-1,886	19,821	17,936	0
Transfer between funds	-	-	-	-
Cash funds last year end	117,811	18,313	136,124	
CASH FUNDS THIS YEAR END	115,925	38,134	154,059	0

Mustard Seed Autism Trust

Receipts and Payments Accounts for the year ended

1st September 2024 to 31st August 2025

MUSTARD SEED AUTISM TRUST STATEMENT OF ASSETS AND LIABILITIES AT THE END OF THE PERIOD				
CATEGORIES	DETAILS	UNRESTRICTED FUNDS TO THE NEAREST £	RESTRICTED FUNDS TO THE NEAREST £	TOTAL FUNDS TO THE NEAREST £
Cash funds	Cash at bank	115,925	38,134	154,059
	DETAILS	FUND TO WHICH ASSET BELONGS		
Assets retained for the charity's own use	Computer Equipment and phone handsets	IT		
The Trustees declare that they have approved the financial statements above. Signed on behalf of the Trustees of Mustard Seed Autism Trust:				
Caoimhe McManus				
Chair of Trustees				
Date	09/01/2026			
Natalie Walker				
Treasurer				
Date	05/01/2026			

Administration Details



Mustard Seed Autism Trust CIO - registered charity: 1202378

Registered address: 23 Ash Tree Close, Farnborough, Hampshire, GU14 0QP

Operational address: Odiham Cottage Hospital, Buryfields, Odiham, RG29 1NE

Bank: HSBC, 30 Princes Mead, Farnborough, GU14 6YB

Website: www.mustardseedautism.co.uk

Email: office@mustardseedautism.co.uk

Tel: 07980636413

Trustees

Caoimhe McManus - Chair

Shelley Reddall - Deputy Chair

Natalie Walker - Treasurer

Elaine Ninnes (retired July 2025)

Graham Burrell

Linda Casey

Simon Martin (retired July 2025)

Sam Gray (retired October 2025)

Management Staff

Francis Bland - Branches Manager and Co-founder

George Iverson - Lead Occupational Therapist

Jen Hill - Service Delivery Manager

Sarah Clements - Fundraising and Communications Manager and Co-founder

Office and Financial Administrator - Nicola Wilson

Accountants - Charity Assist

Independent Examiner - Abdul Qudeir Khan, FMAAT FCPA

Thank you for your support



Many grateful thanks to everyone who supports us!

If you would like to get involved and make a difference to the lives of autistic children and their families, please consider.....

- **donating**
- **fundraising**
- **leaving a gift in your will**
- **volunteering**
- **becoming a trustee**
- **signing up to our termly newsletter**
- **following us on social media**



office@mustardseedautism.co.uk



www.mustardseedautism.co.uk



07980636413



THANK YOU!

MUSTARD SEED AUTISM TRUST

England & Wales - Charity number 1202378

Accounts

Mustard Seed Autism Trust CIO

Annual Report & Accounts

**17th March 2023 -
31st August 2024**



Registered charity: 1202378

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Supporting Families	6
Our Team	8
Our Funders, Partners and Supporters	9
Governance and Management	10
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Support Us	19



Administration Details

Mustard Seed Autism Trust CIO - registered charity: 1202378

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Website: www.mustardseedautism.co.uk

Email: office@mustardseedautism.co.uk

Tel: 07980636413

Trustees

Caoimhe McManus - Chair
Mary Prior (retired June 2024)
Natalie Walker - Treasurer
Elaine Ninnis
Shelley Reddall
Simon Martin
Graham Burrell
Linda Casey
Sam Gray



Management Staff

Francis Bland - Lead Occupational Therapist and Co-founder
Jen Hill - Service Delivery Manager
Sarah Clements - Fundraising and Communications Manager and Co-founder

Office and Financial Administrator - Nicola Wilson

Accountants - Charity Assist

Independent Examiner - Abdul Qudeir Khan, FMAAT FCPA

Our transition to CIO

Francis Bland and Sarah Clements set up Mustard Seed Autism Trust in September 2011 and registered as a charitable trust in July 2012. They combined their skills and knowledge of occupational therapy and specialist teaching to create a unique, holistic service that supports whole families – autistic children, parents and siblings.

In 2023 we decided to transition to become a **Charitable Incorporated Organisation** to provide a better foundation to grow the charity. We registered the CIO with the Charity Commission in March 2023 and wound up the original charity on the 10th June 2024. Our name, referral criteria, and services have remained the same.

As we did not start operating as the CIO until June 2024, this report is based on three months (June - August 2024) of service delivery and funding. For a more typical picture of the work of the charity, we can send you our 23/24 annual report and accounts for Mustard Seed Autism Trust registered charity 1148938.



“I learnt so much from this really informative and inclusive course! So many techniques and ideas to use in and around the home to regulate my child, and also just so nice feeling understood and around like minded individuals and others who get what you're going through. So grateful to have been a part of it and will continue to use my new knowledge to better our family life.”

(Empowering Parents Course feedback)

Our Aims

To promote and protect the physical and mental health of autistic people and related conditions and their families and carers through the provision of support, therapeutic intervention, education and practical advice.



Our Vision



A world that understands

Our Mission

To equip children, empower parents, and educate society so that together we can build a more understanding world.



“Georgina magically was able to get our daughter to talk about her feelings and get her to open up, which being a stranger is very unusual, so a true testament to her skills. The most important thing is that our daughter felt heard and could understand herself and her emotions better. She came away with some coping tools to help her throughout her day to day life. The team at Mustard Seed have been great throughout the process and are a vital service.”

(Occupational Therapy feedback)

Supporting families

Between 12th June 2024 - 31st August 2024 we delivered.....

Occupational
Therapy
13 children

1-1 sessions
11 children

Ready Steady
Go
3 children

Chill Out
Zone
8 children

Friendship
Zone
4 children

Advice Line
12 calls



“The parent sessions were extremely valuable in helping us continue the work at home, and to offload some of the week’s stresses with others who understand.”

(Chill Out Zone feedback)

Supporting families

We started supporting primary aged siblings in 2015 and a couple of years later set up a second group for young teens. Whilst our work with parents and autistic children is short term, the sibling well-being groups provide longer term support. Our monthly sessions provide two hours of fun, friendship, and well-being support for children and young people.

In June 2024 we organised day trips for both groups. The teens enjoyed a visit to Marwell Zoo and the primary group had a wonderful day at Wellington Country Park.



The monthly sessions and day trips provide the siblings with activities they don't always get to experience due to having an autistic brother or sister. They build relationships with peers with similar family backgrounds, and enjoy having their own space to focus on their needs and well-being.



"I cannot express how wonderful the experience has been for my son. These sessions have become a highlight in his life, offering a fantastic opportunity for him to connect with other kids who share a similar family dynamic."

The atmosphere is always welcoming, vibrant and filled with joy. The activities are not only engaging but also perfectly designed to foster a sense of camaraderie among the siblings. It's heartening to see my son come back home with a big smile on his face, having been involved in fun games, crafts, cooking, making new friends and created lasting memories."

(Sibling Support Group feedback)

Our Team

Staff

In July 2024 we said goodbye to one of our Family Support Workers, Stacy Reilly as she moved on to new ventures. We welcomed Maria Butler-Gibson to the team in October 2024, and she is now working with children and running groups alongside our other Family Support Worker Michelle Sharpley, and Service Delivery Manager Jen Hill. Julia Lodge has continued to support children through Play Therapy and our two Occupational Therapists Francis Bland and George Iverson have been supported throughout 2024 by Vicky Byrnes as she completed her back to work OT sessions with us. We are thrilled that Vicky will be taking on some of our Branches OT work in the year ahead. Nicola Wilson has continued to support us with her office and financial skills, and Sarah Clements has focused on securing funding to keep the charity running.



Volunteers

We have been supported by two family support volunteers this year and 12 sibling group volunteers. We will be recruiting new volunteers to support our developing services in the latter part of 2024. All volunteers complete DBS and reference checks, and attend Safeguarding training annually. In addition, our family support volunteers complete our in-house autism induction programme before working with children.



Trustees

We seek to be a diverse board, and many of our trustees are parents of autistic young people and children. This year we have welcomed a young trustee on board - Sam Gray, who brings a fresh perspective and passion for fundraising. We have also been supported by Liam Devlin, an IT professional who is generously donating his time and expertise to develop our IT systems.



Funders, Supporters and Partners

Corporate Support

We are ending this year with some exciting new corporate support and partnerships! Thank you all for your support.



Events

In August 2024 the **Maximus Gym** in Frimley Green completed a challenging 4 hour event, raising an amazing £2776 for Mustard Seed! A huge thank you to everyone who participated and donated.



Grants

Between 12th June and 31st August we were very grateful to receive grant funding from:

- **The Community Foundation of Surrey**
- **Frimley ICB**
- **The Pierrepont Trust**
- **Tesco - Stronger Starts**

Funded by



Governance & Management

Trustee Board

The Charity is governed by our board of currently eight Trustees. The board meets six times a year, and organises smaller working parties for specific tasks. All Trustees give their time voluntarily and are only reimbursed for expenses incurred on behalf of the charity. There were no Trustee expenses between 12th June -31st August 2024.

Trustees are required to disclose any relevant interests and withdraw from decisions where a conflict of interest arises. New trustees can be nominated by a current member of the board and are appointed by a resolution of the Trustees at a board meeting where quorum is met. New Trustees are provided with training and information required to fulfill their role. This includes Charity Commission guidance, our governing document, all policies and procedures, business plans, financial reports and accounts.

Safeguarding

The protection and safeguarding of children is of utmost importance to the charity, and all trustees, staff and volunteers are DBS and reference checked before joining the organisation. DBS checks are then carried out every three years and everyone in the charity attends annual safeguarding training. Our last Safeguarding training was delivered by an external specialist in January 2024. We review and update our Safeguarding policy and procedures annually.

Policies and Procedures

Mustard Seed has the following policies and procedures in place:

Safeguarding Children	Safeguarding Adults	Financial Controls
Conflicts of Interest	Data Protection-GDPR	Cyber Security
Equal Opportunities	Health and Safety + Lone Working	Social Media
Risk Assessment	Record Keeping	Critical Incident
Monitoring & Evaluation	Complaints	Whistle-blowing
Discipline & Grievance	Environmental	Online Safety
Ethical Fundraising	Gifts & Hospitality	Staff Supervision
Service User Involvement	Recruitment & Selection for Trustees, Staff and Volunteers	
Continuing Professional Development		

Community Relationships

Our families are signposted to us by Paediatric Consultants at Frimley Park Hospital, local schools, Children's Services, Children and Adolescent Mental Health Service (CAMHS), health professionals, social prescribers, and via word of mouth. We work alongside many other local charities and organisations supporting families in our community.

Venue

We lease and have sole use of three therapy rooms and office space at **Odiham Cottage Hospital**. The hospital is owned by Odiham Cottage Hospital Combined Trusts, a registered charity whose objectives are to support local health services through funding and venue provision. We hire rooms once a month at **Frimhurst Family House** for our Siblings groups, and **Baker Hall** in Odiham for our parent courses.

Finances

Financial Management

The financial management of the charity is overseen by the Treasurer who reports to the Trustee board on a monthly basis. The Treasurer is supported by our Office and Financial Administrator, Nicola Wilson. **Charity Assist** have provided our accountancy services since December 2023.

Our Financial Controls policy is reviewed annually or as required. The charity prepares its accounts on a receipts and payments basis.

Reserves Policy

Our Reserves policy is included within the Financial Controls policy and states that:

“The minimum level of reserves within the unrestricted fund will be the equivalent of six months operating costs, calculated and reviewed annually, or at such times where significant changes in regular expenditure occur.”

Statement of assets and liabilities at 31st August 2024:

Unrestricted funds - £117,811

Restricted funds - £18,313

Total funds - £136,124

With 6 months reserves set at £83,986 this leaves £52,138 as free reserves.

The Trustees review the level of reserves annually and may choose to designate any free reserves to be set aside for an essential spend or specific future purpose. Our rationale is outlined in the Reserves policy:

“Mustard Seed provides professional support, training, advice, therapy and resources to vulnerable children and their families. No other charity is providing this type of support to families in our local community. Given the high demand for our specialist service and the vulnerability of our clients, the charity has deemed it important to hold reserves sufficient for six months of operations. Instant termination of services would have a severe impact on these vulnerable families. The charity would need to plan and pace a rundown of services so that the closure would not adversely affect our community. We must also ensure we have sufficient funds to cover our liabilities to our staff. Being dependent on grants and donations means our monthly income can fluctuate, so our reserves ensure we can manage any short-term cash flow shortages.”

2024/2025

Our expenditure budget for 1st September 2024- 31st August 2025 is £187,064
Therefore 6 months reserves will be £93,532

Mustard Seed Autism Trust

Receipts and Payments Accounts for the period ended

17th March 2023 to 31st August 2024



Charity Assist Accountants Ltd

Certified Public Accountants and Charity Independent Examiners

Unit 27 Batley Enterprise Centre

513 Bradford Road Batley West Yorkshire

WF17 8LL

Mustard Seed Autism Trust

Receipts and Payments Accounts for the period ended

17th March 2023 to 31st August 2024

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Mustard Seed Autism Trust

Receipts and Payments Accounts for the period ended

17th March 2023 to 31st August 2024



**CHARITY COMMISSION
FOR ENGLAND AND WALES**

**Independent examiner's
report on the accounts**

Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Mustard Seed Autism Trust

**On accounts for the year
ended**

31st August 2024

**Charity no
(if any)**

1202378

Set out on pages

I report to the trustees on my examination of the accounts of the above charity for the year ended **31/08/2024**.

**Responsibilities and
basis of report**

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

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

Mustard Seed Autism Trust

Receipts and Payments Accounts for the period ended

17th March 2023 to 31st August 2024

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

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

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

Signed:

A. Q. Khan

Date:

28.3.2025

Name:

Abdul Qudeir Khan

Relevant professional qualification(s) or body (if any):

FMAAT

FCPA

Address:

Unit 27, Batley Enterprise Centre

513 Bradford Road

Batley

WF17 8LL

Mustard Seed Autism Trust

Receipts and Payments Accounts for the period ended

17th March 2023 to 31st August 2024



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name Mustard Seed Autism Trust	No (if any) 1202378
--	------------------------

Receipts and payments accounts

CC16a

For the period from	Period start date 17/03/2023	To	Period end date 31/08/2024
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Section A Receipts and payments

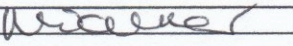
	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	2,361	-	-	2,361	-
Family support-voluntary contributions	223			223	
Fundraising	592			592	
Grants	10,000	9,519		19,519	
HMRC gift aid	399			399	
Bank interest	617	-	-	617	-
OT for schools & professional courses	2,224	-		2,224	-
Sub total (Gross income for AR)	16,416	9,519	-	25,935	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	16,416	9,519	-	25,935	-
A3 Payments					
Bank charges	21	-		21	-
DBS checks	39			39	-
Donation platform fees	47			47	
Licence	20			20	-
Office expenses	24	41		65	
Occupational therapists	1,327	-		1,327	-
OCH move	-	18		18	
PAYE NIC	4,432	946		5,378	
Pensions	977			977	-
Play therapists	410	160		570	
Premises hire	3,803			3,803	
Resources and equipment for sessions	635	78		713	
Staff training	69			69	
Staff salaries	21,528	6,454		27,982	
Subscriptions	81	-		81	
Telephone	-	80		80	
Sub total	33,412	7,777	-	41,189	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	33,412	7,777	-	41,189	-
Net of receipts/(payments)	- 16,996	1,742	-	- 15,254	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	134,807	16,571	-	151,378	-
Cash funds this year end	117,811	18,313	-	136,124	-

Mustard Seed Autism Trust

Receipts and Payments Accounts for the period ended

17th March 2023 to 31st August 2024

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Equals money	361	-	-
	HSBC 849	11,165	-	-
	HSBC 857	105,680	18,313	-
	Paypal	605	-	-
	Total cash funds	117,811	18,313	-
	(agree balances with receipts and payments account(s))			
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details	-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	-	-
		-	-	-
		-	-	-
		-	-	-
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
		NATALIE WALKER	12/12/24	

Strategy Review & Plans

Strategy Day plans

In January 2024 the team leaders and trustees met for a Strategy Day to start developing plans for the next 5 years. Feedback from the local community and families was collated and used to make decisions about our priority areas. We identified 5 areas of focus: School Development, Parent Support, Autism with complex needs, our Digital Offer and development of our OT for Schools service.

Progress to date:

School Development

- Reviewed staff capacity
- Piloted work with Ash Grange school and delivered parent workshops
- Delivered focused parent workshops for Talavera school

Parent Support

- Piloted parent support sessions during children's Chill Out Zone course
- Excellent feedback led to sessions being established for other group courses
- First specialist workshop for parents planned and delivered
- 2 new family support volunteers received induction training

Autism with complex needs

- Defined complex needs (mental well-being support), our criteria, and type of support to be offered ("Intensive Support")
- Planned and secured funding for staff training
- Secured funding for one team member to provide Intensive Support to selected families

Digital Offer

- Reviewed current work, developed plan for year ahead
- Social media policy created
- Funding secured to develop resources hub for our website and social media
- Volunteer IT Consultant joined team, providing technical support and advice

OT for Schools Service

- New name and re-brand - "Branches Occupational Therapy"
- Increased team of contracted therapists to deliver Branches work
- Meetings with local schools- sharing new package
- Created new business plan and reviewed policies and procedures
- Created webpage for Branches



Support Us

There are many ways to support the valuable work we do at Mustard Seed Autism Trust.....

- **volunteering**
- **fundraising**
- **donating**
- **leaving a gift in your will**
- **becoming a trustee**
- **sharing our social media posts so more families can benefit from our resources**

Our termly **newsletters** share more about our work, our impact stories, events and celebrations - please sign up via our website or pop us an email!

THANKYOU



Contact us for more information:



Phone

07704260199



Email

info@mustardseedautism.co.uk



Website

www.mustardseedautism.co.uk



Social media

Facebook

Instagram

LinkedIn

TikTok

BlueSky

