

Charity registration number 702632 (England and Wales)

Charity registration number SC040905 (Scotland)

Company registration number 02436777 (England and Wales)

AUTISM INITIATIVES (UK)
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

AUTISM INITIATIVES (UK)

LEGAL AND ADMINISTRATIVE INFORMATION

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| Trustees | Mrs R V Buttery Mr J McCarthy Mrs E V Slater Mr B E Williams Mrs C Owen Ms M Lambden Mrs E Heron Mr A Grainger | (Appointed 6 May 2022) |
| Secretary | Mr A Grainger | |
| Chief Executive | Mr A Grainger | |
| Charity number (England and Wales) | 702632 | |
| Charity number (Scotland) | SC040905 | |
| Company number | 02436777 | |
| Principal address | Sefton House Bridle Road Petersfield House Bootle L30 4XR | |
| Registered office | Sefton House Bridle Road Petersfield House Bootle L30 4XR | |
| Auditor | DSG Castle Chambers 43 Castle Street Liverpool L2 9TL | |
| Solicitors | Brabners Horton House Exchange Flags Liverpool L2 3YL | |
| Website | www.autisminitiatives.org | |

AUTISM INITIATIVES (UK)

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AUTISM INITIATIVES (UK)

CHAIRMAN'S STATEMENT

FOR THE YEAR ENDED 31 MARCH 2023

This financial year has proved to be another challenging one for many charitable organisations working within social care, especially set against inadequate funding and spiralling costs.

Whether as a consequence of Covid or Brexit, recruitment has been particularly difficult in many of our services, and as during Covid we have been able to rely on our brilliant staff teams to maintain both the quality of services and the positive outcomes for our beneficiaries. Development as well didn't stop during this period, the organisation grew its income by £5 million during this financial year.

I am pleased to report however that due to investment in systems and people, and innovative thinking and planning from our Human Resource colleagues, we saw a good improvement in the second half of this year. Further investment in employee pay and benefits, also helped ease the situation, and our HR team continues to analyse risks and trends within the sector and develop proactive strategies alongside their operational colleagues.

The way the organisation has bounced back in so many ways from Covid has been amazing, whether this has been in the development of new and innovative services, renewed training initiatives, restructure and review of senior management responsibilities, our continued thinking and development of our specialist support, this has been a privilege to witness. And of course the Board and myself are particularly interested to see and hear about the progress of the people supported, and we heard many instances during this year of the impact of our specialist service on the lives of autistic people and their families.

Our fundraising teams support to services and projects has increased this year, and we have seen great improvements in how the fundraising team have supported colleagues to access fundraising income that both enhance the lives of autistic people and their families. The Walk for Autism campaign was another successful event, the money wholly applied to projects across the UK.

The organisation continues to work within strategic aims which are reviewed yearly and this is a fantastic and collaborative piece of work led by our Deputy CEO and Director of Autism Practice, Dr Kate Silver.

Our key words for this financial year:

- Learning – we all learn all the time from everyone around us. We will be more aware of this learning and of using what we learn;
- Questioning to ensure our shared understanding, better contribution to a situation and better solutions, it's ok to not know or need to know more;
- Empower – a focus on empowering people, both people supported and staff, enabling people to have more confidence in what they know, what they are doing and what they would like to do next. We are all people together;
- 'HOW' - whenever we think about something we can think about 'the how', how will that happen, how will they know, how will they evidence etc.;
- Think ahead/keep ahead/what might happen next? A preventative approach, in every situation with everyone - people supported and colleagues;
- Flexibility – we have always thought we are flexible, now we need to be more flexible in everything;
- Investment for improvement and benefits in quality and outcomes of the support we provide, and also future savings in time and money;
- Interpreting the words used within PBS, by commissioners, within expectations of good autism practice, and understanding and using the words in the context of our work;
- Avoid ground hog day, doing the same thing without planning, change and progress can sap our energy.

AUTISM INITIATIVES (UK)

CHAIRMAN'S STATEMENT

FOR THE YEAR ENDED 31 MARCH 2023

Our future Aims, building on from last year:

1. To embed our culture of collaborating, listening and a passion for learning to ensure continuous improvement of our services.
2. To be a kind, understanding and aspirational employer and support provider where our expectations are clear - a Charity where connections between people are valued, where colleagues feel confident in making a positive impact through their work, and where people feel confident in their support.
3. To ensure shared understanding and development of our autism specialism and the benefits, outcomes and costs of this.
4. To ensure good operational and practice leadership of all services and effective performance of each team.
5. To ensure that our services are sustainable, safe and socially minded.
6. To use understanding in work with all external stakeholders (commissioners, autistic people, families) to understand their needs and respond to these through development of innovative solutions to support Quality of Life and wellbeing of autistic people.

I would like to thank our brilliant Executive, Senior management and Teams, and all those people within the organisation who support people to deliver effective service and build our success and reputation as a responsive, flexible, innovative, and specialist care provider.

Brian Williams

Chairman

July 2023

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their annual report and financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Objectives and activities

The objects of the Charity are to promote the relief, personal development and education of children and persons variously diagnosed with an autistic spectrum condition and/or non-communicating and persons with autistic tendencies.

We interpret the objects today as providing assessment, education, employment, support and meaningful activity to autistic people, their families and commissioners of services.

There has been no change in the above during the year.

The charity works to a specific philosophy and within an understanding of the autistic person informed by our 5 Point Star Approach.

The vision of the organisation is:

Autistic people can learn and contribute, and our specialist services support this process every single day.

Together we create unique services enabling people to have ownership of their own life and future.

The strategies employed to achieve the Charity's objectives are:

- For the voice of the autistic person to inform service delivery.
- To develop strong national, regional and local community sector networks and to contribute to the provision of high quality services, by influencing decision-making.
- To invest in staff learning and development, and to ensure that this is influenced by the latest research and theory in autism.
- To be actively engaged in the formation of strategic partnerships with local authorities and various other stakeholders.
- To meet the increasing demands of legislative and policy changes by ensuring that the organisation's infrastructure can respond to and manage change.
- To act as a conduit between the local authorities and other partnership bodies in the development of local strategic initiatives.
- To be an active partner in cross-sectional planning and developments in response to central Government policy initiatives.

Autism Initiatives (UK) undertakes regular and comprehensive reviews of its services that involve its users and stakeholders. Trustees and staff at all levels participate in self-assessment reviews on an annual basis seeking to identify areas for continuous improvement and growth.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Autism Initiatives (UK) achieves public benefit through the education, treatment, and support of autistic people and their families. The trustees are confident that the charitable aims of Autism Initiatives (UK) and its charitable subsidiaries satisfy the principles of public benefit as defined in the Charities Act 2006.

The organisation's charitable activities focus solely on meeting the needs of autistic people and these activities are undertaken to further the charitable purposes for the public benefit.

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

The Charity considers equal access to its services is an important Issue. Autism Initiatives (UK) has an Equal Opportunity Policy and a Diversity Statement ensuring it has a culture, (which is reinforced through its learning and development programme), that guarantees equality of access to its services by gender, religious conviction, disability, ethnicity and sexual orientation. The trustees believe equal access to its services is vital to the Charity's success, and that successful outcomes must be shared by all communities that use its services. Autism Initiatives (UK) aims to ensure that the Charity is fully accessible to everyone who receives a service from the organisation and to everyone who works for it.

Education and support services are accessed through referrals across the country and fees are paid by the relevant local authority, either directly or indirectly through personal budgets, which people receive after being assessed by their local authority.

The Charity provides specialist and personalised services to autistic people, which include:

- Education through Peterhouse School and The Haven School, specialist schools for children and young people with autism
- Alternative education
- Outreach Support Service to Mainstream Education (OSSME) offering training and advice
- Supported living
- Registered residential placements for children and adults
- Practice support and assessment
- Outreach and domiciliary service
- Respite facilities for adults
- One Stop Shop' information services
- Resource centres and day opportunities covering a wide range of pursuits
- Work experience and training opportunities through Autism Initiatives' social enterprise projects
- Supported employment and training

Referrals to its services come from a variety of sources, autistic people and their families sometimes self-refer, or are supported through referrals from social or health care professionals. Referrals will also originate directly from health, social work or education services. Further services are commissioned through local authority procurement processes.

Employment policies

The employees of Autism Initiatives (UK) are its most important resource since their performance determines the quality of services provided. Once again, as indicated by the numerous regulatory inspections that have been completed, the employees of Autism Initiatives have made a significant contribution to the continued success of Autism Initiatives (UK).

During the year significant training was undertaken to ensure employees reach and maintain the skills required enabling them to perform effectively, and for the organisation to deliver its specialism. This includes employees also undertaking a vocational qualification, supported by the organisation.

The organisation has a partnership with a Trade Union and employees are consulted on issues of concern to them by means of a regular Consultative Committee and team meetings.

In accordance with Autism Initiatives (UK) equal opportunities policy, the organisation has long established fair employment practices in the recruitment, selection, retention and training of staff with disabilities.

Strategic report

The description under the headings "Achievements and performance" and "Financial review" meet the company law requirements for the trustees to present a strategic report.

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Achievements and performance

In the first quarter of this year and with the launch of the Governments 'Living with Covid19 plan' and the easing of Covid restrictions, we saw a rise in Covid related staff absence over the last quarter. To support infection prevention and control, we continued with the organisation's Covid absence scheme, meaning that staff received full pay when absent with Covid. Following the easing of restrictions in Social Care from April 1, published in a Government document describing a renewed focus on infection prevention and control (IPC) in Adult Social Care, including all infection, not just Covid. We reviewed the IPC requirements and implemented plans to meet the new IPC requirements. This year Infection Prevention and control (IPC) audits have remained a priority of the local authorities and we have received good feedback from audits undertaken in our services.

As things have been getting back to normal contact monitoring has started to increase. We had a contract monitoring visit from Sefton Council to the Cedars Resource Centre. Feedback was very good, praising the attention to detail in our documents the way we use the space and the meaningful personalisation of the service we provide.

We received compliments from different stakeholders during the year, particularly in relation to our understanding of the people we support and our commitment to them. Below are examples from families given during stakeholder feedback:

We are really pleased with the support X and ourselves have been given during this very difficult time. **Staff are unfailingly polite, helpful and communicative.** They keep cheerful even when things are challenging.

Staff have **gone out of their way** to ensure we have had contact with X while keeping everyone safe.

We are **confident X is in safe hands**. Thank you for your thoughtfulness and for keeping X part of our lives.

Thanks to all those that understand and "get" X traits, you are all thought of very highly.

We received more compliments from commissioners who commented on the quality and specialism of our services. We are increasingly recognised as a specialist provider whose understanding and approaches resulting in good outcomes for the people we support, particularly in Lancashire and Liverpool. This is leading to development of our type and range of services.

We started the process of establishing local Quality and Practice leadership to reduce dependence on a small number of people based at 'Head Office'. We are also having regular meetings to ensure that the Assistant Directors start well in their new role and work to agreed priorities. These changes were welcomed by everyone.

Retention remains a priority and practices have been reviewed to establish a retention strategy which focuses on encouraging staff who are leaving the organisation to provide feedback. The Leaver Questionnaire has been reviewed and updated to capture as much information as possible. The questionnaire is undertaken by either the Business Development Managers or HR Advisers and is an opportunity to obtain vital information on why staff choose to leave Autism Initiatives. Feedback is discussed at HR BP meetings with Area Managers and also in the HR & Recruitment Strategy meetings.

As part of our review of recruitment processes we have included feedback from people supported, for example:

"I am currently employed by Autism Initiatives as an Additional Interview Co-ordinator I have also been supported within a supported living setting by Autism Initiatives for over 13 years.

My role initially developed from me taking an interest in the recruitment process and attending some of the recruitment days and taking a minimal part in the new employee interview process on a voluntary basis.

I found my views on the recruitment process were listened too and adaptations have been made as a result of ongoing feedback I have provided to make the recruitment process focus not only on Autism as a condition and the legal side of support work such as safeguarding but also on person specific needs for each individual and service so that the way a person uses communication, their ability to cope with specific needs for each person and service, and to include a focus on what is most important to each individual within a service is all taken into account when placing a new support worker into a service.

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

I have worked directly with Service managers to compile recruitment data sheets which have recently evolved from one that just looked at behavioural needs, personal care needs and hobbies/interests to a new format that looks at the size of a service, behavioural needs and sensory needs, personal care needs in greater depth such as hands on support and non-contact personal care e.g., prompting and oversight. Instead of just listing hobbies and interests I asked the managers what was most important to the people they support to ensure those fundamental needs are met in the best way possible. The most important addition has been the addition of a section focusing on the way people who are supported communicate to ensure they get the best from the people that support them. I am always aware that I need to be respectful of a person's privacy and pride myself on maintaining GDPR.

I attend all the local area recruitment events and feel I can tell potential employees how their role impacts people like me and others on the Autistic spectrum and what a benefit that support has made to my life.

I am involved in the interviewing process on a weekly basis, and I will focus my questions on service and person specific needs and consult with managers after the interview to decide which people best fit the needs of those that we support.

Recently another person supported wanted to get involved in recruiting their own staff and I met this person and was able to talk with them about the interviewing process. They then sat in on some interviews and posed their own question about something that was important to them. Since that first event I met up with that person again and we went into greater depth over the entire interview questions and process, and I explained why we ask what we ask and what answers we are looking for. This person has since gone on to do their own recruitment for their own staff alongside service managers which not only has given them an immediate opportunity to express in their words what is important to themselves but also it has given them an important first introduction to potential staff to start the process of building up trust and a working relationship."

During our monthly risk and strategy meeting this year, we have recognised that our electronic data management and reporting systems continue to be an area of weakness for us and we have work in progress in response to this, but we anticipate that further resources will be needed. While recruitment remains significantly improved, retention remains an area of concern for us and we have a number of measures in place to support retention.

We have enjoyed our useful discussions in our monthly SMT meetings where one person leads a review of our Aims relating to their area of responsibility. For example, in September we reviewed learning from Safeguarding alerts and agreed a number of actions to strengthen our safeguarding learning and practices. Using data as a 'tool for learning' is one of our aims in several areas of our work.

We further revised the induction process, three established Managers and three new Managers with new starters will trial the new induction programme and feedback informed the final review and development of training. Staff engagement has been added to the Induction Support for Managers Workshop where managers are encouraged to share ideas on how best to engage staff on their first day and keep them engaged throughout their induction period.

We have made good progress with the development of our Learning and Development (Land D) database with the support of the IT consultant. Members of L and D and the Area Manager team have been working together in a focus group resulting in feedback and suggestions from individual AMs and feedback via the SMT regarding changes required to current reports from the L and D database.

We delivered a session to the SMT on how to listen in order that staff feel listened to, to support their feeling of value and problem solving and so support retention. This was a very successful session which has already enabled people to make changes to their approaches to listening. Further sessions are planned.

In August, 6 people will be completing the Sign along 1 x day Foundation fast track course and a 4 day tutor training course.

Autism Initiatives have been working in collaboration with a local charity called The Feel Good Factory. This charity provides support to local partners in the delivery of healthy eating sessions. They also have access to a community garden site leased to them by the local authority.

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Following a meeting between AI and The Feel Good Factory it was agreed that the people we support could access this garden space. It was agreed that there would be designated areas for AI staff and people supported, shared areas to support with social interaction, encouraging people to get involved with projects and a potential to develop enterprising activities for those accessing resource centres. Access to the garden is also flexible and creates further opportunity for those who don't have a garden and may benefit from the space provided.

Autism Initiatives continue to work with the Feel Good Factory and in collaboration with Southport college have been offered an opportunity to access a foundation course on healthy eating. There is an opportunity for people to continue onto a qualification.

Prior to this offer we piloted two sessions within The Cedars to determine how the people we support could benefit from this. The sessions were led by the Feel Good Factory and staff from A Great Little Place (Autism Initiatives local social enterprise).

The initiative provided simple yet effective food preparation and cooking workshops to enable people supported and staff to learn new kitchen skills and utilise these in their everyday lives.

Outcomes generated for the people we support included:

- Supporting good physical health as well as mental health.
- Supporting side by side working with autistic people, providing a therapeutic space of sensory stimulation.
- Providing opportunity to connect people and nature.
- Sense of achievement in growing something from seed and putting food on the table and being able to say "I grew that".
- Inclusion locally to community events including fundraising opportunities.
- Bring closer to their local community and community groups, providing local opportunities and events.
- Engage in structured activities they enjoy.
- Supports learning of new skills that will have a positive benefit on their lifestyle.

Working in collaboration with Liverpool County Football Association, Autism Initiatives was eligible for a start-up grant of £500 and 20 weeks of funding for the football sessions. The objective was to set up and sustain weekly football session in the Liverpool area for autistic people. Autism Initiatives committed further funding to provide 52 weeks of football sessions and funding for an activity and engagement lead to complete a formal qualification (level one football coaching).

Both people we support with an interest in football and their support staff attend weekly sessions in a local football facility.

- The people we support have benefitted physically, mentally and socially through attending sessions and is now the highlight of the week for some of the people we support.
- Promote and engage in social experiences.
- Socialising and making new friends.
- Engaged in structured activities they enjoy.
- Enhanced health and well-being, confidence and self-esteem.
- Increased weekly physical activity.
- The success of the weekly sessions has also provided further opportunities such as; attending a LFC Anfield tour and working with the Blackpool region who also have weekly football sessions in place.

The LFC tour gave an opportunity to people we support who attend weekly football sessions within AI to attend a professional football stadium, some for the first time. The LFC tour helped to further connect both AI and the local community through partnership work keeping the PWS connected to football and the local community, and to continue engaging in weekly football sessions.

The stadium tour included all key areas that fans wish to visit such as press room, dressing rooms, the famous 'This is Anfield' sign, Managerial Dugout and The Kop Stand. The group also had access to The LFC Story, a museum which is showcasing LFC's newest exhibition: "The Boot Room": "The Epic Story of Jürgen Klopp's Dream Team."

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Feedback from a parent:

"After the recent trips out AD (PWS) has taken part in, we thought that you and the team would like to know how much AD has enjoyed these days and how they have had an effect on him and us. AD has been attending The Cedars for over 3yrs now and in that time he's not wanted or attempted to venture outside the building. AD has always felt safer in his own little "bubble". AD began to play football in the garden at the centre. This is an achievement in itself, this has continued but to a different level. The next "mind blowing" event was AD going on a day trip to Anfield, holy ground, the pilgrimage for all Liverpool fans. AD, if you haven't guessed is the number one fan. Again he continually made comments about the trip. For us, and AD brother and sister these are amazing events that have had huge benefits for AD. He's recalling the day, telling us what he's done, who he's been with. It's fabulous to hear him speak, to see him smiling and more importantly he seems to have gained a bit more confidence, that it's OK to go outside and that he's safe outside with the people he knows, that he can have fun doing the things he likes best, football!!!!".

On the 14th January, both the regions of Liverpool and Blackpool came together to enjoy a friendly and social football match.

The 14th January saw Liverpool host Blackpool in a friendly game of football and then going on to attend the Tranmere Rovers football game against Walsall afterwards.

This was then reciprocated by Blackpool on the 18th April, as Blackpool hosted a friendly football match before both sides attended the AFC Fylde v Leamington football match.

Local Groups were also set up for people supported by our Health and Wellbeing Lead (this post has been funded for 3 years using Walk for Autism Monies), for example in Blackpool, we also set up football sessions, running every Friday 13:30 – 15:30 at Stanley Park and open to all people supported who wish to attend.

The session involves 30 Minutes of warm ups and training followed by a match against another group of people who they have connected with whilst attending the sessions, the match will normally last around 45 – 60 minutes followed by a warm down session and shooting drills.

This group has incorporated People supported from different supported living settings, creating new friendships and connections across our services.

Coffee Mornings – Weekly Coffee mornings were also established to take place at The Solaris Centre, where people from multiple supported living settings across Autism Initiatives can get together and spend time with people to make new friendships and connections they may have not had the opportunity to meet. Any People we support who have a keen interest in baking are encouraged to come along with food they have baked in the hope of giving the People supported ownership of the session in a different way.

Gaming Sessions – Autism Initiatives has recently purchased an X Box series 5, Nintendo switch, a 100 inch projector and a variety of different games, this weekly session was set up as a lot of People we support enjoy gaming which allows an opportunity to bring together People supported who otherwise may never have met, boosting the People supported social interaction and friendships with likeminded individuals.

These sessions have been popular with a lot of the People we support across the area and have already been successful in People we support making friendships which go beyond the Gaming session.

Our Health and Wellbeing lead has now started to take these sessions to various supported living settings in order to generate more interest, as some people we support would enjoy the session but may become anxious to attend sessions at The Solaris Centre.

Quiz Nights – a monthly quiz night was set up at The Solaris Centre. The quiz nights feature a number of different rounds and topics handpicked by the People supported who attend.

Rounds so far have included Sci- Fi, Gaming, Cristiano Ronaldo and Star Trek amongst others, again this has been a great opportunity to boost social interactions.

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Local Walking Groups – Autism Initiatives developed weekly local walking groups for all people we support across all services, these sessions are currently taking place around Stanley Park such as Marton Mere and The DeVere walking paths.

Outcomes for the PWS focused on through the health and well-being lead role are based around the five ways to well-being which include:

- Connections
- Physical activity
- Giving back
- Learn new skills
- Mindfulness

This year we also presented to Blackpool commissioners regarding a particular piece of work:

A person we support has fulfilled a lifelong dream of learning how to fly. The person supported has currently had three flying lessons with further lessons booked and his instructors have said that he is doing very well and is quite the natural and picking up instructions very quickly. The person supported has invested in air charts and check lists which is official reading material to help him achieve the goal of obtaining a pilot license. The owners of the flying school requested and were granted permission by the person we support to take some photos for use on their official Facebook page which he was happy to oblige.

The person we support had the following to say - "I have wanted to do flying lessons for a very long time, to be more specific, I have wanted to do them since I was 6. This is when I went on my first flight with TUI to the Canary Islands in Spain. I loved the experience of flying and immediately thought how much I would like to fly a plane.

Before being supported by AI, I didn't get any encouragement to do the things that I wanted to do, especially flying lessons. This is because my previous staff team had very little confidence in my ability and didn't want to be in an aircraft, if I was in control. However the Staff team I have had since being with Autism Initiatives have been very supportive and helpful making it easier for me to achieve my goals, such as starting Flying lessons.

Since starting my flying lessons I have been much happier in general, but it has also given me more confidence allowing me to interact more with others as well as being more open to potential changes in life.

Since being with Autism Initiatives I have noticed a massive reduction in restrictions. This new found freedom, paired with my new, supportive staff team has enabled me to achieve goals that would have been extremely hard/impossible with previous carers. Because of this my quality of life has improved drastically. I look forward to seeing what else I can achieve with the support of Autism Initiatives."

Other examples of our achievements for beneficiaries include:

Twelve months ago, Autism Initiatives began supporting A who was new to supported living and was finding it difficult to adjust. The person presented many behaviours that put them at risk and had little meaningful connection within their life. A really enjoyed drawing however was very worried about sharing their work. Like many aspects of A's life, they lacked confidence in their ability. The team built on this and wanted to increase the person's connections, self-esteem and confidence, and identified that through the person's passion for drawing, it was possible to build upon the key elements of the person's support. As more time was spent with the person, it was found that each picture had a great story behind it. The person seemed to want to share their drawings and stories but was worried about people's reaction. Through this, a 'safe space' was established where the person would be able to express their interest with like-minded people. Following this, another person we support with similar interests was identified to join the group.

B lived and is supported in another one of AI's services. B really enjoys creative writing and poetry. This person really enjoyed sharing their work but was often apprehensive, worrying about negative reactions to their work. It was identified that both these people could be helpful to each other. It was discussed that bringing these two people together would be the perfect opportunity to grow the 'safe space' project.

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

The idea of bringing them together to share their work was discussed with both people. Bravely, they agreed to try. On the first session, both people were very quiet and it took all the skill from the staff member to start conversation. Through this, both people began to share the work they had brought with them. The reaction was positive and interactive from both people supported. Both people felt valued and enjoyed sharing their art and experiences. Immediately, the team saw A purchasing new pencils, new note pads, paints and various other tools to indulge their creative skills. B reported the motivation to do new pieces of work, something they had not explored for years.

As the project moved forward, the group was self-named 'The Creative Group'. The group felt this broad title best incorporated their wide range of creative skills.

Since the group has begun, the following outcomes have been achieved:

- Increased connections for PWS
- Increased confidence and self-esteem in themselves and their work
- A is now due to start a fine art course at college
- B has started a paid role at a local theatre
- Liaising with marketing department, utilising AI social media platform.
- A's engagement in risk taking behaviour has significantly decreased

In January of 2023 we were introduced to 'at home safari' at Mere Brow Community Resource Centre. There have been huge progressions in the research surrounding the link between animal-assisted therapies and positive correlations in people's mental health and well-being. This is in keeping with AI's Strategic Aims which refers specifically to the work we can do as a charity to better support the mental health and well-being of the people we support and staff. At home safari provided details of the services they offer and a meeting was arranged with At Home Safari team and managers from the West Lancashire services.

The first session was very well received by people supported in attendance and lasted for an hour. After the initial session a meeting was in place with At Home Safari to gather feedback and to ascertain whether any changes needed to be made to how we structured the sessions. At Home Safari suggested breaking up the sessions in to two half hour sessions. This was due to the high uptake of the invite, breaking the sessions down would mean that we could reduce numbers in the groups attending, ensuring that they were able to gain a positive experience from the activity.

A further six, half hour sessions were delivered over the following weeks, with feedback being positive. Particularly for one person supported who had previously had access to the site therapy dog. Historically, it was always very clear that this person benefited from being around animals. They often had a calming effect on her, when an animal was present the PWS would sit and interact with the animal by handling them or petting them and would engage in this for much longer than she would engage with other activities. Different animals were brought to each of the sessions and this included some insects.

Since the sessions ended the person supported mentioned above has been to a variety of different petting zoos in both the local and wider community. This has been incorporated into her activity plan and she appears to look forward to the activity, always choosing it in favour of any other activities that are offered. This person has also been accessing a horse-riding stable for people with disabilities for approximately 18 months. Staff have observed visible excitement and happiness from the person when in the presence of animals and the at home safari gave her and her peers the opportunity to experience and learn about different animals.

Outcomes of Project:

- Increased health and well-being and physical activity
- Increased confidence and self-esteem
- Increased social activity, in addition to social activity amongst other PWS in services.
- Increase of community support, PWS utilising more community initiatives following the project.

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

New Services Opened in the Year

Throughout this financial year, we have continued to receive referrals for our services as a result of good working relationships with commissioners and through completion of bids. We discussed requirements with commissioners and planned different types of service, including 'intensive respite' in Liverpool, flexible outreach services aimed to support young people to avoid admission to psychiatric inpatient services, assessment services and specialist outreach services requiring greater clinical supervisions.

Liverpool and Blackpool remained our areas of greatest development, but this year has also seen recent meetings with commissioners in Lancashire and Sefton resulting in further referrals to us. We closed one of our childrens' homes last year and Sefton commissioned a supported living service for young adults, after extensive refurbishment, this was achieved by the end of the financial year.

We have continued to grow in numbers and types of services. We now have 127 services either open, or planned to open very soon and we recognised that in order to support continued future development, we required a review of our management structure. We know the value of strong local leadership and of personalisation of support to local area teams, particularly in relation to staff engagement and to retention, and we know that this is also valued by local commissioners. Therefore, in December we appointed three Assistant Directors to join our leadership team. They will oversee the Lancashire/Blackpool, Sefton/Liverpool/Wirral and Warrington/St Helens/Trafford/Tameside areas. We have also appointed new members to the Area Manager team, most of whom were previously 'Developmental Area Managers', meaning that they were well prepared for their new role.

In Southport we had a children's home. Working in collaboration with key stakeholders, commissioners and the regulators the accommodation was deregistered and designed to meet the individual needs of the people referred. Reconfiguration included thinking about the space and how this could be used differently. The plan was to enable the tenants to have space to themselves and space to connect on their terms. Self-contained areas were allocated to each tenant including installation of a bespoke wet room for one individual. Two of the young people residing within the children's home remained through transition into adulthood. Planning and renovations were funded by Autism Initiatives.

In Liverpool we adapted a bungalow to create a single tenancy supported living.

New properties were also purchased in partnership with HALO housing association. The properties comprise two bungalows with two bedrooms in each and designed for two tenants in each property. One of the bungalows was purchased for a person we support whose needs had drastically changed following a significant decline in her mobility and health and therefore required level access accommodation. The person had remained an inpatient at the local hospital on a delayed discharge. Following multidisciplinary meetings, it was deemed in the persons best interest to continue to be supported by Autism Initiatives who were the preferred provider. Following these meeting it was agreed that one of the bungalows would be converted to a single tenancy and would be adapted to meet the needs of the person . To ensure a smooth transition from hospital to her new home, a detailed transition plan was implemented and supported by the practice support team.

In Sefton we adapted another bungalow for shared supported living. This development consisted of a fully accessible bungalow designed and adapted with Assured Living . This property was specifically designed to meet the needs of the two people supported who were referred by Sefton Complex Care Team. Both persons have physical disabilities, both of who rely on wheelchair usage to live a fulfilled and healthy life. The bungalow was designed in consultation and collaboration with the people supported and key stakeholders. Autism Initiatives Practice Support Team, Health and Safety, Learning and development, were all involved in this project as with all new projects. Both individuals successfully transitioned into their new home.

Use of Fundraising

The fundraising team were provided with an opportunity to apply to the Motability Foundation to provide transport to geographical areas in need of additional transport. In discussion with the SMT, the fundraising team discussed areas of need with feedback indicating additional transport would be beneficial to the people we support in a number of locations.

Following a substantial bid to the Motability Foundation, four 7 seater minibuses and a Motability car was able to be purchased.

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

These vehicles are now utilised regularly in; Liverpool, Blackpool, Middlesbrough and two at Peterhouse school, providing opportunity to access the community and live a better quality of life.

Measurable outcomes achieved through use of the funded 7 seater in Blackpool:

Blackpool – 25 autistic children in Blackpool have increased access to new people and community places.

Blackpool – 35 autistic adults in Blackpool have improved health & wellbeing and increased choice and control over community access.

Visits – groups meeting at the Solaris centre, 161 Bristol & The Studios, medical appointments, football matches, Lake District, Fleetwood Willow Garden.

Plus – Shopping & Supermarkets & tailing people as they get used to public transport, picking up from the bus stop.

Measurable outcomes achieved through use of the funded 7 seater in Liverpool:

Liverpool – 20 families / children overcome poor transport access.

Liverpool – 35 adults have access to new people and places.

Visits – MANNA Hydro Therapy, Twinkle House, Wheels for All, Brockholes nature Reserve, West Kirkby Marina, Wepre Park Deeside, Rivington Pike, SPACE in Preston, shopping centres, supermarkets.

Plus – Shopping centres & supermarkets.

Measurable outcomes achieved through use of the funded 7 seater in Teesside:

Teesside – 8 autistic children / families overcome poor transport access.

Teesside – 8 autistic adults have improved health & wellbeing.

Visits – Beamish, Redcar and Ropner, Preston, Whnyard, Hardwick, Ingleby Barwick & John Whitehead Park, Clip n Climb at the Forum, Dorman Museum, Billingham Ice Skating, Ragworth.

Plus - shopping centres, supermarkets.

Measurable outcomes achieved through use of the funded 7 seater & 5 seater at Peterhouse:

Southport – 70 autistic children have increased access to community education.

Southport – 12 autistic children have access to flexible education.

Visits – Atkinson, Sefton Parish Church, Rufford Old Hall, Little Theatre, Cinema, Martin Mere, Marshside, Sefton Coastal Path, Red Squirrels at Formby, Sandhills Nature Reserve, Team Sports activities, Tenpin Southport, Farmer Ted's, Air Show, World Fireworks.

Plus – Social enterprise placements, Shops & Supermarkets & Flexible Education home visits

Future Plans

A date has also been arranged for the team and staff to attend AFC Fylde for a training session, AFC Fylde have also offered one of their trainers to work with the people supported. Our leads on this are discussing plans with the trainer to understand the people we work with to ensure the session will make sense for the people we support and give them the best experience. AFC Fylde have also been kind enough to provide food on the day for all the people attending.

Chapel Court is a building consisting of nine apartments. Chapel Court was developed following consultation with local commissioners who identified a shortfall in apartments within the Liverpool area. This is a new development opened this year, with one person due to move in and others in the referral process with moving in dates imminent.

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Apartments have been developed in line with the market position statement of people sharing buildings whilst also providing individual spaces for people to live independently. People identified will be younger adults who will be supported to transition from school and home life to independent living.

In Liverpool, in the Caldway Drive area a new intensive short breaks service will be established due to open in December 2023. This will be a preventative short breaks service for autistic adults who present with significant risk to themselves and/or others. This service is designed to prevent a hospital admission, or at risk of placement breakdown for those residing in the North West.

The development will have level access throughout with individual private garden spaces to utilise, individual entrance and exits and close to local transport links in the Liverpool area. Autism Initiatives are working in collaboration with Liverpool city region commissioners, Transformation of Care Team and MerseyCare.

Along with providing a preventative short breaks service for autistic people Autism Initiatives are also committed to ensuring we include green initiatives in new developments this includes sustainable designs, focusing on materials, transport, water and waste. The service will utilise durable energy efficient building materials concentrating on insulation, air quality and temperature which will have a positive effect on lighting, heating and mobility.

The team are committed to strong partnership work with commissioners to provide a range of bespoke services to autistic people, which will see further development of supported living services developed alongside the people we support and our housing partners.

Further innovative work will continue in our education services and social enterprise, offering vocational experiences and learning opportunities across a range of environments.

Autism Initiatives are also committed to the development of its current school, Peterhouse, which will see either substantial refurbishment or the building of a new school on a different site.

Scotland

During the year, as with many other social care organisations we experienced significant challenges to staff recruitment. We invested in increasing our Recruitment team, to ensure we were more responsive and our processes take the shortest amount of time to on-board people. We also increased our efforts to recruit in different ways – via Social Media; through the AI website; information leaflets in local Community Centres and Libraries; events within our premises and through word of mouth.

We continued to have positive relationships with Commissioners – from areas we are currently working in, but also from areas out with. They have sought advice on service delivery, or wanted to know more about what we deliver as part of their Strategic Planning. We are viewed as a trusted provider, and there is a desire for us to develop further across areas.

We are working with one hospital in particular in order to help the future transition of one of their patients – our Concierge Model would be helpful to many in a delayed discharge position.

We continued to offer a wide range of services to meet the very individualised needs of autistic people. Our One Stop Shops continued to grow and expand the range of services they offered. In 2022-23 we had 5,870 people using these services – Number 6 – 4,202; HOSS – 925; Tayside – 743.

Our Diagnostic service continued to grow and expand into new areas – in 2022-23 we received 743 referrals for autism assessment.

We continued to support CAMHS referrals for 16-18yr olds, and increased our delivery of this service.

With Scottish Government funding, we delivered a hugely successful National Post Diagnostic service. This was a remote eight-session programme to support those with a diagnosis of autism.

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

We have a wide range of training offered to staff. Annual Training Needs Analysis takes place. In addition to mandatory training we have a suite of training, which aims to increase people's knowledge and understanding of autism. In addition to training our staff, we also deliver training to some external agencies – including the Scottish Procurator Fiscal Department. Feedback on this training has been excellent, with positive evaluations being given - "Your sessions are changing lives..." Procurator Fiscal Depute.

Training Forums have been provided for all trainers to attend and learn skills in the delivery of training sessions and workshops. It's a forum which provides support to the trainers and promotes a cohesive team.

55 staff were undertaking SQA qualifications in this time period - SVQ 3, SVQ 4, PDAs.

We provided new 24-hr Housing Support and Care-at-Home services to three people who moved out of shared living settings into their own, single-tenancy properties.

We re-modelled a shared living service, to reduce the number of tenants, to improve the sensory and social environment for those living there.

We have been delighted by the response to the Walk for Autism campaign. This has provided our Scotland One Stop Shops with essential funds to continue providing the widest range of Post-Diagnostic services across Scotland.

Our University Team have provided some wonderful support services to autistic people undertaking University and College courses. The teams approach varies dependant on the need of the student and ranges from 'light touch' - checking in with students on a weekly basis; being the conduit between the student and the University; study support; supporting the student at lectures; helping them with social communication; managing relationships to managing student life, in general. A number of students have successfully graduated this year.

We also developed a Young Persons Service – 16yrs-24yrs, and developed a Young Person's Late Diagnosis Group, alongside groups for gender minority people.

An emergency situation occurred in a property we rented from a Housing Association - there was a carbon monoxide leak. Four people we supported had to be supported to move out of their home overnight – shortly before Christmas and in freezing temperatures. This was a fabulous example of everyone working together – families; people we support and staff, to make this period of time as positive and as stress-free as it could be.

Some examples of the support we have provided and the impact of this:

A. is 34 years old and was referred for an autism assessment after she was signed off from work with stress and anxiety. Due to watching a TV programme and reading blogs by autistic women, she felt that she might be autistic – a lot of what was being said, resonated with her.

She met with one of our assessment team on four occasions to talk about her experiences throughout her life – what was difficult for her, and her social relationships and how she managed at work. This was a very therapeutic process for A as she was able to talk about things she never had before, as she felt safe and listened to.

"The staff understood me and helped me express things I'm not keen to say out loud. Even before the diagnosis you did help me think about myself differently, in a more positive way".

Following her diagnosis A participated in a Late Diagnosis group (LDG) and was able to learn more about her diagnosis and learn more about herself. A described that she now has a better understanding of what she needs and how to balance her health and employment and has been able to successfully return to work.

A reported that her confidence has greatly improved and she found the information she learned through both the diagnosis and her attendance at the late diagnosis group have helped her relationships with friends and family. She no longer feels guilty or ashamed if she has to take time for herself. Even when people visit her home she might have to take herself off to her bedroom for five minutes to be alone and recharge. Having the diagnosis has enabled her to explain to those around her why she needs this time and she no longer worries about being perceived as rude.

"It's such a relief to have a diagnosis".

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Personal Outcomes:

- Self-understanding, self-compassion
- The ability to explain herself to others
- Improved mental health and wellbeing
- Return to work
- Increased finances – due to returning to work
- Improvement in personal relationships
- Reduce social isolation
- Support for self-management of long- term condition

J started receiving 24-hr support from Autism Initiatives following the closure of the long-stay hospital he had lived in for several decades. He coped with the move to his new home in the community well and benefited from the reduced amount of people he had to live with – from about 25 to four other people. He benefited from 1:1 support and was able to do what he wanted, when he wanted, due to his new environment being less restrictive than the institution he previously lived in. J's quality of life markedly improved over the time he spent living in the Autism Initiatives' supported living. However, as he got older he showed signs of increased anxiety relating to being around other tenants, and the noisy and busy environment – the sensory environment and the social environment was no longer meeting his needs. Behaviours of concern were increasing, and J's unhappiness with his living situation was also having a negative impact on the people he shared his home with.

When J went on holiday with staff, he appeared less anxious and was more communicative and appeared 'happy'. As a team, we felt that the next stage in his life should be to live on his own – still with 24-hr support from AI staff. We consulted with J and his guardian and everyone thought it was a great idea for him to move to a different property on his own. This was with some trepidation, as he'd lived with others for over 50yrs.

J and his staff team worked on a transition plan, which his family were involved in writing and we supported J. with his first visit to his new house. Although he had seen photos of it, nothing could fully prepare him for his first visit. It was a huge success – J decided he wanted to move in there and then. J successfully and smoothly moved into his new home. He has control over who comes into his house, and he is able to have time on his own when he wants it. He no longer has to have a member of staff wherever he goes in his house. There are communal areas where he can meet with old friends and socialise with new friends in this Community Cluster service. His levels of anxiety have decreased and his family are delighted by the move. J asked staff, 'Why do I deserve this'? when shown his new home for the first time – 'Because you do' was the answer.

Personal Outcomes:

- Decreased anxiety
- Increased autonomy
- Decreased restrictions
- Increased quality of life

B is 54 and was referred to Autism Initiatives for autism assessment, having been absent from work for 18 months due to mental health difficulties. He has experienced significant periods of 'burn-out' throughout his life – worsening as he got older, and culminating in two failed suicide attempts.

The data gathering process allowed B to discuss areas of his life that had been difficult for him. He commented that he'd never been able to do this before, and that the mental health professionals he had seen over the years, had focused on depression, and hadn't looked at how he had been throughout his life.

"I was made to feel at ease by staff and felt really listened to. I felt it was an understanding environment and felt very supported throughout the process."

After diagnosis, B attended our late diagnosis group, and had 1-1 sessions to discuss employment and reasonable adjustments with the No 6 Employment Co-ordinator. When considering the physical/sensory environment of his workplace, B came to the conclusion that this was not a good fit for him, and was contributing to his poor mental health.

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

No 6 supported B to resign, and to successfully claim ESA and PIP in order to ease the financial burden of not working. This gave B time to consider his options and to use Number 6's Peer groups and 1-1 sessions to improve his mental health.

We then discussed employment again, and B has changed career and is now working in academia - in an environment that works well for him. His mental health has significantly improved and he feels very hopeful about the future. He attends some of our activity and interest groups and knows that he can get 1:1 support whenever he needs it.

"I kept thinking that I must be the odd one out who has something that no one else can relate to. I can't believe how much my life has changed since coming to No 6. I daren't imagine how different things would have been if I hadn't received my diagnosis".

Personal Outcomes:

- Improved mental health
- Decreased risk of suicide
- Happiness
- New career
- A safety-net of post diagnostic services

Future Plans

In 2023/24 we aim to develop a further Community Cluster in the North of Edinburgh – the site is currently under development. This service would be for autistic people with mixed needs and varying levels of support.

Increased, and ongoing, delivery of our assessment service in the areas we currently deliver it.

Expansion of our diagnostic service into new areas within Scotland. This is only possible due to the expertise, knowledge and training of our staff.

Deliver more National projects, which ensure our specialist services are accessible to any autistic person living in Scotland, irrespective of post code.

The further development of social activities in our older autistic people service. The communal areas – roof terrace, sun room and dining room, allows for various groups to be offered to those who reside in flats within this Community Cluster Service. These include - Coffee mornings; cinema nights; dance classes; gardening groups; arts and crafts groups. Through consultation with autistic people, we recognised that opportunities to connect with others - who are not staff, is extremely important. This Service offers the benefits for individual and community living under one large roof.

Isle of Man

Autism Initiatives services on the Island have continued to grow and flourish, and we continue to work closely with autistic people, their families and the Department of Health and Social Care to develop our specialist service.

Due to an increase in our services in line with how the services we operate, we extended our senior management to include a Deputy Head of Service, who has responsibility for all operational matters. It is pleasing to note this was from one of our existing area managers and one of our longest-serving and most experienced staff members.

As with our colleagues across Autism Initiatives, retention of staff post-Covid has proven to be a serious challenge on the Island, regrettably. To address this issue we have worked very closely with our managers and team to ensure that staff retention is everyone's responsibility and not seen as something for senior managers to deal with in isolation. In line with our Aims, we are committed to the health and well-being of our staff, seeking ways to engage with our staff to capture their ideas and thoughts to contribute to the ongoing review of our services. A good example of this is our commitment to staff surveys every two years, for which the response rate is extremely high.

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

We have also tried to be responsive to the lack of those applying to Social Care roles by working closely with our marketing department to strengthen our recruitment process through the use of social media, featuring pictures and comments from current staff members.

The 2022 Isle of Man Government Plan includes growing the working population on the island by a further 20,000 people by 2030. As a commitment to this, we have explored the option of recruiting qualified staff from off-island, which also includes people who have a Health and Social Care background outside of the UK. This has proven to be a very successful strategy and we have sufficient recruitment to not only fill all of our vacancies, but to enable us to expand our service provision and include several more referrals into 2024.

Achievements and Performance

Our Ready to Work program has continued to flourish and this has been praised by our Social work manager and the Head of the Isle of Man Governments Disabilities Employment Team. The model we use has built on the successes we made using the ASDAN model. Whilst this was more of a classroom-based approach, we have now moved to more community-based support. This has reaped many rewards and seen people who have been out of employment for some time settle back into full and part-time paid work, and people finding their first employment opportunities. In addition, we have also secured several voluntary positions with employers.

Whilst the risk of community transmissions of Coronavirus on the island has massively reduced, the risk of contracting Coronavirus remains a threat. We were fortunate to support all of our residents in successfully obtaining their vaccinations and their boosters. There was also 100% take up from our staff on receiving vaccinations.

For some beneficiaries we support in our Resource Centre, Supported Living and in our Outreach Team, the impact of the news around Russia's invasion of Ukraine and the atrocities that were taking place caused some anxiety. As a result, we introduced some easy-to-read documents and strategies around the role of the press and the support we can provide should they feel uneasy or at risk. This was received favourably by the people we support and their parents who had seen similar anxiety in their children.

As part of our ongoing commitment to support those who access our services to take part in the Duke of Edinburgh Awards scheme, we have this year successfully supported one of our residents to achieve their Gold certificate.

Whilst travelling off-island can be an extremely enjoyable and exciting experience, we are mindful that for some of the people we support, travelling by boat or aircraft can present challenges. It is therefore commendable that post-Covid we have been able to facilitate a number of off-island holidays, including day trips, for the people we support.

As part of our commitment to added value, we have successfully developed a signposting service for people who are struggling with their autism, those who want a diagnosis and those that require additional support to help them live independently or to seek employment. Through this scheme we have enlisted several partner agencies across government, such as GPs, schools, colleges and CAMHS together with Mental Health Services. Several of these referrals have resulted in the government departments commissioning additional work from us, which has been very positive for the autistic community on the Island.

The Isle of Man Department of Health and Social Care is in the process of producing its first Autism Strategy and the island's Head of Service has consulted with the Department to help appraise them of the needs of the autistic community on-island.

The Head of Service has also been an active participant in helping shape the Government's 'Autism Pathway' being developed on the Island.

A parent carer survey took place during this last year concerning the people we support across our residential services, our Outreach, Resource Centre and Supported Living services. The response rate was excellent and their comments were extremely positive to our provision of safe services, our commitment to communication and the outcomes we were achieving for the people we support. The survey was followed up by a couple of public meetings to share first-hand the findings of the surveys and how we intend to use the feedback as part of ongoing development.

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

External inspections of our service took place which included CQC being invited to the island to visit all residential, Outreach and Supported Living services. It was pleasing that most services received 100% in inspections without recommendations or requirements. This was commented upon by our commissioners who were extremely pleased with the high standards we had set in place.

This was followed up by an Independent review of island Day Centres - again commissioned by The Department of Health and Social Care. Whilst we are awaiting the final report, our commissioners have seen the findings and we have again received favourable feedback from them.

Future Plans

The development of our Resource Centre. Whilst under the current tender we are commissioned to provide a traditional Day Centre, we are keen to be able to offer our commissioners and the people we support a much more innovative, professional and flexible service that is equipped to meet the modern day needs of people who access our services. As a result, we have completed a Development Plan for our Resource Centre at Nunnery Howe to ensure that we continue to build on our successes and grow as a service. We are fortunate to have already secured funds to enable us to refit our 'Polly' Tunnel and develop additional rooms for ceramics and woodworking.

We are continuing to work in collaboration with several government departments (i.e.: Health and Education) and are looking to expand our Signposting Service even further. This is intended to create a listening service for teenagers in secondary school with a diagnosis of Autism. This will hopefully be linked with the Isle of Man Youth Service, schools, CAMHS and the Department's Educational Psychologists. The service will be designed to offer young people support in helping them understand and manage how their autism impacts them and an opportunity to form wider friendships.

We have been asked by our commissioners to open additional adult and children's residential services together with supported living services in the forthcoming year and are already in the process of trying to identify suitable properties and recruit the necessary staff.

It was anticipated that some or all of our services would be going for tender in 2023. However, this has now been extended by our commissioners until 2025. This is something we are already preparing for.

Our ambition is to continue to maintain a strong presence locally by the use of good media stories and attendance at public events to ensure we can carry on meeting the needs of the Autistic community on the island.

Our Head Office is based in the north of the island and this does present difficulties to access by people we support who do not have access to a car or our stakeholders as the majority live or work in the Douglas areas. We are mindful too that it is an older Victorian semi-detached building that is starting to show evidence of general wear and tear. With this in mind we are committed to identifying a new HO that will be centrally based and have the advantage of providing modern purpose built offices and facilities with perhaps the added advantage of dedicated space for board meetings and a training room.

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

CEO report

I am extremely proud of the work undertaken by colleagues throughout the UK and the professionalism, dedication and passion that the leadership team in both England and Scotland bring to the mission of Autism Initiatives. The examples of the impact of our work with autistic people is a small insight into the work that goes on in all areas and the positive impact that we have on the lives of our beneficiaries and their families and carers. I would also like to thank all those people who have contributed to this report.

I expect the next financial year to again be a challenging environment and indeed there is much in the media about the difficulties of working in Social Care, however it is important that we do our best as leaders at all levels of the organisation to maintain motivation, morale and engagement.

Our key words for the next financial year are:

- **Learning** – we all learn all the time from everyone around us. We will be more aware of this learning and of using what we learn
- **Questioning** to ensure our shared understanding, better contribution to a situation and better solutions, it's ok to not know or need to know more
- **Empower** – a focus on empowering people, both people supported and staff, enabling people to have more confidence in what they know, what they are doing and what they would like to do next. We are all people together
- **'HOW'** - whenever we think about something we can think about 'the how', how will that happen, how will they know, how will they evidence etc.
- **Think ahead/keep ahead/what might happen next? A preventative approach**, in every situation with everyone - people supported and colleagues
- **Flexibility** – we have always thought we are flexible, now we need to be more flexible in everything
- **Investment** for improvement and benefits in quality and outcomes of the support we provide, and also future savings in time and money
- **Interpreting** the words used within PBS, by commissioners, within expectations of good autism practice, and understanding and using the words in the context of our work.

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Financial review

Total income in the year ended 31 March 2023 was £57.8m (2022: £52.8m), an increase of 9.5% (2022: increase of 5.8%) on the previous year. The increase was mainly the result of uplifts in rates, new services commencing during this year and a full year of income from services commencing partway through the previous financial year.

Fee income from statutory bodies for clients cared for by the charity continues to account for the majority of overall income.

The Fundraising Team has had a successful year which has seen the return of in-person events such as the Edinburgh Marathon Festival and other running events since the pandemic. The Fundraising Team has also had to respond to meet new challenges amid the cost of living crisis, for example focusing on digital platforms to diversify income streams and improve the system for claiming Gift Aid. More focus has been given to the weekly autism lottery and exploring legacy fundraising. The 6th Walk for Autism fundraising campaign saw registrations exceed 5000 for the first time and income exceed £400K of unrestricted income for the second year running. Trust income remained strong with a multi year award from National Lottery Scotland Improving Lives and an additional award from the Cost of Living Fund. Further highlights saw 4 successful applications to the Communities Mental Health and Wellbeing Fund resulted in almost £40K income between the One Stop Shops.

Total resources expended in the year ended 31 March 2023 were £58.4m (2022: £52.0m). There increase in expenditure is due to a combination of setup and running costs for services commencing during this and in the previous financial year and increases in wage and staff costs as a result of continuing legislative changes in minimum and living wage requirements and as a response to the care sector staffing crisis.

The deficit for the year was £0.7m (2022: surplus of £0.8m) and at the year end net assets stood at £10.6m (2022: £13.3m).

The charity continues to face pressures on fee income as statutory bodies seek to achieve budgetary savings while economic difficulties remain. In addition continuing legislation in the areas of minimum wage levels, coupled with the necessary ongoing responses to recruiting and retaining staff, has resulted in increasing costs in the organisations key areas of wages and salaries. The charity is continuing to monitor all costs with a view to achieving savings wherever possible and is also embarking on a programme of fee negotiation in the light of new pay rates.

Reserves policy

The trustees consider the charity's free reserves policy on a regular basis. Now more than ever the trustees are aware that the charity needs to maintain sufficient reserves to allow it to not only meet future known commitments and liabilities but also to absorb unforeseen setbacks and to react to change or take advantage of opportunities.

The trustees also consider it important to be able to continue to advance the work of the charity by continuous programmes of research and development into its operations. Given this, the trustees consider that a target amount of between three and six months of core expenditure should ideally be maintained as free reserves to ensure the above and to give the reassurance to beneficiaries and funders. Based on the financial statements to 31 March 2023 this would equate to committing to build a level of free reserves in the long term of circa £22m.

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

The charity is a subsidiary of Autism Initiatives Group ('AIG'). A charity in its own right, AIG's principal objective is to continue to advance and improve the work that is delivered by its members through programmes of continuous research, development and investment into all areas of operations. In order to advance this, AIG seeks donations from its subsidiary charities. Donations received are held in designated reserves in AIG for the benefit of subsidiary charities of the Group.

Therefore when assessing the level of free reserves available for the Charity the trustees consider the combined level of undesignated unrestricted reserves held in Autism Initiatives (UK) together with any designated funds in AIG, which have arisen as a result of donations that have been made.

The trustees define the level of free reserves at any time to be the total of all undesignated unrestricted reserves less the book value of fixed assets, net of any long term loans. As at 31 March 2023 free reserves were £6.1m (2022 : £6.6m) in the charity in addition to reserves held as designated for the benefit of subsidiary charities. The trustees are aware that the level of free reserves in the charity falls short of the aspirational target that they have set, even when considering any free reserves that may be available to them in AIG, but they are fully committed to working towards this goal in the long term.

Principal sources of funding

The principal funding sources for the Charity is fee income from local authorities and education authorities for students and adults cared for and educated by the Charity.

Investment policy

The Charity has the power to invest funds not immediately required for its general purposes in such investments as it deems fit for purpose.

The Charity's investment objectives are to:

- Generate income to further the objects of the Charity
- Safeguard the assets and business continuity of the Charity
- Comply with the conditions attached to restricted funds
- Ensure working capital and restricted reserves are always readily available in cash
- Meet the requirements of the Reserves Policy and the Strategic Plan whilst ensuring that the trustees fulfil their fiduciary responsibilities concerning investments without exceeding their powers of investment.

The Charity's policy continues to be to maintain cash deposits rather than to invest in stocks and shares, property (other than for the Charity's general purposes) or any other investment. This policy is kept under review.

Principal risks and uncertainties

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

The trustees are committed to adopting best practice in the identification, evaluation and cost-effective control of risks, to ensure that the group's exposure is minimised or eliminated where possible.

In order to identify, and manage risk a dedicated committee is in place, to which trustees, senior management and senior staff all contribute, an independent expert also forms part of the committee.

Principal areas of risk identified as a result of the processes in place include:

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Financial Risk

The highest risk identified is the impact of the current economic climate on revenue streams from statutory bodies (95% of the group's income is derived from these sources) and the effect of external influences and legislation on its ability to manage costs. To manage this risk a stringent budgeting procedure has been established to identify and maximise all income streams and to tightly manage cost control. In addition, an ongoing program of reviewing and updating the entire organisation's operating procedures and policies has commenced. The group has also invested in expanding its fundraising department in order to identify and maximise income streams from alternative funding sources.

Operational Risk

Ensuring the provision of its services to the many people affected by ASC who are served by the group remains of the highest order. Quality assurance is given the highest priority within the group, services are subject to external inspection from regulatory bodies, and contract compliance reviews. Internally the Quality Assurance Manager, co-ordinates peer reviews and internal inspection and reviews, the organisation is also part of the Autism Partnership Validation, a peer review process developed through the Autism Alliance.

Health and Safety

A detailed plan of assessments, training and reviews has been developed and implemented to ensure the physical risk of injury or liability to any service user, staff member or member of the public when accessing the Charity's facilities or services is minimised.

In addition to the above a detailed risk register is kept and reviewed by the trustees and they are satisfied that the systems in place manage exposure to the major risks identified. Business continuity plans exist for every major service area and these are reviewed regularly.

Structure, governance and management

Autism Initiatives (UK) is a company limited by guarantee and is governed by its Memorandum and Articles of Association incorporated 26th October 1989, as amended by special resolution dated 30th January 1992, 8th December 1997, 3rd July 2000, 22nd May 2004, 26th November 2007 and certificate of incorporation of change of name dated 22nd June 2004. It is registered with the Charity Commission and the Office of the Scottish Charity Regulator.

Trustees

The trustees, who are also the directors for the purpose of company law, and who served during the year were:

Mrs R V Buttery
Mr J McCarthy
Mrs E V Slater
Mr B E Williams
Mrs C Owen
Ms M Lambden
Mrs E Heron
Mr A Grainger

(Appointed 6 May 2022)

The Charity aims to maintain a diverse mix of skills and experience within the Board of Trustees that supports the governance and management of the charity. New trustees undertake an induction and training programme.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Risk Management

The trustees have a risk management strategy that comprises of:

- A yearly review of the risks that the Charity and the group may face
- A system of establishing the high risk factors and a procedure to mitigate the risk
- The implementation of procedures designed to minimise any potential impact on the Charity should those risks materialise

This work is ongoing and the particular formulation of the risks identified through the procedure allow for the contingency plans to be drawn up through the identified risk procedure, the main focuses being corporate risk. There is also a robust risk management procedure that looks at the direct risks faced by the individuals that are supported directly by the Charity.

Business Planning

The Business Plan, which is revisited on a regular basis, is based on detailed review of the organisation, its aims and its objectives and provides the framework, based on the core values, through which the organisation is managed. The plan provides a clear statement of the current position and how the Autism Initiatives group will overcome any challenges it may face and, critically, continue to meet the needs of the individuals the group support, their families and other partners.

The current plan is based on an understanding both of the needs of individuals with autism, their carers, other partners and Autism Initiatives (UK)'s resources and lays out the key issues and objectives for the organisation.

The plan sets a challenging agenda for the medium term future of the organisation. These objectives will be achieved because Autism Initiatives (UK):

- is firmly rooted in the communities in which it works and where its service users live.
- is committed to delivering personalised support to individuals with autism and their carers, which puts their needs at the centre of its work.
- establishes partnerships with those it supports, their families and carers, with commissioners and outside agencies.
- has a positive and enthusiastic "can do" attitude throughout the society.
- believes in the values on which its services are based.
- listens and learns from its experiences, maintaining reflective practice throughout.
- actively enjoys providing a wide range of individual and personal services, which support people and their families.
- is unafraid of change or challenges.
- has an ever-growing reputation for providing high quality care, education and support for the individuals who fall within the autism continuum, and their families.

A set of strategic aims and priorities for the organisation has been developed which focuses on the deliverance of robust and growing services in the Autism Initiatives way. This plan, which is regularly reviewed recognises the changing landscape of social care and the increasing complexity of referrals received by the organisation.

The Chief Executive has an executive management team which comprises the National Directors for England, Ireland and Scotland, together with the Directors of Finance, and Human Resources. He has principal responsibility for liaising with external agencies, e.g. through partnerships. The Chief Executive is also the Company Secretary and liaises directly with the Board of Trustees.

All executive directors, who are not directors for the purposes of company law, have specific responsibilities in their own area and form the executive group advising on the corporate and strategic direction of the organisation, reporting directly to the Chief Executive.

Remuneration policy

The Board of Trustees is responsible for reviewing the pay of the senior executive staff. The Board periodically benchmark against pay levels in other comparable organisations of a similar size, with the support of external advice as required.

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Promoting the success of the charity

In accordance with section 172 of the Companies Act 2006 each of the trustees acts in the way that he or she considers, in good faith, would most likely promote the success of the charitable company for the benefit of its members as a whole. The trustees have regard, amongst other matters, to the:

- likely consequences of any decisions in the long-term
- interests of the charitable company's employees
- need to foster the charitable company's relationships with suppliers, customers and other key stakeholders
- impact of the charitable company's operations on communities and the environment
- desirability of the charitable company maintaining a reputation for high standards of business conduct
- need to act fairly as between members of the company

Autism Initiatives (UK) depends on the trust and confidence of its stakeholders to operate sustainably in the long term. The charitable company seeks to put its service users best interests first, invests in its employees, supports the communities in which it operates and strives to work positively alongside people with autism, their families and carers providing specialist services tailored to each individual whilst maintaining the financial stability of the charitable company. Section 172 considerations are embedded in decision making at Board level and throughout the company and Group as a whole. Issues, factors and stakeholders which the trustees have considered when discharging their duty under section 172(1) are detailed in throughout this Trustees Report along with the charitable company's vision, purpose, and values together with the risks facing the organisation and the mitigating action taken.

When making decisions the Trustees review both the immediate and longer term implications of the decision and look to balance financial and compliance considerations with the need to deliver our mission to the benefit of autistic people and families.

In particular, the Trustees consider:

Impact on employees

Autism Initiatives views its employees as its most important resource, it is their performance that determines the quality of services provided and the ability of the Charity to meet its core objectives successfully.

Staff training and welfare are at the forefront of our operations with training being maintained throughout a staff member's employment with the organisation and support structures are made available for continuous access.

The organisation has a partnership with a Trade Union and employees are consulted on issues of concern to them by means of a regular Consultative Committee and team meetings.

In accordance with the Group's equal opportunities policy, the organisation has long established fair employment practices in the recruitment, selection, retention and training of staff with disabilities. Trustees and staff at all levels participate in self-assessment reviews on an annual basis seeking to identify areas for continuous improvement and growth.

Stakeholders

The Group works to a specific philosophy and within an understanding of the autistic person informed by our 5 Point Star Approach. This involves understanding, motivating and communicating with the people we work with alongside establishing the nature of their sensory perception and managing expectations. Maximising the benefit of our services to our Service Users and ensuring they live the most independent lives possible is our main priority.

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Throughout our response to the pandemic there has been a focus on maintaining as much normality as possible for the beneficiaries, and ensuring that their quality of life is maintained, where there have been difficulties for people supported and families we have worked together to find solutions to these.

Autism Initiatives undertakes regular and comprehensive reviews of its services that involve its users and stakeholders. Results of these reviews are reported to the Trustees.

The wider community

When planning our activities Autism Initiatives aims to be a helpful provider, keen to support Local and Health Authorities. Similarly, we have evidenced good partnership working with stakeholders and families, being flexible and innovative is at the heart of our strategic aims.

Many of Autism Initiatives services, such as our School, OSSME services, Resource centres and One Stop Shops are an important part of their local communities and seek to maintain a visible presence in local community life.

Disabled persons

Applications for employment by disabled persons are always fully considered, bearing in mind the aptitudes of the applicant concerned. In the event of members of staff becoming disabled, every effort is made to ensure that their employment within the charity continues and that the appropriate training is arranged. It is the policy of the charity that the training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.

Employee involvement

The charity's policy is to consult and discuss with employees, through unions, staff councils and at meetings, matters likely to affect employees' interests.

Information of matters of concern to employees is given through information bulletins and reports which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the group's performance.

Energy and carbon report

During the period total UK energy use was 3,432,023 kWh

During the period total greenhouse gas emissions due to UK energy use was 737,894 kgCO₂e

During the period the intensity ratio was 0.38 (Tco₂E per total tonnes of production)

During the financial reporting period, for its UK based entities, Autism Initiatives Group have made the following energy efficiency improvements:

- In a difficult climate, Autism Initiatives always strives to undertake green initiatives within the organisation and this is a key feature in our capital projects. Our main buildings have undergone phased changes from traditional lighting to LED replacement over a number of years to highlight our commitment to our green strategy. This includes electronic LED sensors to prevent wastage from lights being left on. Part of our commitment is to review our current heating system and we are exploring more economical heating, which complements our solar systems on Sefton House and our largest resource centre the 'The Cedars'. We are also working with our current energy supplier to install 'smart' meters, in all our properties, which will allow for a greater control on usage and costs.
- All photocopiers within the organisation now use recycled paper as well as control measures for the cost of printing whether in black or in colour, both sides of which indicate the cost of printing prior to use. Again this theme is being picked up when buildings are being cleaned to ensure 'green' products are being used and the use of plastic is being withdrawn, and more sustainable products are being used.

AUTISM INITIATIVES (UK)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

- Another part of our commitment is the monitoring of our suppliers and how this plays a key part when we appoint major suppliers for the organisation. This is now incorporated into the procurement process. An example of this is how we are changing our fleet vehicles to either Hybrid, or where practical to all electric. Where possible, over the next 2-3 years, vehicles will be replaced with a greener solution. In addition, the organisation, is currently adopting electric car charges in the main sites as a starting point for our services as demand is growing. This move is also being supported by Autism Initiatives by promoting electric lease cars and ride to work schemes as a staff benefit for our employees. Furthermore, satellite tracking systems will be installed to ensure correct routes are being undertaken, high speeds, and the use of idling when engines would be switched off.
- One key driver for the organisation is the paper-less office and how this could be built within the IT infrastructure to reduce our reliance on this format, which must be a consideration moving forward for all aspect of the organisation.

In order to produce this information and comply with The Streamlined Energy and Carbon Reporting Scheme (SECR) , Autism Initiatives (UK) engaged an energy specialist , Brownlow Utilities , to assist with compliance and reporting. The conversion factors used are the UK GOV Greenhouse gas reporting factors.

Auditor

In accordance with the company's articles, a resolution proposing that DSG be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report, including the strategic report, was approved by the Board of Trustees.

WILLIAMS

Mr B E Williams
Trustee

23 November 2023

AUTISM INITIATIVES (UK)

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2023

The trustees, who are also the directors of Autism Initiatives (UK) for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

AUTISM INITIATIVES (UK)

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS AND TRUSTEES OF AUTISM INITIATIVES (UK)

Opinion

We have audited the financial statements of Autism Initiatives (UK) (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

AUTISM INITIATIVES (UK)

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS AND TRUSTEES OF AUTISM INITIATIVES (UK)

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Capability of the audit in detecting irregularities, including fraud

Based on our discussions with the charity's management and the Trustees, we identified that the following laws and regulations are significant to the entity:

- Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards and Charity Law.

AUTISM INITIATIVES (UK)

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS AND TRUSTEES OF AUTISM INITIATIVES (UK)

• Those laws and regulations for which non-compliance may be fundamental to the operating aspects of the charity and therefore may have a material effect on the financial statements include compliance with the charitable objectives, public benefit, fundraising regulations, safeguarding and health and safety legislation.

These matters were discussed amongst the engagement team at the planning stage and the team remained alert to non-compliance throughout the audit.

Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: inquiries of management and the Trustees as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of Trustee meeting minutes; testing the appropriateness of journal entries; and the performance of analytical review to identify unexpected movements in account balances which may be indicative of fraud.

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body, and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Jean Ellis BA FCA CTA (Senior Statutory Auditor)
for and on behalf of DSG

23 November 2023

Chartered Accountants
Statutory Auditor

Castle Chambers
43 Castle Street
Liverpool
L2 9TL

AUTISM INITIATIVES (UK)

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

| | | Unrestricted funds 2023 £ | Restricted funds 2023 £ | Total 2023 £ | Unrestricted funds 2022 £ | Restricted funds 2022 £ | Total 2022 £ |
|---|---|------------------------------------|----------------------------------|--------------------|------------------------------------|----------------------------------|--------------------|
| Notes | | | | | | | |
| <u>Income and endowments from:</u> | | | | | | | |
| Donations and legacies | 3 | 363,851 | 1,013,282 | 1,377,133 | 782,730 | 754,229 | 1,536,959 |
| Charitable activities | 4 | 52,418,027 | 3,915,218 | 56,333,245 | 47,525,647 | 3,702,877 | 51,228,524 |
| Investments | 5 | 63,459 | - | 63,459 | 7,221 | - | 7,221 |
| Other income | 6 | 1,895 | - | 1,895 | 9,485 | - | 9,485 |
| Total income | | 52,847,232 | 4,928,500 | 57,775,732 | 48,325,083 | 4,457,106 | 52,782,189 |
| <u>Expenditure on:</u> | | | | | | | |
| Raising funds | 7 | 62,815 | - | 62,815 | 46,907 | - | 46,907 |
| Charitable activities | 8 | 53,741,963 | 4,641,088 | 58,383,051 | 47,693,356 | 4,278,157 | 51,971,513 |
| Total expenditure | | 53,804,778 | 4,641,088 | 58,445,866 | 47,740,263 | 4,278,157 | 52,018,420 |
| Net (expenditure)/income for the year/ | | | | | | | |
| Net movement in funds | | (957,546) | 287,412 | (670,134) | 584,820 | 178,949 | 763,769 |
| Fund balances at 1 April 2022 | | 9,236,710 | 2,063,277 | 11,299,987 | 8,651,890 | 1,884,328 | 10,536,218 |
| Fund balances at 31 March 2023 | | 8,279,164 | 2,350,689 | 10,629,853 | 9,236,710 | 2,063,277 | 11,299,987 |

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

AUTISM INITIATIVES (UK)

BALANCE SHEET

AS AT 31 MARCH 2023

| | Notes | 2023 £ | £ | 2022 £ | £ |
|---|-------|--------------------|--------------------|-------------------|---|
| Fixed assets | | | | | |
| Tangible assets | 13 | 1,100,672 | | 1,008,227 | |
| Investments | 14 | 1 | | 1 | |
| | | <u>1,100,673</u> | | <u>1,008,228</u> | |
| Current assets | | | | | |
| Debtors | 16 | 5,701,314 | 4,351,424 | | |
| Cash at bank and in hand | | 8,105,188 | 10,080,702 | | |
| | | <u>13,806,502</u> | <u>14,432,126</u> | | |
| Creditors: amounts falling due within one year | 18 | <u>(4,277,322)</u> | <u>(4,140,367)</u> | | |
| Net current assets | | 9,529,180 | | 10,291,759 | |
| Net assets | | <u>10,629,853</u> | | <u>11,299,987</u> | |
| Income funds | | | | | |
| Restricted funds | 20 | 2,350,689 | | 2,063,277 | |
| <u>Unrestricted funds</u> | | | | | |
| Designated funds | 21 | 1,074,000 | 1,657,000 | | |
| General unrestricted funds | | 7,205,164 | 7,579,710 | | |
| | | <u>8,279,164</u> | <u>9,236,710</u> | | |
| | | <u>10,629,853</u> | <u>11,299,987</u> | | |

The financial statements were approved by the Trustees on 23 November 2023

WILLIAMS

Mr B E Williams
Trustee



Mrs C Owen
Trustee

Company registration number 02436777

AUTISM INITIATIVES (UK)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

| | Notes | 2023 £ | £ | 2022 £ | £ |
|--|-------|-----------|-------------|-----------|------------|
| Cash flows from operating activities | | | | | |
| Cash absorbed by operations | 26 | | (1,836,589) | | (240,758) |
| Investing activities | | | | | |
| Purchase of tangible fixed assets | | (206,833) | | (218,183) | |
| Proceeds from disposal of tangible fixed assets | | 4,449 | | 4,488 | |
| Investment income received | | 63,459 | | 7,221 | |
| Net cash used in investing activities | | | (138,925) | | (206,474) |
| Net cash used in financing activities | | | - | | - |
| Net decrease in cash and cash equivalents | | | (1,975,514) | | (447,232) |
| Cash and cash equivalents at beginning of year | | | 10,080,702 | | 10,527,934 |
| Cash and cash equivalents at end of year | | | 8,105,188 | | 10,080,702 |

AUTISM INITIATIVES (UK)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

Autism Initiatives (UK) is a private company limited by guarantee incorporated in England and Wales. The registered office is Sefton House, Bridle Road, Petersfield House, Bootle, L30 4XR.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £k.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

The financial statements present information about the charitable company as an individual undertaking and not about its group. The charitable company has not prepared group accounts as it is exempt from the requirement to do so by section 400 of the Companies Act 2006 as it is a subsidiary undertaking of Autism Initiatives Group, a charitable company incorporated in England and Wales.

Autism Initiatives Group replaced Autism Initiatives (UK) as the ultimate controlling party of the group following a group reorganisation in April 2017. The financial statements of Autism Initiatives UK are consolidated in the financial statements of Autism Initiatives Group and the consolidated financial statements are available from its registered office at Sefton House, Bridal Road, Bootle, L30 4XR.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

AUTISM INITIATIVES (UK)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Education income is primarily from Local Education Authorities and is accounted for on an accrual basis and is included in unrestricted income.

Client support income is primarily from Local Authorities for services provided and is accounted on an accruals basis. This income is included in unrestricted income.

Grants are treated as restricted funds if they are for specific purposes. All grants are included when the Charity is entitled to the monies.

No amounts are included in the financial statements for services donated by volunteers.

1.5 Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to that category. Restricted expenditure is set against restricted income.

The specific bases used are as follows:-

- Costs of generating voluntary income comprises the costs associated with attracting donations and grants.
- Charitable expenditure comprises direct expenditure in the furtherance of the Charity's objectives.
- Governance costs include those incurred in the governance of its assets and are associated with constitutional and statutory requirements.
- Support costs which include the central or regional office functions such as general management, finance, human resources and property, are allocated across the categories of charitable expenditure. The basis for allocation has been explained in the notes to the accounts.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

| | |
|--------------------------------|------------------------------|
| Leashold property | Over the life of the lease |
| Property improvements | 10% and 20% straight line |
| Fixtures, fittings & equipment | 25% and 33% straight line |
| Motor vehicles | 25% and 33% reducing balance |

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Assets under £5,000 are not capitalised and are expensed in the year in which they are incurred.

1.7 Fixed asset investments

A subsidiary is an entity controlled by the charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

AUTISM INITIATIVES (UK)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

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

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

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

Basic financial assets

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

Impairment of financial assets

Financial assets, other than those held at fair value through income and expenditure, are assessed for indicators of impairment at each reporting date. Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected.

If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in net income/(expenditure) for the year.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in net income/(expenditure) for the year.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

AUTISM INITIATIVES (UK)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

Basic financial liabilities

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

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

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

The company participates in the Teachers' Pension Scheme (England and Wales) (the TPS) for its teaching staff. This is a multi employer defined benefits pension scheme and it is not possible or appropriate to consistently identify the liabilities of the TPS which are attributable to the school. As required by FRS 102 "Retirement and post employment benefits", the Charity accounts for this scheme as if it were a defined contribution scheme.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

AUTISM INITIATIVES (UK)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

| 3 | Donations and legacies | Unrestricted funds | Restricted funds | Total | Unrestricted funds | Restricted funds | Total |
|---|------------------------|--------------------|------------------|-----------|--------------------|------------------|-----------|
| | | 2023 £ | 2023 £ | 2023 £ | 2022 £ | 2022 £ | 2022 £ |
| | Donations and gifts | 229,022 | 341,809 | 570,831 | 55,863 | 105,744 | 161,607 |
| | Grants | 134,829 | 671,473 | 806,302 | 726,867 | 648,485 | 1,375,352 |
| | | 363,851 | 1,013,282 | 1,377,133 | 782,730 | 754,229 | 1,536,959 |

Included within donations and gifts is an amount of £273,324 (2022: £9,784) received from Autism Initiatives Group, the parent charity.

Included within grants is Coronavirus Job Retention Scheme funding of £nil (2022: £40,000) and other Covid funding of £nil (2022: £792,000).

AUTISM INITIATIVES (UK)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

| 4 Charitable activities | Education income | | Client support income | | Other | Total 2023 | Education income | | Client support income | | Total 2022 |
|-----------------------------------|------------------|------------|-----------------------|--------|------------|------------|------------------|------------|-----------------------|------------|------------|
| | 2023 | £ | 2023 | £ | 2023 | £ | 2022 | £ | 2022 | £ | £ |
| Income from charitable activities | 4,128,477 | 52,155,234 | | 49,534 | 56,333,245 | | 5,469,214 | 45,759,310 | | 51,228,524 | |
| Analysis by fund | | | | | | | | | | | |
| Unrestricted funds | 4,128,477 | 48,240,016 | | 49,534 | 52,418,027 | | 4,620,849 | 42,904,798 | | 47,525,647 | |
| Restricted funds | - | 3,915,218 | | - | 3,915,218 | | 848,365 | 2,854,512 | | 3,702,877 | |
| | 4,128,477 | 52,155,234 | | 49,534 | 56,333,245 | | 5,469,214 | 45,759,310 | | 51,228,524 | |

AUTISM INITIATIVES (UK)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

5 Investments

| | Unrestricted funds | Unrestricted funds |
|---------------------|--------------------|--------------------|
| | 2023 | 2022 |
| | £ | £ |
| Interest receivable | 63,459 | 7,221 |

6 Other income

| | Unrestricted funds | Unrestricted funds |
|-----------------|--------------------|--------------------|
| | 2023 | 2022 |
| | £ | £ |
| Training income | 1,895 | 9,485 |

7 Raising funds

| | Unrestricted funds | Unrestricted funds |
|----------------------------------|--------------------|--------------------|
| | 2023 | 2022 |
| | £ | £ |
| <u>Fundraising and publicity</u> | | |
| Other fundraising costs | 61,983 | 46,178 |
| Support costs | 832 | 729 |
| Fundraising and publicity | 62,815 | 46,907 |
| | 62,815 | 46,907 |

AUTISM INITIATIVES (UK)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) **FOR THE YEAR ENDED 31 MARCH 2023**

| 8 Charitable activities | Education services | | Client support services | | Other | | Total 2023 | | Education services | | Client support services | | Other | | Total 2022 | |
|--|--------------------|---|-------------------------|---|--------|---|------------|---|--------------------|---|-------------------------|---|--------|---|------------|---|
| | 2023 | £ | 2023 | £ | 2023 | £ | £ | £ | 2022 | £ | 2022 | £ | 2022 | £ | 2022 | £ |
| Staff costs | 3,203,207 | | 38,083,890 | | 52,485 | | 41,339,582 | | 4,094,732 | | 34,224,981 | | 17,292 | | 38,337,005 | |
| Depreciation and impairment | 41,490 | | 67,143 | | - | | 108,633 | | 42,281 | | 57,297 | | - | | 99,578 | |
| Other direct costs | 875,847 | | 10,547,125 | | 46,561 | | 11,469,533 | | 1,229,949 | | 8,316,357 | | 260 | | 9,546,566 | |
| | 4,120,544 | | 48,698,158 | | 99,046 | | 52,917,748 | | 5,366,962 | | 42,598,635 | | 17,552 | | 47,983,149 | |
| Share of support costs (see note 9) | 408,645 | | 4,991,982 | | - | | 5,400,627 | | 291,223 | | 3,630,662 | | - | | 3,921,885 | |
| Share of governance costs (see note 9) | - | | 64,676 | | - | | 64,676 | | - | | 66,479 | | - | | 66,479 | |
| | 4,529,189 | | 53,754,816 | | 99,046 | | 58,383,051 | | 5,658,185 | | 46,295,776 | | 17,552 | | 51,971,513 | |
| Analysis by fund | | | | | | | | | | | | | | | | |
| Unrestricted funds | 4,528,654 | | 49,201,365 | | 11,944 | | 53,741,963 | | 4,841,452 | | 42,834,352 | | 17,552 | | 47,693,356 | |
| Restricted funds | 535 | | 4,553,451 | | 87,102 | | 4,641,088 | | 816,733 | | 3,461,424 | | - | | 4,278,157 | |
| | 4,529,189 | | 53,754,816 | | 99,046 | | 58,383,051 | | 5,658,185 | | 46,295,776 | | 17,552 | | 51,971,513 | |

AUTISM INITIATIVES (UK)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

9 Support costs

| | Support costs £ | Governance costs £ | 2023 £ | Support costs £ | Governance costs £ | 2022 £ |
|-----------------------|--------------------|-----------------------|------------------|--------------------|-----------------------|------------------|
| Staff costs | 2,993,380 | 37,229 | 3,030,609 | 2,309,681 | 41,788 | 2,351,469 |
| Depreciation | 1,306 | - | 1,306 | 301 | - | 301 |
| Head office costs | 2,406,773 | - | 2,406,773 | 1,612,632 | - | 1,612,632 |
| Audit fees | - | 27,000 | 27,000 | - | 24,504 | 24,504 |
| Insurance | - | 55 | 55 | - | 53 | 53 |
| Other | - | 392 | 392 | - | 134 | 134 |
| | <u>5,401,459</u> | <u>64,676</u> | <u>5,466,135</u> | <u>3,922,614</u> | <u>66,479</u> | <u>3,989,093</u> |
| Analysed between | | | | | | |
| Fundraising | 832 | - | 832 | 729 | - | 729 |
| Charitable activities | <u>5,400,627</u> | <u>64,676</u> | <u>5,465,303</u> | <u>3,921,885</u> | <u>66,479</u> | <u>3,988,364</u> |
| | <u>5,401,459</u> | <u>64,676</u> | <u>5,466,135</u> | <u>3,922,614</u> | <u>66,479</u> | <u>3,989,093</u> |

Governance costs includes payments to the auditors of £27,000 (2022- £25,404) for audit fees.

10 Trustees

The aggregate amount of travel expenses reimbursed to three trustees during the year was £392 (2022: one trustee was reimbursed £133).

As permitted by the charity's governing document one Trustee received remuneration in the year of £25,000 (2022 : £25,000).

11 Employees

The average monthly number of employees during the year was:

| | 2023 Number | 2022 Number |
|----------------|----------------|----------------|
| Administration | 138 | 109 |
| Managers | 37 | 41 |
| Teachers | 98 | 101 |
| Care workers | <u>1,685</u> | <u>1,531</u> |
| Total | <u>1,958</u> | <u>1,782</u> |

AUTISM INITIATIVES (UK)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

11 Employees (Continued)

| Employment costs | 2023 £ | 2022 £ |
|-----------------------|-------------------|-------------------|
| Wages and salaries | 40,036,671 | 36,898,475 |
| Social security costs | 3,393,223 | 2,927,648 |
| Other pension costs | 940,297 | 862,351 |
| | <u>44,370,191</u> | <u>40,688,474</u> |

The number of employees whose annual remuneration was more than £60,000 is as follows:

| | 2023 Number | 2022 Number |
|-------------------|----------------|----------------|
| £60,000 - £70,000 | 5 | 2 |
| £70,001 - £80,000 | 1 | 1 |

Of the employees whose emoluments exceed £60,000, 4 (2022:2) have retirement benefits accruing under defined benefit pension schemes.

Of the employees whose emoluments exceed £60,000, 2 (2022:1) have retirement benefits accruing under defined contribution pension schemes.

Contributions totalling £16k (2022: £23k) were made to defined benefit pension schemes on behalf of employees whose emoluments exceed £60,000.

Contributions totalling £15k (2022: £2k) were made to defined contribution pension schemes on behalf of employees whose emoluments exceed £60,000.

12 Taxation

Autism Initiatives (UK) is a registered charity and is thus exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the Charity.

AUTISM INITIATIVES (UK)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

13 Tangible fixed assets

| | Leashold property | Property improvements | Fixtures, fittings & equipment | Motor vehicles | Total |
|------------------------------------|----------------------|--------------------------|-----------------------------------|----------------|-----------|
| | £ | £ | £ | £ | £ |
| Cost | | | | | |
| At 1 April 2022 | 775,662 | 934,788 | 35,665 | 530,680 | 2,276,795 |
| Additions | - | 194,243 | 12,590 | - | 206,833 |
| Disposals | - | - | - | (78,245) | (78,245) |
| At 31 March 2023 | 775,662 | 1,129,031 | 48,255 | 452,435 | 2,405,383 |
| Depreciation and impairment | | | | | |
| At 1 April 2022 | 244,216 | 576,648 | 8,550 | 439,154 | 1,268,568 |
| Depreciation charged in the year | 8,368 | 66,168 | 10,045 | 25,358 | 109,939 |
| Eliminated in respect of disposals | - | - | - | (73,796) | (73,796) |
| At 31 March 2023 | 252,584 | 642,816 | 18,595 | 390,716 | 1,304,711 |
| Carrying amount | | | | | |
| At 31 March 2023 | 523,078 | 486,215 | 29,660 | 61,719 | 1,100,672 |
| At 31 March 2022 | 531,446 | 358,140 | 27,115 | 91,526 | 1,008,227 |

14 Fixed asset investments

| | Other investments |
|---------------------------------|----------------------|
| Cost or valuation | |
| At 1 April 2022 & 31 March 2023 | 1 |
| Carrying amount | |
| At 31 March 2023 | 1 |
| At 31 March 2022 | 1 |

| | Notes | 2023 £ | 2022 £ |
|-----------------------------|-------|-----------|-----------|
| Other investments comprise: | | | |
| Investments in subsidiaries | 15 | 1 | 1 |

AUTISM INITIATIVES (UK)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

15 Subsidiaries

These financial statements are separate charity financial statements for Autism Initiatives UK. Consolidated financial statements for the Autism Initiatives Group are prepared and publicly available.

Details of the charity's subsidiaries at 31 March 2023 are as follows:

| Name of undertaking | Registered office | Nature of business | Class of shares held | % Held | |
|---------------------|-------------------|---|----------------------|--------|----------|
| | | | | Direct | Indirect |
| Living Initiatives | England | Providing accommodation to persons with Autism Spectrum Condition | Ordinary shares | 100.00 | |

Autism Initiatives (UK) is also the parent undertaking of Autism Initiatives Ireland, a charitable Company Limited By Guarantee registered in the Republic of Ireland, as it is a member of the undertaking and has the right to appoint or remove a majority of its board of directors. The charitable company's principal activities are aligned with those of Autism Initiatives (UK).

In addition the charitable company also holds the following dormant companies:

Autism Initiatives England
Autism Initiatives Cymru
Autism Initiatives Scotland

16 Debtors

| | 2023 | 2022 |
|---|------------------|------------------|
| | £ | £ |
| Amounts falling due within one year: | | |
| Trade debtors | 4,978,217 | 3,914,540 |
| Amount owed by parent undertaking | 332,508 | 239,160 |
| Amounts owed by fellow group undertakings | 238,235 | 47,921 |
| Other debtors | 47,948 | 27,642 |
| Prepayments and accrued income | 104,406 | 122,161 |
| | <u>5,701,314</u> | <u>4,351,424</u> |

17 Funds held as agent

Autism Initiatives UK hold client monies and the balance on the account was £1,173,903 at 31 March 2023. This account is not included in the accounts of the charity as the charity has no discretion about the use of these funds and is acting on the instructions of the principal.

AUTISM INITIATIVES (UK)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

18 Creditors: amounts falling due within one year

| | 2023 | 2022 |
|---|-------------|-------------|
| | £ | £ |
| Other taxation and social security | 974,570 | 926,546 |
| Payments received on account | 485,422 | 513,134 |
| Trade creditors | 1,045,711 | 1,101,002 |
| Amounts owed to fellow group undertakings | 12,326 | - |
| Other creditors | 589,701 | 614,755 |
| Accruals and deferred income | 1,169,592 | 984,930 |
| | <hr/> | <hr/> |
| | 4,277,322 | 4,140,367 |
| | <hr/> | <hr/> |

AUTISM INITIATIVES (UK)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

19 Retirement benefit schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to the statement of financial activities in respect of defined contribution schemes was £735,812 (2022: £670,336).

At 31 March 2023 there were outstanding contributions of £181,313 (2022: £172,972).

Autism Initiatives (UK) participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £204,484 (2022: £192,015) and at the year-end £26,623 (2022: £21,911) was accrued in respect of contributions to this scheme.

The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%.

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions.

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. A consultation was launched by the government on 16 July 2020, and closed to responses on 11 October 2020.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020 and the government is preparing to complete the cost control element of the 2016 valuations, which is expected to be completed in 2023.

In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

Until the consultation and the cost cap mechanism review are completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly no provision for any additional past benefit pension costs is included in these financial statements.

AUTISM INITIATIVES (UK)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

20 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

| | Movement in funds | | | Movement in funds | | | Movement in funds | | |
|---|---------------------------------|----------------------------|----------------------------|---------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------------|
| | Balance at 1 April 2021 £ | Incoming resources £ | Resources expended £ | Balance at 1 April 2022 £ | Incoming resources £ | Resources expended £ | Incoming resources £ | Resources expended £ | Balance at 31 March 2023 £ |
| Bristol Ave | 1,933 | 15,000 | (16,933) | - | - | - | - | - | - |
| Covid-19 Grant | 20,515 | - | (20,515) | - | - | - | - | - | - |
| Peterhouse School | - | 6,930 | (1,217) | 5,713 | - | - | 3,750 | (535) | 8,928 |
| One Stop Shop (Edinburgh) | - | 362,573 | (362,573) | - | - | - | 463,294 | (463,294) | - |
| One Stop Shop (Inverness) | - | 153,483 | (153,483) | - | - | - | 75,968 | (75,968) | - |
| One Stop Shop (Perth) | - | 132,429 | (132,429) | - | - | - | 132,211 | (132,211) | - |
| Greenside | - | 1,189 | (1,189) | - | - | - | - | - | - |
| Scottish Outreach Support | 2,000 | - | (2,000) | - | - | - | - | - | - |
| Lilford Court | 502 | - | (502) | - | - | - | - | - | - |
| Autism Alliance | - | - | - | - | - | - | 270,029 | (87,101) | 182,928 |
| Cambridge Road | 5,403 | - | - | 5,403 | - | - | - | (5,403) | - |
| Local fundraising for individual services | 46,931 | 82,626 | (76,050) | 53,507 | 67,529 | (74,061) | 67,529 | (74,061) | 46,975 |
| Isle of Man - service / donations | 1,804,305 | 3,702,876 | (3,508,527) | 1,996,579 | 3,915,219 | (3,799,940) | 3,915,219 | (3,799,940) | 2,111,858 |
| Other donations and charitable trust grants | 2,739 | - | (2,739) | 2,075 | 500 | (2,575) | 500 | (2,575) | - |
| | <u>1,884,328</u> | <u>4,457,106</u> | <u>(4,278,157)</u> | <u>2,063,277</u> | <u>4,928,500</u> | <u>(4,641,088)</u> | <u>4,928,500</u> | <u>(4,641,088)</u> | <u>2,350,689</u> |

AUTISM INITIATIVES (UK)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

20 Restricted funds

(Continued)

Covid Relief Grant – grant received towards the costs of making services and buildings compliant with Covid-19 regulations and enabling remote working where applicable. All funds expended in prior year.

Bristol Avenue – grants and donations received from several charitable trusts towards capital improvements for the benefit of service users at the Bristol Avenue service in Blackpool. Grants were received during the prior year from Julian Hodge Foundation, Screwfix Foundation & Mediacash. All moneys expended in the previous financial year.

Lilford Court – grants and donations received in prior years from Warrington Charities Trust and Mrs Holbrook for garden improvements at our Lilford Court Service. Balance was spent in the previous financial year.

One Stop Shop (Edinburgh) – Grants and donations received towards the running costs of the One Stop Shop in Edinburgh from the Government and local authorities. In addition significant contributions have been received in this and period from Midlothian voluntary fund amongst others. Further grants have been received from Edinburgh CEC to fund an Autism Diagnostic Project to be funded over a three year period.

One Stop Shop (Inverness) – monies received from the Scottish Government and other organisations towards the running costs of a One Stop Shop service in Inverness. Significant grants were received in the year from Highland Council Community Engagement Fund. All monies allocated were expended during the year.

One Stop Shop (Perth) – monies received from Scottish Government towards the running costs of a One Stop Shop Service in Perth. In addition significant donations were received from Gannochy Trust and Scottish Health and Social Fund. All monies allocated were expended during the year.

Peterhouse School – monies received from various sources to purchase equipment and vehicles for the school. Significant donations were received in the prior year from Co-op community fund. Balance represents unspent monies.

Scottish Outreach Support – Donation received from Baille Gifford Community Awards to support the work of the Edinburgh outreach service. The balance of monies was expended during the previous year.

AUTISM INITIATIVES (UK)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

20 Restricted funds

(Continued)

Cambridge Road – Donation from Mr & Mrs Hampshire in memorial of their son for the benefit of Service Users at Cambridge Road. The balance was transferred to the general unrestricted fund access to which is available to Cambridge Road.

Local fundraising for individual services – Donations, grants and monies received from various sources and fundraising activities to be spent at individual services nominated by the donors and fundraisers for the benefit of the service users accessing those original services. In general our service users are consulted as to their needs and requests and funds are allocated and spent accordingly. The balance represents monies remaining unspent at the year end.

Autism Alliance - The Autism Alliance is a UK partnership of not for profit organisations that support autistic people and their families. Hosted by Autism Initiatives Group, the Autism Alliance works to influence Government policy, collaborates with its member charities and others to move forward practice in supporting autistic people, and campaigns on national issues that affect autistic people. Having formerly been a charity in its own right, the constitution was amended and the partnership was brought under the umbrella of Autism Initiatives. Incoming resources represent the bank account of the original charity and membership fees. Outgoing resources represent the running costs of the partnership. The balance is represented by cash balances held in a separate bank account and other net current assets.

Other Grants & Donations – monies received to spend on various charitable projects at the Charity's many individual services. Significant donations were received during prior years from Peoples Postcode Lottery, Rathbone Foundation, Finnis Scott Foundation and Pilkington Trust and Lord Hanson Foundation. A private donation was received in the prior year the service in Riverside which was spent in this financial year.

Isle of Man service / donations - monies received from donors to spend on delivering services and various charitable projects in the IOM. The balance on the fund represents the net book value of assets acquired and grants not yet spent.

AUTISM INITIATIVES (UK)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

21 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

| | Balance at 1 April 2021 £ | Resources expended £ | Balance at 1 April 2022 £ | Resources expended £ | Balance at 31 March 2023 £ |
|------------------------------------|---------------------------------|----------------------------|---------------------------------|----------------------------|----------------------------------|
| Peterhouse School Development Fund | 657,000 | - | 657,000 | (83,000) | 574,000 |
| ICT Development Fund | 500,000 | - | 500,000 | - | 500,000 |
| Covid-19 Fund | 750,000 | (250,000) | 500,000 | (500,000) | - |
| | <u>1,907,000</u> | <u>(250,000)</u> | <u>1,657,000</u> | <u>(583,000)</u> | <u>1,074,000</u> |

ICT Development Fund – a capital fund ring fenced to develop and improve the charity's ICT Hardware infrastructure.

Covid-19 Fund - a fund ring fenced for future Covid-19 responses in the UK mainland and Isle of Man. Following recent developments, this fund is no longer felt necessary and the balance has been released to general funds.

Peterhouse School Development Fund - a capital fund utilising funds transferred from the Bridge Project in order to develop a new educational facility at Peterhouse School.

22 Analysis of net assets between funds

| | Unrestricted funds 2023 £ | Restricted funds 2023 £ | Total Unrestricted funds 2023 £ | Restricted funds 2022 £ | Total 2022 £ |
|--|------------------------------------|----------------------------------|--|----------------------------------|--------------------|
| Fund balances at 31 March 2023 are represented by: | | | | | |
| Tangible assets | 1,064,977 | 35,695 | 1,100,672 | 956,842 | 1,008,227 |
| Investments | 1 | - | 1 | - | 1 |
| Current assets/(liabilities) | 7,214,186 | 2,314,994 | 9,529,180 | 8,279,867 | 10,291,759 |
| | <u>8,279,164</u> | <u>2,350,689</u> | <u>10,629,853</u> | <u>9,236,710</u> | <u>11,299,987</u> |

AUTISM INITIATIVES (UK)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

23 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

| | 2023 £ | 2022 £ |
|----------------------------|------------------|------------------|
| Within one year | 847,071 | 592,863 |
| Between two and five years | 864,829 | 720,898 |
| In over five years | - | 60,095 |
| | <u>1,711,900</u> | <u>1,373,856</u> |

24 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

Key management are remunerated in the parent charity, Autism Initiatives Group.

25 Contingent liabilities

Grants and other income received from certain parties may be repayable where specific conditions are subsequently found not to have been met.

26 Cash generated from operations

| | 2023 £ | 2022 £ |
|---|--------------------|------------------|
| (Deficit)/surplus for the year | (670,134) | 763,769 |
| Adjustments for: | | |
| Investment income recognised in statement of financial activities | (63,459) | (7,221) |
| Depreciation and impairment of tangible fixed assets | 109,939 | 99,879 |
| Movements in working capital: | | |
| (Increase) in debtors | (1,349,890) | (1,101,669) |
| Increase in creditors | 136,955 | 4,484 |
| Cash absorbed by operations | <u>(1,836,589)</u> | <u>(240,758)</u> |

27 Controlling party

At the year end, the ultimate controlling party was Autism Initiatives Group, a company incorporated and registered in England and Wales. The registered office is Sefton House, Bridle Road, Bootle, Merseyside, L30 4XR. Autism Initiatives Group prepares consolidated financial statements which include Autism Initiatives (UK).

AUTISM INITIATIVES (UK)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

28 Acknowledgements

Autism Initiatives (UK) is immensely grateful to the following funders who have generously given grants and donations to support our work over the last year. Sadly we cannot list everyone, but every single gift we receive is important to us, helping to make a real difference to the lives of those people we support.

We would like to take this opportunity to thank everyone who has given generously of their time or money to help make our achievements possible and we hope you share our deep sense of pride. We certainly could not do it without you. We would also like to thank all of our staff and volunteers for the hard work and commitment they have shown and for their continuing dedication to our service users and the organisation as a whole.

Alpkot Foundation
Rural Community Engagement Fund
National Lottery Community Fund Scotland – Grants for improving Lives
Highland Innovation Challenge Fund
Edinburgh TSI – Community Mental Health and Wellbeing Fund Y2
Angus TSI – Community Mental Health and Wellbeing Fund Y2
Midlothian – Community Mental Health and Wellbeing Fund Y2
Highland TSI – Community Mental Health and Wellbeing Fund Y2
National Lottery Community Fund Scotland – Cost-of-Living Support Fund
The Hodge Foundation
Lothian Buses
GM Morrison
Lord Hanson
The Health and Social Care Self Management Fund
The Gannochy Trust