

north east  
autism society

# TRUSTEES ANNUAL REPORT AND ACCOUNTS

Directors Report and Financial Statements  
Year Ended 30<sup>th</sup> April 2023

Registered Charity No: 1028260  
Registered Company No: 02859620

**NORTH EAST AUTISM SOCIETY  
ANNUAL REPORT AND CONSOLIDATED FINANCIAL STATEMENTS  
For the year ended 30th April 2023**

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**NORTH EAST AUTISM SOCIETY  
LEGAL AND ADMINISTRATION INFORMATION  
For the year ended 30th April 2023**

The Trustees of North East Autism Society have all served in office throughout the year to the date of this report.

**Trustees:**

Gavin Bestford (Chair) - Resigned 30<sup>th</sup> April 2023  
Dr Rakesh Chopra OBE (Appointed Chair 1<sup>st</sup> May 2023)  
Jillian Crumie  
John Hodgson  
David Parker  
Lisa Waller

**Key management personnel (Senior Management Team):**

Chief Executive Officer:  
John J Phillipson

Company Secretary:  
John J Phillipson

Head of Care:  
Brian Stoker

Director of Education:  
Christine Dempster

**Reference and administrative details**

Charity Number:  
10282860

Company Number:  
02859620

Registered Office:  
15 Lumley Court, Drum Industrial Estate, Chester le Street, DH2 1AN

**Advisors**

Auditor:  
Haines Watts North East Audit LLP, 17 Queens Lane, Newcastle upon Tyne, NE1 1RN

Bankers:  
Barclays Bank PLC, PO Box 379, 71 Grey Street, Newcastle upon Tyne, NE99 1JA  
Lloyds Bank, 54 Fawcett Street, Sunderland, SR1 1SF

Solicitors:  
Ward Hadaway, Sandgate House, 102 Quayside, Newcastle upon Tyne, NE1 3DX

**NORTH EAST AUTISM SOCIETY  
TRUSTEE'S REPORT  
For the year ended 30th April 2023**

**Report of the Trustees for the year ended 30th April 2023**

**Financial Statements**

The Trustees present their report and accounts for the year ended 30th April 2023.

The financial statements comply with the Companies Act 2006, the Memorandum and Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with financial reporting standards applicable in the UK and Republic of Ireland (FRS102) (effective January 2019)

The period from 1st May 2022 to 30th April 2023 has been both challenging and rewarding for the Charity. The year under review presented significant financial challenges due to the rising cost of living. To mitigate these challenges, we implemented substantial cost-saving measures. These initiatives have enabled us to make essential savings without compromising the quality of our services or necessitating any job cuts.

The year was marked by ongoing challenges in recruitment, particularly within the care sector, where a shortage of skilled professionals has been prevalent. In response, we have taken proactive steps to support our staff, including the decision to offer a 7% increase in salaries in April 2023, which was supported by our Trustees. This step not only assists our employees in coping with the rising cost of living but also positions our organisation as more competitive in terms of remuneration within the sector.

We are proud of our achievements, including maintaining high standards of care. I am delighted to report that all our Adult Residential properties were rated "good" by Ofsted, reflecting the high standards of care and support provided by our dedicated staff. Moreover, we successfully opened new Independent Supported Living (ISL) properties, enabling us to extend our services to support autistic adults in living independently. This expansion underscores our commitment to meeting the diverse needs of our service users.

The organisation has made significant strides since its inception, expanding from one school to four, all of which have received favourable ratings from Ofsted. This growth has been driven by a commitment to provide specialist education and address the needs of vulnerable children and young people within the North-east. This achievement is a testament to the dedication and expertise of the staff, as well as the effectiveness of the Charity's educational approach.

The Charity has become a key partner for local authorities, receiving a significant number of referrals for children who have been unable to access suitable education elsewhere. These children have often been out of education for extended periods, and the Charity has played a crucial role in addressing this issue. It is evident that the current education system in the UK is struggling to meet the needs of these vulnerable children. As a Charity we recognise the systemic challenges in the education system, and we work closely with local authorities to ensure that children receive high quality specialist education within or as near as possible to their home community. We continue to deliver personalised support to each child and young person in our school so that we can enable them to learn and develop as individuals. The outcomes for our children and young people are widely recognised. The close partnerships we enjoy with parents contributes to these outcomes and builds on the strength and resilience of families.

In addition to our work with children and young people, the Charity has seen significant growth in its Adult Day services. At our New Warlands Farm Training Centre we have experienced a substantial increase in participation, with 50 adults accessing the facilities. The staff at these facilities work collaboratively to address barriers to learning and to support the best possible outcomes for the adults in their care.

Thornbeck College has undergone a year of significant change and challenge. Despite staffing pressures, the college has continued to provide personalised support to young people with a range of challenges.

In our commitment to best practice governance, we have made significant strides in enhancing our structures to ensure full compliance with the charitable aims and relevant laws. We have established a new governance structure, with a main board comprising up to 12 members responsible for strategy, policy, and overall governance. Additionally, we have introduced sub-committees to oversee the effective, efficient, and safe operation of the Charity. These sub-committees meet four times a year to scrutinise and challenge our working practices, contributing to improved accountability and transparency. Looking to the future, we are actively recruiting additional Trustees to join the board. We have undertaken a skills audit and are committed to diversifying our board, including representation from the autistic community, to ensure that our governance reflects a diverse and inclusive culture.

**NORTH EAST AUTISM SOCIETY**  
**TRUSTEE'S REPORT**  
**For the year ended 30th April 2023**

We are proud to announce the production of a new “good practice” manual. This manual represents a significant milestone in our commitment to upholding the highest of standards. To launch our drive for continuous improvement, we will be delivering a comprehensive 5-day training programme for all our managers. This programme will cover updated research and information on autism/neurodivergence, communication, sensory processing, and commonly co-occurring conditions. Importantly, the training will be co-produced and delivered with professionals with lived experience, ensuring that it covers the latest research in autism and neurodivergence. Our managers are actively engaged in working with their teams to create a Quality Improvement Plan for each site. To this end, managers will be mentored by experienced staff members freed from normal duties for 50% of their week for a period of 12 months. Additionally, peer reviews will be conducted to ensure that our quality improvement efforts are robust and effective.

Between May 2022 and 30<sup>th</sup> April 2023, the Employment Futures department employed 14 staff to deliver support to 239 neurodivergent individuals. During the year, the Youth Employment Service North East (YESNE) project supported 96 young people aged 18-24 across Tyne and Wear. Another project, DiversityNE, exceeded all targets set by funders, supporting 143 participants and achieving 24% progression into paid employment and a further 31% progression into vocational training. In addition, department staff supported 32 university students via mentoring, and 25 existing employees were helped to sustain employment through Access to Work funded support.

The marketing team plays a crucial role in elevating public and commercial awareness for the Society and advocating for all NEAS services. Currently, the Society boasts a combined social network exceeding 35,000 supporters. Notably, our Autism Acceptance campaign made a significant impact, reaching a total of 822,406 individuals during Autism Acceptance Week.

Continuing our momentum from previous years, we persistently champion the cause of autism acceptance, emphasising our journey towards fostering greater acceptance. Collaborating closely with autistic individuals, families, schools, and businesses throughout the North-east, the Society fervently campaigns to reshape perceptions and understanding of autism. This year, our campaign centred on the theme of Everyday Equality. We aimed to spotlight the real-life experiences of autistic and neurodivergent individuals across various facets of daily life, advocating strongly for universal access and equal opportunities for all.

We started the year launching our new corporate offer to the North-east business community, resulting in some great new partnerships, including Cambridge Press who adopted us as their official charity partner for 22/23 – 23/24 worth £12,000. The period also saw us refine plans for the development at New Warlands Farm. Working with a range of experts from the food, drinks and hospitality sector, we gained considerable help and expertise. We will be developing a restaurant, a cider/ apple press and 12 retail units at our farm. In the year ahead we will develop enterprises which will ultimately employ autistic and neurodivergent workers. We will also provide a range of work placements and internships. At the end of the year under review, we gained planning permission and permission to proceed with developments at New Warlands Farm. The summer saw our intrepid supporters cycle the length of the Netherlands and into Germany and back, covering a distance of some 340 plus miles and raising both awareness for our cause and £8,000 in the process.

Within the year, we were able to support many voluntary funded projects (including Youth Groups, Toddler Groups, Bikeability, garden projects and book vending machines at the schools) through grant aid and new contracts to the value of £935,692. Community and events fundraising from the likes of the Great North Run, Walk for Acceptance, Hadrian's Wall Trek and the Yorkshire Three Peaks raised £74,046, contributing to the running costs of our Family Development service – a lifeline for families across the region.

We bid farewell to our long-serving Chair and Trustee, Gavin Bestford, who retired on 30<sup>th</sup> April 2023. Gavin's dedication and contributions to the Charity have been invaluable, and we extend our heartfelt gratitude for his years of service. Dr. Rakesh Chopra will assume the role of Chair, effective 1<sup>st</sup> May, 2023. Dr. Chopra has been a Trustee since 2013 and brings a wealth of knowledge and experience to his new position. His leadership will undoubtedly guide the Charity towards continued success and growth.

**NORTH EAST AUTISM SOCIETY  
TRUSTEE'S REPORT  
For the year ended 30th April 2023**

**Plans for future Periods**

We welcomed new Trustees during the summer.

In response to increasing demand for education placements in the Teesside area, we have committed to carrying out minor capital works at our school in Redcar. These improvements are designed to expand our capacity from accommodating 30 to 45 students, allowing us to meet the urgent need to provide educational placements to children within the borough.

We are in the process of building an online resource hub that will serve as a valuable repository of training materials, support strategies, examples of good practice, and case studies. This hub will be an essential tool for our staff, enabling them to access relevant information and best practices.

We are pleased to announce that New Warlands Farm is embarking on an exciting new phase of development that will see the land utilised for a range of diverse farming activities. This initiative will involve the appointment of a highly experienced Project Manager with a farming background to oversee and cultivate the land. The project is set to include the creation of a play park, the establishment of a wildflower meadow, and the acquisition of livestock to reside on the land, all of which will be made possible through available grant opportunities.

The farm's development plan encompasses a variety of activities aimed at making the land a vibrant and multifaceted hub for both agriculture and recreation. The introduction of a play park will provide families and visitors with a space for leisure and enjoyment, fostering a sense of community and providing educational opportunities. Additionally, the establishment of a wildflower meadow will contribute to biodiversity and environmental conservation efforts. Furthermore, the acquisition of livestock will not only enrich the farm's landscape but also provide opportunities for agricultural education and engagement. The financial aspects of these initiatives will be supported by available grant opportunities. We are actively seeking and securing grants to cover the expenditure associated with the development of the land and the implementation of the proposed farming activities.

**Financial Review**

**Results**

The accounts have been produced in accordance with the Accounting and Reporting by Charities Statement of Recommended Practice (updated 2019). They incorporate the pension commitments of the North East Autism Society Retirement Security Plan a defined benefit scheme as required by Financial Reporting Standard 102.

Total income of the Society increased by 12.9% to £31,514,278 (2022: 10.4% to £27,905,510) while total expenditure increased by 18.7% to £30,880,947 (2022: 12.8% to £26,008,528) to produce net income for the year of £633,331 (2022: £1,896,982). Income has increased due to the increased number of service users. Expenditure has increased due to additional staffing costs to meet the needs of these additional service users and due to the increasing cost of living. It should be noted that the total income includes £843,557 (2022: £917,088) of grants and donations.

At 30<sup>th</sup> April 2023 the Society's Retirement Security Plan pension scheme had a fund surplus under FRS102 valuation requirements of £2,945,000 (2022: £1,476,000) however in line with FRS 102 requirements this has been capped at £nil in these financial statements.

Capital expenditure during the year of £1,476,787 included £409,819 for the construction of lodges at New Warlands farm, £267,604 for planning, design and consultancy fees for the development of New Warlands Farm and £217,180 for the carpark and courtyard construction at Thornhill Park School.

Total unrestricted accumulated funds at 30<sup>th</sup> April 2023 are £27,259,181. The Society intends in the future to use its funds, less the amount set aside for operational reserves, held in fixed assets, and incurred on the repayment of loans, on improving the Society's services. We are still seeking to sell a land holding at Carley Hill, Sunderland. This will afford us the opportunity to consolidate and stabilise our finances and possibly reduce/repay our borrowings, but in doing so we will ensure that going forward we hold a sufficient level of free reserves so as to sustain the Society's long-term operations.

**NORTH EAST AUTISM SOCIETY  
TRUSTEE'S REPORT  
For the year ended 30th April 2023**

By way of investment, the Society continues to utilise short term cash deposits as the available funds arise, mainly from fees received in advance. Interest received on cash deposits during the year totalled £81,0004 (2022 £2,362).

**Key Performance Indicators (KPI's)**

The society measures a number of KPI's to measure its performance.

	2022/2023	2021/22
Total Income growth	12.9%	10.3%
Debtor's days outstanding	30 days	24 days

**Reserves Policy**

Reserves are set aside to provide financial stability and to support the Society's long term Strategic Plan. The Trustees have forecast that the level of free reserves required to sustain the Society's operations will be equivalent to a minimum of two month's budgeted expenditure, at 30<sup>th</sup> April 2023 this amounted to £5,147,000. The policy is reviewed by the Trustees as part of the strategic planning process.

At 30<sup>th</sup> April 2023, excluding fixed assets and the Retirement Security Plan fund, there were unrestricted reserves of £5,091,450 (2022: £5,235,227).

At 30<sup>th</sup> April 2023 the company held cash balances of £5,257,683, which is offset by a bank loan of £1,207,967 and £72,917 of other loans. The bank loan was refinanced in December 2022 with a term of three years based on 1.9% above the bank's base rate.

Restricted funds at 30<sup>th</sup> April 2023 were £71,193 (2022 £67,690).

**Investment Policy**

The Society introduced a Treasury Management Strategy. The Society has the power to invest funds not immediately required for its general purpose in such investments as it deems fit for the purpose.

Society's investment objectives continue to be 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 Society's policy continues to be to maintain cash deposits rather than to invest in stocks and shares, property, or any other investment.

The policy is kept under review.

**Going Concern Policy**

After making appropriate enquiries, the Trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for at least 12 months from the date of approval of these financial statements. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

**NORTH EAST AUTISM SOCIETY**  
**TRUSTEE'S REPORT**  
**For the year ended 30th April 2023**

**Structure, Governance and Management**

**Trustees**

The Trustees who served during the year and up to the date of signing are

Gavin Bestford (Chair) – Resigned 30<sup>th</sup> April 2023

Dr Rakesh Chopra OBE (Appointed Chair 1<sup>st</sup> May 2023)

Jillian Crumbe

John Hodgson

David Parker

Lisa Waller

**Governing Document**

The organisation was first established as an unincorporated association under the name “Tyneside Society for Autistic Children” in 1970. By 1979 the Society had raised enough funds to purchase 21 Thornhill Park which was refurbished and opened as a school for six children. The school numbers grew, and Tyne and Wear Autistic Society was incorporated and registered as a Charity in 1993. The registered charity number is 1028260 and the registered company number is 02859620. The Private Company Limited by Guarantee and not having a share capital was incorporated under the Companies Act 1985 on 6 October 1993. Members’ liability is limited to £10. The Society was renamed North East Autism Society in May 2009 and is governed by the Memorandum and Articles of Association dated 1<sup>st</sup> May 2009.

**Organisation**

A Chief Executive is appointed by Trustees and is accountable to them for the day-to-day management of the Society, implementing strategic policy and plans agreed by the Board. The Chief Executive is not a Trustee but is a paid officer of the Society.

The Chief Executive is supported in managing the Society by the Senior Staff Management Team who directly manages the services of the Society.

**Appointment of Trustees**

In accordance with our Articles of Association, Trustees are elected by the Members of the Society at the Annual General Meeting. All Trustees must be Members of the Society, but none can be in its employ i.e. receive a salary or fee. One third of the Trustees stand down annually and may offer themselves for re-election at the Annual General Meeting. The Trustees elect from their number a Chairman of the Board.

No Trustee has any financial interest in the Society. Trustees are covered by Directors and Officers Insurance while staff involved in the provision of advice and direct services are covered by Professional Indemnity Insurance.

As the Society provides services to children and vulnerable adults our Trustees are subject to enhanced Disclosure and Barring Service checks.

**Trustee induction and training**

New Trustees undergo an orientation meeting to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the authority and responsibilities of the Board and the decision-making process. They are provided with a copy of Board minutes for the prior 18 months and of the most recent Trustees Annual Report and Accounts. In addition, they are supplied with relevant Charity Commission guidance documents including the Commission’s “Strategy for dealing with Safeguarding Children and Vulnerable Adults Issues in Charities”.

All Trustees are updated on issues and guidance regarding charity and company law and are encouraged to attend appropriate external and internal training events.

**Related parties and co-operation with other organisations**

The Society is a membership organisation. On the 30<sup>th</sup> April 2023 there were 114 voting members whose details were held on our central register.

**NORTH EAST AUTISM SOCIETY  
TRUSTEE'S REPORT  
For the year ended 30th April 2023**

Most members are parents of autistic children or adults. The Society has however always been very keen to forge strong links with professionals and key staff in external agencies for example the NHS and Local Authorities. A number of our voting members are therefore professionals with a strong interest in autism and our work. We are keen to encourage autistic people to join as members of the Society and will continue to promote this in the year ahead.

Any connection between Trustees and senior managers must be disclosed to the full board of Trustees in the same way as any other contractual relationship with a related party.

**Pay policy for senior staff**

The Board of Trustees and the senior management team comprise the key management personnel of the charity in charge of directing and controlling, running, and operating the Society on a day-to-day basis. All Trustees give of their time freely and no Trustee received remuneration in the year. Details of Trustees' expenses and related party transactions are disclosed in note 12 to the accounts. The Board of Trustees benchmark salaries of senior staff against pay levels in other similar charities and the pay of all staff is reviewed annually. We attempt to reflect pay levels in accordance with the pay scales determined by the National Joint Council (NJC) for local government services.

**Risk management**

The Board of Trustees fully recognises its responsibility for the management of risk to the Society. The Society maintains a risk register, which is reviewed annually, and it is the responsibility of the Chief Executive to give updates to the Trustees on all aspects of risk management.

**Principal risks and uncertainties**

The major risks to North East Autism Society are identified as:

- Income streams and cost pressures from statutory bodies and other external regulatory services, for example fees remaining frozen and inflation continues to be absorbed by providers.
- Potential significant increase in pension liability and/or reduction in pension asset values on the defined benefit scheme, which has been closed to new members since 9<sup>th</sup> March 2012.
- Wage inflation is running at 7.2% (3 months to October 2023 figure), adding to pressure for pay rises along with staff shortages.

**Section 172 Stakeholder engagement**

The Charity understands that success is driven by strong relationships and endeavours at all times to foster and strengthen its relationships with the Families of the service users, the staff and other stakeholders. The Board of Trustees consider that through their strategic planning and decision making they have acted in a way that is most likely to promote the success of the charity for the benefit of both the service users and all the stakeholders.

**Clients and Funding Providers**

The charity works closely with the NHS, Government Departments, local authorities and our generous donors and grant funders to ensure that our service delivery meets their requirements and our charitable objectives.

**Suppliers**

The Charity engages regularly with our banking and technology suppliers to review performance, plan development, and stay current in an ever-changing technological world. The Charity maintains a strong relationship with our suppliers especially the staffing agencies that have been essential in maintaining staffing levels during and post covid.

**Employee Involvement**

The Charity encourages the involvement of its employees in its management through regular meetings of management which have responsibility for the dissemination of information of particular concern to employees (including financial and economic factors affecting the performance of the Charity) and for receiving their views on important matters of policy. A series of meetings between the CEO and staff at various sites are arranged throughout the year.

**NORTH EAST AUTISM SOCIETY  
TRUSTEE'S REPORT  
For the year ended 30th April 2023**

**Equality, Diversity, and Inclusivity**

Accessibility and Inclusivity are at the heart of everything at NEAS and our recruitment policies, staff training, and internal policies are based on promoting equality.

**Disabled Persons**

The Society is committed to employing people with disabilities. We are registered as "Disability Confident Employers" with DWP. We are pleased that the number of people employed by NEAS describing themselves as autistic, neurodiverse or disabled has increased in the period under review.

**Environmental SECR reporting around carbon emissions**

The energy results for energy usage in property for the year, the comparison figures and the square footage of the office buildings, service user homes, schools and farms are as yet not available. Due to the number of residential homes and other buildings used for the Society, it is a large undertaking to collate the information required and the Society is working on the collation of this information.

The estimated usage for 2023, based on the Electricity and Gas supplier's figures of annual consumption, was  
Gas 2,884,468 kwh  
Electricity 871,134 kwh

Transport figures are for our fleet of minibuses and other vehicles used for the transport of the service user. The figures do not include business travel or private mileage CO2 emissions.

NEAS Projected fleet emissions 2023  
Vehicle days 30,146  
Average CO2 162  
Annual Tonnes CO2 282.25

NEAS Projected fleet emissions 2022  
Vehicle days 33,703  
Average CO2 165  
Annual Tonnes CO2 338.11

**NORTH EAST AUTISM SOCIETY  
TRUSTEE'S REPORT  
For the year ended 30th April 2023**

**Trustees' responsibilities in relation to the financial statements**

The Trustees (who are also directors of North East Autism Society for the purpose of company law) are responsible for preparing the Trustees Annual 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 charitable company and of its incoming resources and application of resources including the income and expenditure of the charitable company for that period. In preparing those financial statements the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the group will continue in business.
- Observe the methods and principles in the Charities SORP.

The Trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time, the financial position of the Charity which enables them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Statement as to disclosure of our auditors**

A resolution to re-appoint Haines Watts North East Audit LLP as auditors for the ensuing year will be proposed at the Annual General Meeting in accordance with the Companies Act 2006.

By order of the Board of Trustees



Dr Rakesh Chopra OBE (Chairman of Trustees)

Date: 25 January 2024

**NORTH EAST AUTISM SOCIETY**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NORTH EAST AUTISM SOCIETY**  
**For the year ended 30th April 2023**

**Independent Auditor's Report to the Members of North East Autism Society**

**Opinion**

We have audited the financial statements of North East Autism Society (the 'charitable company') for the year ended 30 April 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 30 April 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

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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 charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

**Other information**

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

We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**

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

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

**NORTH EAST AUTISM SOCIETY**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NORTH EAST AUTISM SOCIETY**  
**For the year ended 30th April 2023**

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company 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 requires us to report to you if, in our opinion:

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

**Responsibilities of trustees**

- As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes 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 charitable company'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 responsibilities for the audit of the financial statements**

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

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

We obtained an understanding of the legal and regulatory framework applicable to the company itself and the industry in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the directors and other management. The most significant were identified as the Charities Act 2011, the Companies Act 2006, UK GAAP (FRS 102), UK Care Standards as defined by the Care Quality Commission and the Education Framework under the Education and Inspections Act 2006. We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements.

Our audit procedures included:

- obtaining an understanding of the nature of the sector in which the charitable company operates, including the legal and regulatory framework.
- Obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- Assessing the risk of management override of controls, including testing a sample of journal entries.
- Undertaking inquiries of management and those charged with governance about their own identification and assessment of instances of fraud and non-compliance with laws and regulations.
- Inspecting correspondence with the charitable company's regulatory bodies, for example Ofsted and the CQC.
- Challenging the assumptions and judgements made by management in their key accounting estimates, principally the assumptions used in the valuation of the defined benefit pension liability.

**NORTH EAST AUTISM SOCIETY**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NORTH EAST AUTISM SOCIETY**  
**For the year ended 30th April 2023**

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

**Use of our report**

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



**Craig Henderson (Senior Statutory Auditor)**

For and on behalf of Haines Watts North East Audit LLP

17 Queens Lane

Newcastle upon Tyne

NE1 1RN

25 January 2024

**NORTH EAST AUTISM SOCIETY**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**For the year ended 30th April 2023**

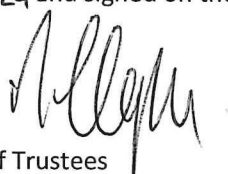
**STATEMENT OF FINANCIAL ACTIVITIES**

	<b>Note</b>	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>Total 2023 £</b>	<b>Total 2022 £</b>
Income from:					
Donations and grants	2	23,266	820,291	843,557	917,088
Charitable activities	3	30,469,688	-	30,469,688	26,872,004
Other trading activities	4	120,029	-	120,029	114,056
Investment income	5	81,004	-	81,004	2,362
<b>Total income</b>		<b>30,693,987</b>	<b>820,291</b>	<b>31,514,278</b>	<b>27,905,510</b>
Expenditure on:					
Cost of raising funds		178,310	-	178,310	175,361
Expenditure on charitable activities	6	29,885,849	816,788	30,702,637	25,833,167
<b>Total Resources Expended</b>		<b>30,064,159</b>	<b>816,788</b>	<b>30,880,947</b>	<b>26,008,528</b>
Net incoming before transfers		629,828	3,503	633,331	1,896,982
Gross transfer between funds	20	-	-	-	-
Comprehensive income		629,828	3,503	633,331	1,896,982
Other comprehensive income Actuarial gain / (loss)	24	(261,000)	-	(261,000)	(261,000)
Net movement of funds		368,828	3,503	372,331	1,635,982
Fund Balances Brought Forward 1 <sup>st</sup> May 2022	20	26,890,353	67,690	26,958,043	25,322,061
Balances carried forward at 30 <sup>th</sup> April 2023	20	<u>27,259,181</u>	<u>71,193</u>	<u>27,330,374</u>	<u>26,958,043</u>

**NORTH EAST AUTISM SOCIETY**  
**BALANCE SHEET**  
For the year ended 30th April 2023

		<b>BALANCE SHEET</b>			
	Note	2023		2022	
		£	£	£	£
<b>Fixed Assets</b>					
Tangible Fixed Assets	15		22,167,731		21,655,126
<b>Current Assets</b>					
Debtors	16	4,139,508		3,011,631	
Cash at bank and in hand		<u>5,257,683</u>		<u>6,193,914</u>	
		9,397,191		9,205,545	
<b>Creditors</b>					
Amounts falling due within one year	17	<u>(4,211,631)</u>		<u>(3,854,711)</u>	
<b>NET CURRENT ASSETS</b>			5,185,560		5,350,834
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<b>27,353,291</b>		<b>27,005,960</b>
<b>Creditors</b>					
Amounts falling due after more than one year	19		(22,917)		(47,917)
<b>Net Assets excluding pension asset / (liability)</b>			<b>27,330,374</b>		<b>26,958,043</b>
Pension asset / (liability)	24		-		-
<b>NET ASSETS INCLUDING PENSION ASSET / (LIABILITY)</b>			<u><b>27,330,374</b></u>		<u><b>26,958,043</b></u>
<b>The funds of the charity:</b>					
<b>Unrestricted funds:</b>					
General funds	20		27,259,181		26,890,353
Pension Reserve	20		-		-
			<u>27,259,181</u>		<u>26,890,353</u>
<b>Restricted funds:</b>	20		71,193		67,690
<b>TOTAL FUNDS</b>			<u><b>27,330,374</b></u>		<u><b>26,958,043</b></u>

The financial statements were approved and authorised for issue by the Trustees of North East Autism Society on 25/1/2024 and signed on their behalf.



Chairman of Trustees  
Dr Rakesh Chopra OBE (Chairman of Trustees)

Company Number 02859620

**NORTH EAST AUTISM SOCIETY**  
**STATEMENT OF CASH FLOWS**  
**For the year ended 30th April 2023**

		<b>STATEMENT OF CASH FLOWS</b>			
		<b>2023</b>		<b>2022</b>	
Note:	£	£	£	£	
Cash used in operating activities	22		613,732	1,578,068	
Purchase of tangible fixed assets		(1,476,787)		(3,223,661)	
Interest income		<u>81,004</u>		<u>2,362</u>	
<b>Cash (used in) investing activities</b>			<b><u>(1,395,783)</u></b>	<b><u>(3,221,299)</u></b>	
<b>Cash flows in financing activities</b>					
Repayment of borrowing		<u>(154,180)</u>		<u>(142,663)</u>	
<b>Cash used in financing activities</b>			<b><u>(154,180)</u></b>	<b><u>(142,663)</u></b>	
Decrease in cash in the year			<u>(936,231)</u>	<u>(1,785,894)</u>	
Cash at the beginning of the year			6,193,914	7,979,808	
<b>Total cash at the end of the year</b>			<b><u>5,257,683</u></b>	<b><u>6,193,914</u></b>	

**NORTH EAST AUTISM SOCIETY**  
**NOTES TO THE ACCOUNTS**  
**For the year ended 30th April 2023**

**NOTES TO THE ACCOUNTS**

**Note 1 Accounting Policies**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparations of the financial statements are as follows:

**Accounting convention**

The financial statements are prepared under the historical cost convention.

**Basis of preparation**

The financial statements have been prepared in accordance with 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 2015) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements are presented in sterling which is also the functional currency of the charity. Monetary amounts in these statements are rounded to the nearest £, except where otherwise indicated.

**Going concern**

The charity derives the majority of its income from agreed fees for the provision of education and support for autistic individuals. The ongoing demand for these services ensures the exposure to risk from the current difficult economic conditions is minimal. Cash reserves are available to meet the charity's needs as they arise, as detailed within the reserves policy. A flexible loan facility is in place to help with cash-flow on capital expenditure, the loan was refinanced in December 2022. During the previous year the charity completed the refurbishment of Kiora Hall as a new school and the school opened in September 2022.

The Trustees believe the charity is well placed to manage its business risks successfully and thus they have adopted the going concern basis of accounting in preparing the financial statements.

**Income**

All income is included in the SoFA when the charity is entitled to the income, receipt is probable, and the amount can be quantified with reasonable accuracy.

Voluntary income is received by way of grants, donations and gifts and is included in full in the SoFA when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Where there are performance related conditions attached to any grants or donations, income is recognised when the conditions have been met or when meeting the conditions is within the Charity's control and there is sufficient evidence that they have been met or will be met, otherwise they are deferred. When a grant condition allows for the recovery of any unexpended grant, a liability is recognised when the repayment becomes probable.

Where there are terms placed on income that limit the charity's discretion over how that income can be used, that income is shown as restricted income in the accounts.

**Donated services and facilities**

In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised. Please refer to the Trustees' annual report for more information about their contribution.

**Investment Income**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity.

**Taxation**

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

**NORTH EAST AUTISM SOCIETY  
NOTES TO THE ACCOUNTS  
For the year ended 30th April 2023**

**Expenditure and irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- **Costs of raising funds** comprise the costs of the fundraising team and the costs of commercial trading from the sale of refreshments.
- **Expenditure on charitable activities** comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Expenditure includes any irrecoverable VAT and is reported as part of the expenditure to which it relates.

**Allocation of support costs**

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, finance, HR, payroll, and governance costs which support the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The basis on which support costs have been allocated are set out in note 8.

**Operating leases**

The charity classifies the lease of vehicles, and other equipment as operating leases where substantially all of the benefits and risks of ownership remain with the lessor and are charged against profits on a straight-line basis over the period of the lease.

**Tangible fixed assets**

Fixed assets are capitalised at cost, the Trustees have set a de-Minimis limit in respect of non-capitalisation of fixed assets of £1,000. Fixed assets are stated at cost less depreciation. Depreciation is not provided on freehold land. On other tangible fixed assets depreciation has been calculated so as to write off the cost in equal annual instalments over their estimated useful lives. The rates of depreciation are as follows:

Asset Category	Annual rate
Freehold buildings	2%
Lodges	4%
Furniture and fixtures	10%
Equipment	20%
Computer equipment	33%
Motor vehicles	25%

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use.

**Debtors**

Trade and other debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid.

**Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid deposit account.

**Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

**Fees in advance**

Fees received during the year in respect of periods after 30th April 2023 the year end are included with creditors.

**Financial Instruments**

The charity has elected to apply the provisions of section 11 'Basic Financial Instruments' of FRS102, in full to all of its financial instruments. Financial Instruments are classified and accounted for, according to the substance of the contractual arrangement, as financial assets, financial liabilities, or equity instruments.

**NORTH EAST AUTISM SOCIETY**  
**NOTES TO THE ACCOUNTS**  
**For the year ended 30th April 2023**

**Pension schemes**

**Defined contribution scheme**

The company operates and contributes to a defined contribution pension scheme which is available to all staff after a minimum of three months service and at 30<sup>th</sup> April 2023 membership totalled 828. The pension costs charged to the statement of financial activities for this scheme reflect the contributions payable by the charity during the year.

**Defined benefit scheme**

The company also operates a defined benefit pension scheme (North East Autism Retirement Security Plan) which was closed to future accrual on 9th March 2012. The assets of the scheme are held separately from those of the company in an independently administered fund. At 30th April 2023 membership totalled 117, comprising 54 members with deferred benefits and 63 members in receipt of pension payments from the scheme.

The assets of the plan are measured using fair value. Plan liabilities are measured using the projected unit method and discounted at the current rate of return on a high-quality corporate bond of equivalent term and currency to the liability. The increase in present value of the liabilities of the scheme expected to arise from employee service in the period is charged to the operating surplus.

The expected return on the scheme's assets and the increase during the period in the present value of the scheme's liabilities, arising from the passage of time, are included in pension finance costs. Actuarial gains and losses are recognised in the statement of total recognised gains and losses.

**Restricted Funds**

These represent income relating to fund raising and donations which are allocated by the donor to specific projects. Fundraising and donations are recorded when received.

**Unrestricted Income Funds**

These represent funds which are expendable at the discretion of the Trustees for the furtherance of the objects of the charity. Such funds may be held for the purpose of meeting the administration and operational costs of the Society. The Trustees have the power to set aside unrestricted funds for specific designated future purposes.

**Critical accounting estimates and areas of judgment**

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectation of future events that are believed to be reasonable under circumstances.

**Critical accounting estimates and assumptions**

The key accounting estimate relates to the valuation of the defined benefit pension obligation. The Society has an obligation to pay pension benefits to certain employees. The cost of these benefits and the present value of the obligation depend on a number of factors including life expectancy, salary increases, asset valuations and the discount rate on corporate bonds. Management estimate these factors in determining the net pension asset / liability as at the year end. The assumptions reflect historical experience and current trends. See note 24 for the disclosures relating to the defined benefit pension scheme.

**Note 2 Income from donations and grants**

	Note		2023 Total		2022 Total
		£	£	£	£
Restricted	20		<u>820,291</u>		<u>720,170</u>
Unrestricted:					
Donations and gifts		22,152		13,093	
Covid-19 grants		<u>1,114</u>		<u>183,825</u>	
			<u>23,266</u>		<u>196,918</u>
			<b><u>843,557</u></b>		<b><u>917,088</u></b>

The Charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

**NORTH EAST AUTISM SOCIETY**  
**NOTES TO THE ACCOUNTS**  
**For the year ended 30th April 2023**

**Note 3 Income from charitable activities - unrestricted**

	2023 Total £	2022 Total £
Fees for the supply of services	30,352,513	26,577,652
Other income from charitable activities	<u>117,175</u>	<u>294,352</u>
	<b><u>30,469,688</u></b>	<b><u>26,872,004</u></b>

**Note 4 Income from other trading activities - unrestricted**

	2023 Total £	2022 Total £
Fundraising	84,305	76,563
Refreshment income	<u>35,724</u>	<u>37,493</u>
	<b><u>120,029</u></b>	<b><u>114,056</u></b>

**Note 5 Investment Income - unrestricted**

	2023 Total £	2022 Total £
Interest from deposit accounts	<u>81,004</u>	<u>2,362</u>
	<b><u>81,004</u></b>	<b><u>2,362</u></b>

**Note 6 Analysis of expenditure on charitable activities**

	Adult Services £	Children Services £	2023 Total £	2022 Total £
Staffing costs	12,997,131	8,440,034	21,437,164	19,026,097
Supplies and services	782,488	647,073	1,429,561	873,145
Premises costs	631,893	307,337	939,230	948,321
Transport costs	426,730	393,714	820,444	1,030,474
Administration	196,304	219,706	416,010	436,793
Bank loan interest	-	31,511	31,511	31,855
Depreciation	307,682	568,165	875,847	752,376
Governance costs	213,256	137,227	350,483	259,897
Support costs	<u>2,665,325</u>	<u>1,737,063</u>	<u>4,402,387</u>	<u>2,474,209</u>
	<b><u>18,220,807</u></b>	<b><u>12,481,830</u></b>	<b><u>30,702,637</u></b>	<b><u>25,833,167</u></b>

Expenditure on charitable activities was £30,702,637 (2022: £25,833,167) of which £29,885,849 (2022: £25,137,609) was unrestricted and £816,788 (2022: £695,558) was restricted.

Staff costs include agency staff of £1,085,649 (2022: £720,338) excluded from note 10

**Note 7 Summary analysis of expenditure and related income for charitable activities**

	Adult Services £	Children Services £	2023 Total £	2022 Total £
Costs	(18,220,807)	(12,481,830)	(30,702,637)	(25,833,167)
Fees for the supply of services	<u>18,262,376</u>	<u>12,090,137</u>	<u>30,352,513</u>	<u>26,586,575</u>
Net (cost) / surplus funded from other income	<b><u>41,569</u></b>	<b><u>(391,693)</u></b>	<b><u>(350,124)</u></b>	<b><u>753,408</u></b>

**NORTH EAST AUTISM SOCIETY**  
**NOTES TO THE ACCOUNTS**  
**For the year ended 30th April 2023**

**Note 8 Analysis of governance and support costs - 2023**

	General Support £	Governance £	2023 Total £	Basis of apportionment
Staffing costs	2,250,944	140,602	2,391,546	Fee income
Supplies and services	709,022	62,255	771,277	Fee income
Premises costs	743,270	42,710	785,980	Fee income
Transport	108,897	5,363	114,260	Fee Income
Administration	455,519	35,689	491,208	Fee income
Legal and other professional fees	83,526	58,749	142,275	Fee income
Depreciation	86,934	5,115	92,049	Fee income
Pension finance cost	<u>3,000</u>	<u>-</u>	<u>3,000</u>	
<b>Total</b>	<b><u>4,441,112</u></b>	<b><u>350,483</u></b>	<b><u>4,791,595</u></b>	

**Note 8 Analysis of governance and support costs - 2022**

	General Support £	Governance £	2022 Total £	Basis of apportionment
Staffing costs	1,348,253	125,653	1,473,906	Fee income
Supplies and services	598,203	45,621	643,824	Fee income
Premises costs	212,631	30,518	243,149	Fee income
Transport	17,421	1,381	18,802	Fee Income
Administration	135,406	9,608	145,014	Fee income
Legal and other professional fees	120,148	45,116	165,264	Fee income
Depreciation	45,147	2,000	47,147	Fee income
Pension finance cost	<u>(3,000)</u>	<u>-</u>	<u>(3,000)</u>	Fee income
<b>Total</b>	<b><u>2,474,209</u></b>	<b><u>259,897</u></b>	<b><u>2,734,106</u></b>	

**Note 9 Net income for the year is stated after charging:**

	2023 £	2022 £
Operating leases - equipment	433,503	697,652
Depreciation	964,183	805,076
Bank Interest payable	-	31,855
Auditors' remuneration - Audit fees	26,400	22,800

**Note 10 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel**

	2023 £	2022 £
Salaries and wages	20,425,951	17,899,250
Social security costs	1,710,773	1,405,600
Pension costs	<u>473,740</u>	<u>384,488</u>
	<b><u>22,610,464</u></b>	<b><u>19,689,338</u></b>

**NORTH EAST AUTISM SOCIETY**  
**NOTES TO THE ACCOUNTS**  
**For the year ended 30th April 2023**

The number of employees whose emoluments for the year are above £60,000

	<b>2023</b>	<b>2022</b>
	<b>No.</b>	<b>No.</b>
£60,000 - £70,000	3	1
£70,000 - £80,000	1	1
£80,000 - £90,000	-	1
£90,000 - £100,000	1	-
£100,000 - £110,000	-	1
£110,000 - £120,000	<u>1</u>	<u>-</u>
	<u><b>6</b></u>	<u><b>4</b></u>

Pension costs in respect of these employees are £27,161 (2022: £26,426).

The key management personnel of the charity, comprise the Trustees, the Chief Executive, Head of Care Services and Director of Education. The total employee benefits of the key management personnel were £286,215 (2022: £273,432).

The charity purchased Professional Indemnity Insurance including cover for the Trustees costing in total £2,011 (2022: £2,250). This insurance excludes any claim arising from any wrongful act.

**Note 11 Staff numbers**

The average number of persons employed by the charity during the year was as follows:

	<b>2022</b>	<b>2022</b>
	<b>No.</b>	<b>No.</b>
Adult services	453	447
Children services	381	347
Support services	40	25
Governance	<u>2</u>	<u>1</u>
	<u><b>876</b></u>	<u><b>820</b></u>

Please note that casuals 2023: 27 (2022: 57) are not classed as permanent staff and therefore are not included in the above numbers.

**Note 12 Trustee remuneration and related party transactions**

The charity Trustees were not paid or received payment by way of remuneration in the year (2022: £nil), No charity Trustee received expenses during the year (2022: £Nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil) There were no related party transactions (2022: £nil)

**Note 13 Ultimate Controlling Party**

The charity is governed by the Board of Trustees and is not under the control of any one individual.

**Note 14 Corporation Taxation**

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

**NORTH EAST AUTISM SOCIETY**  
**NOTES TO THE ACCOUNTS**  
**For the year ended 30th April 2023**

**Note 15 Tangible Fixed Assets**

	Freehold land and Buildings	Furniture Fixtures and Equipment	Computers	Motor Vehicles	Assets under Construction	Total
	£	£	£	£	£	£
<b>Cost</b>						
At 1st May 2022	25,656,431	3,025,634	737,598	8,613	54,306	29,482,582
Additions at cost	173,367	593,690	119,198	-	590,532	1,476,787
Transfers	551,343	-	93,495	-	(644,838)	-
Disposal	-	-	-	-	-	-
<b>At 30th April 2023</b>	<b>26,381,141</b>	<b>3,619,324</b>	<b>950,291</b>	<b>8,613</b>	<b>-</b>	<b>30,959,369</b>
<b>Accumulated depreciation</b>						
At 1st May 2022	5,689,891	1,729,430	404,187	3,947	-	7,827,455
Charge for the year	500,802	296,841	164,386	2,154	-	964,183
Disposal	-	-	-	-	-	-
<b>At 30th April 2023</b>	<b>6,190,693</b>	<b>2,026,271</b>	<b>568,573</b>	<b>6,101</b>	<b>-</b>	<b>8,791,638</b>
<b>Net Book Value</b>						
<b>At 30th April 2023</b>	<b>20,190,448</b>	<b>1,593,053</b>	<b>381,718</b>	<b>2,512</b>	<b>-</b>	<b>22,167,731</b>
<b>At 30th April 2022</b>	<b>19,966,540</b>	<b>1,296,203</b>	<b>333,411</b>	<b>4,666</b>	<b>54,306</b>	<b>21,655,126</b>

**Note 16 Debtors**

	2023	2022
	£	£
Fees Receivable	2,464,530	1,769,645
Prepayments and accrued income	1,668,958	1,208,520
Other Debtors	6,020	33,466
	<b>4,139,508</b>	<b>3,011,631</b>

**Note 17 Creditors Amounts falling due within one year**

	note	2023	2022
		£	£
Bank Loans		1,207,967	1,337,146
Sir Peter Vardy Foundation Loan		25,000	25,000
Deferred income	18	401,037	194,198
Trade creditors		1,329,186	1,160,084
Taxation and social security		588,713	476,423
Other creditors		973	108,846
Accruals		658,755	553,014
		<b>4,211,631</b>	<b>3,854,711</b>

**Note 18 Deferred Income**

	2023	2022
	£	£
Balance as at 1st May 2022	194,198	701,071
Amount released to income earned from charitable activities	(194,198)	(701,071)
Amount deferred in year	401,037	194,198
	<b>401,037</b>	<b>194,198</b>

Deferred income is the fee income invoiced in advance for future periods. These being a proportion of four weekly, and quarterly invoices that fall over two financial years.

**NORTH EAST AUTISM SOCIETY**  
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**For the year ended 30th April 2023**

**Note 19 Creditors: Amounts falling due after more than one year**

	2023	2022
	£	£
Bank Loans	1,207,967	1,337,146
Sir Peter Vardy Foundation Loan	<u>47,917</u>	<u>72,917</u>
Total indebtedness	1,255,884	1,410,063
less due within one year	<u>(1,232,967)</u>	<u>(1,362,146)</u>
Due in more than one year	<u><b>22,917</b></u>	<u><b>47,917</b></u>

A bank loan due of £1,207,967 relates to a Barclay's facility secured on various properties including New Warlands Farm and the "Aycliffe Centre". The loan had a final balloon payment due on 24<sup>th</sup> January 2023. In December 2022 the loan was refinanced with the term of three years, instalments are circa £14,300 per month including interest with a single final repayment in January 2026. Interest due is 1.90% above the bank's base rate and with the increase in base rate in the last year the amount of instalments have increased accordingly.

In June 2023 the charity received a waiver from the bank for having failed one of the covenants of the new loan due to high levels of capital spend in the year 2021-2022 and the bank were aware of the results prior to refinancing. However, as this waiver was not received until subsequent to the year end, the breach was effective as at the year end, and therefore was technically repayable on demand as at 30 April 2023. Therefore the full amount of the loan has been included within creditors falling due within one year.

In April 2015 a £200,000 interest free ten-year loan was received from the Sir Peter Vardy Foundation, this loan is repayable from 2017 to 2025.

**Note 20 Analysis of charitable funds**

**Analysis of movement in unrestricted funds - 2023**

	1 <sup>st</sup> May 2022	Income	Expenditure	Actuarial Gain / (loss)	Transfers	Funds 30 <sup>th</sup> April 2023
	£	£	£	£	£	£
General Fund	26,890,353	30,693,987	(30,064,159)	(261,000)	-	27,259,181
Pension Reserve	-	-	(261,000)	261,000	-	-
<b>Total</b>	<b><u>26,890,353</u></b>	<b><u>30,693,987</u></b>	<b><u>(30,325,159)</u></b>	<b>-</b>	<b>-</b>	<b><u>27,259,181</u></b>

Unrestricted funds of £27,259,181 include tangible fixed assets of £22,167,731 and a loan balance of £1,255,883 which relates to funding for fixed asset purchases and improvements.

**Analysis of movement in unrestricted funds - 2022**

	1 <sup>st</sup> May 2021	Income	Expenditure	Actuarial Gain / (loss)	Transfers	Funds 30 <sup>th</sup> April 2022
	£	£	£	£	£	£
General Fund	25,278,983	27,185,340	(25,312,970)	(261,000)	-	26,890,353
Pension Reserve	-	-	(261,000)	261,000	-	-
<b>Total</b>	<b><u>25,278,983</u></b>	<b><u>27,185,340</u></b>	<b><u>(25,573,970)</u></b>	<b>-</b>	<b>-</b>	<b><u>26,890,353</u></b>

Unrestricted funds of £26,947,075 include tangible fixed assets of £21,655,126 and a loan balance of £1,410,064 which relates to funding for fixed asset purchases and improvements.

**NORTH EAST AUTISM SOCIETY**  
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**Analysis of movement in restricted funds - 2023**

	1 <sup>st</sup> May 2022	Income	Expenditure	Transfers	Funds 30 <sup>th</sup> April 2023
	£	£	£	£	£
Depart of Ed - Post 16s Grant	10,968	9,944	(9,898)	-	11,014
The Charles Sharland Trust	10,000	-	(10,000)	-	-
Mercers Trust	7,500	-	(7,500)	-	-
Darlington Building Society	15,000	-	(15,000)	-	-
Tesco Little Helps / Groundworks	5,000	-	(2,500)	-	2,500
Move on Tyne & Wear	-	110,738	(110,738)	-	-
Youth Futures Foundation	-	179,478	(179,478)	-	-
Diversity Project - DWP	-	184,690	(184,690)	-	-
Diversity Project - North of Tyne Combined Authority	-	121,159	(121,159)	-	-
NWLWP – North of Tyne Combined Authority – NWF phase 1	-	108,117	(66,234)	-	41,883
Dep of Ed – Post 16s and capital grants	-	16,254	(16,254)	-	-
BBC Children in Need – Science Group Life Centre	-	8,290	(8,290)	-	-
North Tyneside Voluntary Voda	-	21,002	(21,002)	-	-
Northumberland, Tyne, and Wear Community Foundation	-	9,946	-	-	9,946
Greater Aycliffe & Middridge Partnership	-	6,705	(3,355)	-	3,350
Other	19,222	43,968	(60,690)	-	2,500
<b>Total</b>	<b>67,690</b>	<b>820,292</b>	<b>(816,788)</b>	<b>-</b>	<b>71,193</b>

**Analysis of movement in restricted funds - 2022**

	1 <sup>st</sup> May 2021	Income	Expenditure	Transfers	Funds 30 <sup>th</sup> April 2022
	£	£	£	£	£
Depart of Ed - Post 16s Grant	10,966	8,922	(8,920)	-	10,968
The Charles Sharland Trust	10,000	-	-	-	10,000
BBC Children in Need	7,790	40,614	(48,404)	-	-
Paul Hamlyn Foundation	4,822	-	(4,822)	-	-
Mercers Trust	5,000	30,000	(27,500)	-	7,500
Move on Tyne & Wear	-	83,942	(83,942)	-	-
Youth Futures Foundation	-	130,116	(130,116)	-	-
Sunderland Council LA6	-	2,840	(2,840)	-	-
Gateshead Council LA6	-	7,989	(7,489)	-	-
ESF - DWP PMP South of Tyne	-	61,146	(61,146)	-	-
ESF - DWP PMP Durham	-	121,648	(121,648)	-	-
Diversity Project - DWP	-	62,445	(62,445)	-	-
Diversity Project - North of Tyne Combined Authority	-	68,441	(68,441)	-	-
Garfield Weston	-	30,000	(30,000)	-	-
Good Things Foundation	-	12,275	(12,275)	-	-
Darlington Building Society	-	15,000	-	-	15,000
Sir James Knott Trust	-	6,000	(6,000)	-	-
Sir John Priestman Charitable Trust	-	5,000	(5,000)	-	-
Tesco Little Helps / Groundworks	-	5,000	-	-	5,000
Other	4,500	28,792	(14,070)	-	19,222
<b>Total</b>	<b>43,078</b>	<b>720,170</b>	<b>(695,558)</b>	<b>-</b>	<b>67,690</b>

**NORTH EAST AUTISM SOCIETY  
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**Name of restricted fund**

Dept of Education Post 16s Grant	Post 16s Education
The Charles Sharland Trust	Outdoor play equipment
Mercers Trust	Grant for family development
Darlington Building Society	Outdoor play equipment
Tesco Little Helps / Groundworks	Family development youth group
Move on Tyne & Wear	ESF grant to deliver employer ability service
Youth Futures Foundation	Grant to deliver employer ability service
Diversity Project - DWP	Grant to deliver employer ability service
Diversity Project - North of Tyne Combined Authority	Grant to deliver employer ability service
NWLWP – North of Tyne Combined Authority – NWF phase 1	NWF Phase 1 – Planning and Demolition works
Dept of Education	Grants for Post 16s and small Capital works
BBC Children in Need	Science Life Centre and Curiosity Projects
North Tyneside Voluntary VODA	Grant for Voluntary VODA
Northumberland, Tyne and Wear Community Foundation	Autism Activists Group
Greater Aycliffe & Middridge Partnership	Grant for Education projects
BBC Children in Need	Family development youth group Outdoor play equipment
Paul Hamlyn Foundation	Ideas and Pioneers Fund for Think Tank
Community Foundation	Grant towards youth groups
National Lottery Community Fund	Grant towards youth groups
Sunderland Council LA6	Grant to deliver employer ability service
Gateshead Council LA6	Grant to deliver employer ability service
ESF - DWP PMP South of Tyne	Grant to deliver employer ability service
ESF - DWP PMP Durham	Grant to deliver employer ability service
Garfield Weston	Grant for capital costs to Kiora Hall
Good Things Foundation	Grant to deliver employer ability service
Sir James Knott Trust	Grant for capital costs to Kiora Hall
Sir John Priestman Charitable Trust	Grant for capital costs to Kiora Hall

**NORTH EAST AUTISM SOCIETY**  
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**For the year ended 30th April 2023**

**Note 21 Analysis of assets and liabilities between funds**

	General Fund	Pension Fund	Restricted Funds	Total
	£	£	£	£
Fixed Assets	21,167,731	-	-	21,167,731
Current Assets	9,325,997	-	71,193	9,397,191
Creditor: amounts falling due within one year	(4,211,630)	-	-	(4,211,630)
Creditor: amounts falling due after more than one year	(22,917)	-	-	(22,917)
Pension Asset	-	-	-	-
<b>Total</b>	<b><u>27,259,181</u></b>	<b>-</b>	<b><u>71,193</u></b>	<b><u>27,330,374</u></b>

**Prior year**

	General Fund	Pension Fund	Restricted Funds	Total
	£	£	£	£
Fixed Assets	21,655,126	-	-	21,655,126
Current Assets	9,137,855	-	67,690	9,205,545
Creditor: amounts falling due within one year	(3,854,711)	-	-	(3,854,711)
Creditor: amounts falling due after more than one year	(47,917)	-	-	(47,917)
<b>Total</b>	<b><u>26,890,353</u></b>	<b>-</b>	<b><u>67,690</u></b>	<b><u>26,958,043</u></b>

**Note 22 Reconciliation of surplus income to net cash inflow from operating activities**

	2023	2022
	£	£
Net Comprehensive Income	633,331	1,896,982
Add back depreciation charge	964,183	805,499
Deduct interest income shown in investing activities	(81,004)	(2,362)
(Increase) / Decrease in Debtors	(1,127,877)	(511,649)
Increase /(Decrease) in Creditors	486,099	(348,903)
Company pension contributions	(258,000)	(258,000)
Pension scheme interest cost	375,000	245,000
Pension Scheme interest return	<u>(378,000)</u>	<u>(248,000)</u>
	<b><u>613,732</u></b>	<b><u>1,578,068</u></b>

**Note 23 Operating Lease commitments**

As at 30th April 2023 the total future minimum lease payments under non-cancellable operating leases were as follows:

	2023	2022
	£	£
<b>Operating Equipment</b>		
Leases which expire within 1 year	196,374	433,503
Leases which expire within 2-5 years	<u>102,452</u>	<u>121,981</u>
	<b>2023</b>	<b>2022</b>
	£	£
<b>Land and Buildings</b>		
Leases which expire within 1 year	154,791	117,482
Leases which expire within 2-5 years	183,749	189,373
Leases which expire over 5 years	<u>367,333</u>	<u>-</u>

**NORTH EAST AUTISM SOCIETY**  
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**Note 24 Pension Commitments**

North East Autism Society operates a defined benefit scheme in the UK which provides both pensions in retirement and death benefits to members. Pension benefits are related to the members' final salary at retirement and their length of service.

Since 9th March 2012 the scheme has been closed to new members and future accrual.

Contributions to the scheme for the year ending 30th April 2024 are expected to be £258,000.

A full actuarial valuation of the Plan was carried out as at 1 May 2022 by a qualified independent actuary.

**The major assumptions used by the actuary were (in nominal terms) as follows:**

	At 30/04/2023	At 30/04/2022
Discount rate	4.90%	3.00%
Inflation assumption (RPI)	3.20%	3.60%
Inflation assumption (CPI)	2.50%	2.90%
Inflation linked pension increases:		
Pension earned before 6/4/1997 (Teachers)	3.20%	3.60%
Pension earned between 6/4/1997 and 30/4/2005	3.20%	3.60%
Pension earned after 30/4/2005	2.50%	2.50%
Cash commutation	90% of maximum	90% of maximum

**Assumed life expectancies on retirement at age 65 are:**

	At 30/04/2023	At 30/04/2022
Retiring today – Males	20.5	20.3
Retiring today – Females	22.9	22.2
Retiring in 20 years time - Males	21.8	21.7
Retiring in 20 years time - Females	24.4	23.8

**The assets in the scheme were:**

	Value at 30/04/2023	Value at 30/04/2022
	£000's	£000's
Equity	2,838	8,593
Bonds	8,447	3,673
Cash	315	364
<b>Fair Value of scheme assets</b>	<u>11,600</u>	<u>12,630</u>

**The actual return on assets over the period was:**

	<u>(996)</u>	<u>(390)</u>
Present value of funded obligations	(8,655)	(11,154)
Fair value of scheme assets	<u>11,600</u>	<u>12,630</u>
<b>Surplus / (deficit) in funded scheme</b>	<u>2,945</u>	<u>1,476</u>

Present value of unfunded obligations	-	-
Unrecognised actuarial gains (losses)	-	-
(Irrecoverable surplus)	<u>2,945</u>	<u>1,476</u>
<b>Net assets / (liability) in balance sheet</b>	<u>-</u>	<u>-</u>

**NORTH EAST AUTISM SOCIETY**  
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**For the year ended 30th April 2023**

**Reconciliation of opening and closing balances of the present value of the defined benefit obligation**

	<b>30/04/2023</b>	<b>30/04/2022</b>
	<b>£000's</b>	<b>£000's</b>
Benefit obligation at beginning of year	11,154	12,834
Current service cost	-	-
Interest cost	331	241
Contributions by plan participants	-	-
Actuarial (gains) / losses	(2,538)	(1,643)
Benefits paid	(292)	(278)
Past service cost	-	-
Settlements	-	-
Curtailments	-	-
Business combinations	-	-
Exchange rate	-	-
<b>Benefit obligation at end of year</b>	<b><u>8,655</u></b>	<b><u>11,154</u></b>

**Reconciliation of opening and closing balances of the fair value of scheme assets**

	<b>30/04/2022</b>	<b>30/04/2021</b>
	<b>£000's</b>	<b>£000's</b>
Fair value of plan assets at beginning of year	12,630	13,040
Interest income on plan assets	378	248
Return on assets, excluding interest income	(1,374)	(638)
Contributions by employers	258	258
Contributions by plan participants	-	-
Benefits paid	(292)	(278)
Plan administrative cost	-	-
Business combinations	-	-
Settlements	-	-
Exchange rate	-	-
<b>Fair value of Plan assets at end of year</b>	<b><u>11,600</u></b>	<b><u>12,630</u></b>

**The amounts recognised in the statement of financial activities**

	<b>30/04/2023</b>	<b>30/04/2022</b>
	<b>£000's</b>	<b>£000's</b>
Service cost - including current & past service costs, settlements	-	-
Service cost - administrative cost	-	-
Net interest on the net defined benefit liability	<u>(3)</u>	<u>(3)</u>
<b>Total credited to net incoming resources</b>	<b><u>(3)</u></b>	<b><u>(3)</u></b>

**Remeasurements of the net defined benefit liability (asset) to be shown in OCI**

	<b>30/04/2023</b>	<b>30/04/2022</b>
	<b>£000's</b>	<b>£000's</b>
Actuarial (gain)/losses on the liabilities	(2,538)	(1,643)
Return on assets, excluding interest income	1,374	638
Change in the amount of surplus that is not recoverable, excluding interest income	<u>1,425</u>	<u>1,266</u>
<b>Total remeasurement of the net defined benefit liability (asset) to interest income</b>	<b><u>261</u></b>	<b><u>261</u></b>

**NORTH EAST AUTISM SOCIETY  
NOTES TO THE ACCOUNTS  
For the year ended 30th April 2023**

**Sensitivity analysis**

	Impact on Plan Liabilities	
	30/04/2023	30/04/2022
	£000's	£000's
Discount rate - increase by 0.25%	(272)	(422)
Rate of inflation (RPI) - increase by 0.25%	177	178
Assumed life expectancy at age 65 - increase by 1 year	260	335

Please note that extrapolation of the sensitivity analysis beyond the ranges shown may not be appropriate.

**Estimation of next period's surplus or (deficit)**

	30/04/2023
	£000's
Service cost - including current service costs, past service, cost and settlements	-
Service cost - administrative cost	-
Net interest on the net defined benefit liability	<u>(6)</u>
Total credited to net incoming resources	<u>(6)</u>

**Information about the characteristics of the Plan**

The Plan provides pensions in retirement and death benefits to members. Pension benefits are linked to a member's final salary at retirement and their length of service.

The Plan closed to future accrual on 8th March 2012

The Plan is a registered Plan under UK legislation and is subject to the scheme funding requirements.

The Plan was established from 31st July 1989 under trust and is governed by the Plan's trust deed and rules dated 27th December 1997.

The Trustees are responsible for the operation and the governance of the Plan, including making decisions regarding the Plan's funding and investment strategy, in conjunction with the Society.

**Information about the risks of the Plan to the Society**

The Plan exposes the Society to actuarial risk such as: market (investment) risk; interest rate risk; inflation risk; currency risk; and longevity risk.

The Plan does not expose the Society to any unusual Plan-specific or Society-specific risks.

**Information about the valuation of the defined benefit obligation at the accounting date Plan**

The most recent formal actuarial valuation of the Plan was as at 1st May 2022.

The liabilities at the reporting date have been calculated by updating the results of the formal actuarial valuation of the Plan for the assumptions as detailed in these disclosures. Allowance has been made for expected mortality over the period, as well as actual movement in financial conditions since the valuation date.

Such an approach is normal for the purposes of accounting disclosures. It is not expected that these projections will be materially different from a summation of individual calculations at the accounting date, although there may be some discrepancy between the actual liabilities for the Plan at the accounting date and those included in the disclosures.

**NORTH EAST AUTISM SOCIETY**  
**NOTES TO THE ACCOUNTS**  
**For the year ended 30th April 2023**

**Information about the most recent actuarial valuation and expected future cashflows to and from the Plan**

The valuation as at 1st May 2022 revealed a funding deficit of £1.4m. In the Recovery Plan dated 21<sup>st</sup> July 2023, it is stated that the statutory funding objective at the valuation date was not met. However, the Trustees have allowed for post valuation experience which shows that the Plan is now in a surplus position, and hence no deficit recovery contributions were required.

In accordance with the Schedule of Contributions dated 21<sup>st</sup> July 2023 the Society is expected to pay contributions to the plan to further mitigate any equity and mis-match investment risk of £258,000 per annum. The contributions paid by the Society are reviewed every 3 years as part of each formal actuarial valuation. The Plans next actuarial valuation is due at 1st May 2025.

In addition, the Society is expected to meet the cost of administrative expenses for the Plan.

The liabilities of the Plan are based on the current value of expected benefit payment cashflows to members approximately over the next 64 years. The average duration of the liabilities is approximately 14 years.

**The Plan's investment strategy**

The Plan's investment strategy is to invest broadly 25% in return seeking assets and 75% in matching assets through bonds ("not geared"). This strategy reflects the Plan's liability profile and the Trustees' and Society's attitude to risk.

The Plan holds a number of annuity policies which match a portion of the pensions in payment, which have been excluded from the valuation of the assets and the liabilities. The plan does not hold any ordinary shares issued or property occupied by the Society. The growth assets held are expected to provide protection over inflation in the long term.

**Note 25 Capital Commitments**

	<b>At</b> <b>30/04/2023</b> <b>£000's</b>	<b>At</b> <b>30/04/2022</b> <b>£000's</b>
Contracted for, but not provided for in the financial statements	<u>          -</u>	<u>      1,540</u>

The capital commitments relate to approved capital works at (2022: Kiora Hall).

**NORTH EAST AUTISM SOCIETY  
CONTACT INFORMATION  
For the year ended 30th April 2023**



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