



ANNUAL REPORT AND ACCOUNTS

April 2022 – March 2023

**Resources for Autism
Legal and Administrative Information**

Company Number 3326332

Registered Charity 1061253

Directors and trustees:

Dr V E H Booth (President)

R H Esdaile (Treasurer)

Sir Nick Hine (Chairman)

C Montgomery

B A Linden

R Rainbow

A Levitt

R. Kiran Jackson (appointed January 2022)

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Chief Executive:

D Mordochai

Company Secretary:

R H Esdaile

Registered Office: 858

Finchley Road

Temple Fortune

London NW11 6AB

Bankers:

National Westminster Bank plc

89 Mount Pleasant Road

Tunbridge Wells

Kent TN1 1PX

Auditors:

Begbies Chartered Accountants

9 Bonhill Street

London EC2A 4DJ

Letter from the Chair

As the charity sector faces ongoing challenges stemming from the economic and social shifts brought about by the pandemic, as well as the current cost-of-living crisis, our organization has worked diligently to overcome these obstacles. We've done so with a focus on steady and sustainable growth, along with innovation in areas of emerging need. As we reflect on the past year, we take pride in the collective impact we've achieved.

Some notable achievements in the past year include:

- Supporting more children and young people than the previous year, totaling 820 unique children through shortbreaks, youth clubs, and mentoring.
- Welcoming 182 new users to our services.
- Doubling the number of carers attending our groups and training.
- Supporting 334 autistic adults and expanding our offerings to include counseling, walking groups, dating groups, and dance movement therapy.
- Providing autism awareness training to over 40 organisations, reaching more than 400 professionals.
- Successfully reintegrating 12 children with complex needs, who had been permanently excluded from special schools, back into education.
- Our dedicated volunteers contributed over 6,000 hours of support.
- Our website had 63,332 unique visitors.
- Conducting an autistic-led research project on Autism, Race, and Culture, impacting hundreds of professionals across London.

However, the year hasn't been without its challenges. We've seen a significant increase in demand for our services, with referrals becoming more complex, as 25% of our children and young people and 70% of our adults have had mental health challenges. The rising cost of living has placed strain on our budget, particularly in staff costs, necessitating the use of reserves to ensure our staff are properly supported. Sector-wide staffing shortages led to the temporary closure of some of our groups during the early part of the year.

To address these challenges, our team took bold and creative actions, including:

- Partnering with Blackbridge, a marketing recruitment agency, to review our recruitment process pro bono, leading to a significant increase in engagement statistics.
- Prioritizing staff well-being and maintaining our commitment to being a London Living Wage employer by increasing salaries and introducing a well-being strategy for all our staff.
- Restructuring our Leadership and Management team to position ourselves for national growth.

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With over 700,000 autistic people in the UK, we firmly believe that none of them need to be 'fixed.' Instead, we strive to help them reach their full potential through understanding and mutual respect. In addition to providing on-the-ground support, we work to change systems and attitudes to allow all autistic individuals to be themselves without the need to mask their autism. This year, our training and consultancy program has aided numerous organisations and companies in becoming more inclusive and aware of autism and neurodiversity.

We acknowledge that the neurodiversity landscape is ever-evolving, and our work is far from complete. The challenges are substantial and demand our continued dedication and collaboration. Over the past three years, our organization has transitioned from an emergency response mode to a resilience strategy and, now, to cautious but sustained growth.

The achievements of 2022 stand as a testament to the unwavering dedication of our team, the steadfast support of our volunteers, the incredible generosity of our donors, and the fruitful collaborations with our partners.

Together, we continue to build a more inclusive, compassionate, and informed society.

Sincerely,

A handwritten signature in blue ink, appearing to read "Nick Hine", is displayed on a light grey rectangular background.

Sir Nick Hine Chairman, Resources for Autism

Date: 03/10/23

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Report of the trustees for the year ending 31 March 2023

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ending 31 March 2023, which are also prepared to meet the requirements for a director's report and accounts for Companies Act purposes. The financial statements comply with the Charities Act 2011, 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 the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (as amended for accounting periods commencing from 1 January 2019).

Structure, Governance and Management

Company Status:

Resources for Autism (or "RfA") is a charitable company limited by guarantee. It was incorporated on 28 February 1997 and is governed by a memorandum and articles of association. These were reviewed and updated in September 2005.

Governance and internal control:

The board of directors is responsible for selecting and recruiting suitable trustees to hold office at the Annual General Meeting. The number of trustees shall be not less than three but is not subject to any maximum. One third of the trustees shall retire from office at each Annual General Meeting. A retiring trustee is eligible for re-election, and there is no limit on the number of times a trustee may be re-elected.

The minimum age for a trustee is 18 years, but there is no upper age limit imposed on trustees. The Trustees from among their number appoint a chairperson.

New trustees are inducted through a process of briefings by the Chairman and executive management, and they are provided with key information relating to the charity's governance and operation.

The board of trustees meets approximately four times per annum. Pay for senior staff is reviewed and agreed by the board of Trustees as and when necessary. The Senior Leadership Team supports the Chief Executive in the day-to-day running of the charity and efforts to sustain and grow the charity's income and deliver the mission of the organisation.

Purpose and activities:

The objects of Resources for Autism, as stated in the memorandum and articles, are to:

- a) Support the needs of people with Autism and related conditions; and

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- b) Promote and protect the health of families and carers of people with Autism and related conditions.

Specifically, the charity aims to:



- Improve independence for autistic individuals
- Improve emotional wellbeing for autistic individuals and their families
- Improve the life skills of autistic individuals
- Raise awareness about autism

Resources for Autism seeks to identify the most-needed services that reach the largest number of families and to demonstrate how these can be provided to a measurable standard of excellence. The charity aims to establish a model for the provision of services that can be delivered either as a direct activity of the charity or through the action of other organisations.

Ensuring our work delivers our aims:

We review our aims, objectives and activities at quarterly trustees' meetings. At these meetings we review our achievements and outcomes for the previous quarter.

- The review looks at the success of each key activity and the benefit it has brought to those groups of people we are set up to help.
- The review also helps us ensure our aims, objectives and activities remain focused on our stated purposes.
- We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.
- In particular, the trustees consider how any planned activities will contribute to the aims and objectives they have set.

In order to achieve its charitable aims, RFA provides:

- a) Weekly specialist play schemes and youth clubs during term time and holidays
- b) Arts therapies
- c) Volunteer mentoring and befriending service (Reach Out)
- d) Support for Adults
- e) Family Support for parent and Carers
- f) School Integration: Orange House School
- g) Therapies (Music and Counselling)
- h) Training and Consultancy to organisations

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Our Reach in 2022-2023

In line with our strategic priorities, we saw a cautious and sustained growth in most of our service areas across children, young people and adults. Specifically, this year our services were in the following areas:

| | |
|--------|--|
| 64,332 | unique users of our online resources |
| 6,683 | hours donated by volunteers |
| 820 | children and young people supported |
| 757 | families accessed our First Response Service |
| 548 | parents and carers attended drop-in and training sessions |
| 495 | professionals received autism training |
| 334 | adults supported |
| 184 | new people we supported under 18 |
| 77 | new people we supported over 18 |
| 43 | organisations trained in neurodiversity and autism awareness |
| 38 | local authority partnerships |

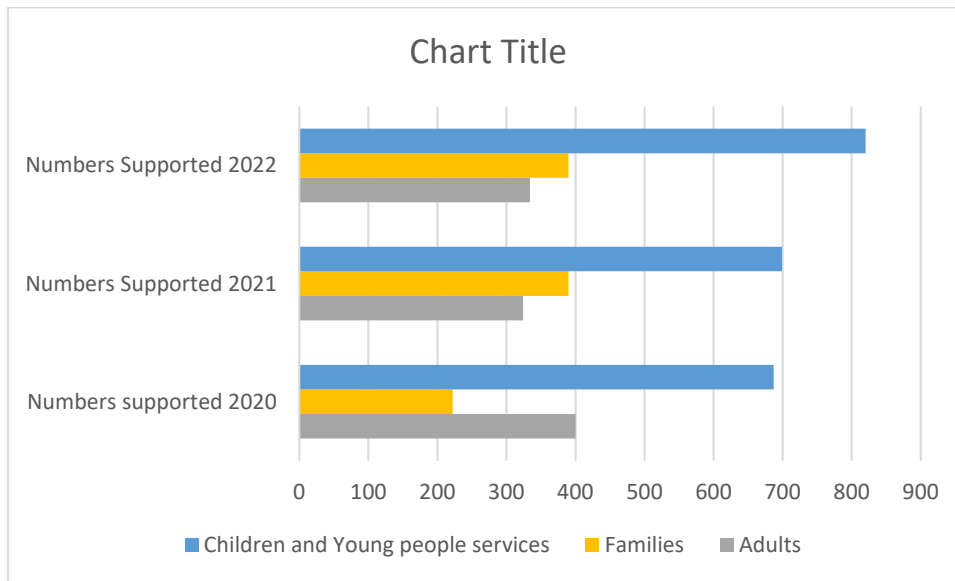
This growth has been achieved by:

- Successful fundraising with two key funders (National Community Fund and Garfield Weston) providing us with core infrastructure costs in order to grow our reach.
- The award of a 2-year grant by Mayor of London to capacity build youth organisations in North and West London which expanded our training offer
- An internal restructuring towards a more national way of working which enabled better collaboration between regions and efficiencies made as a result
- Development and roll out of our 2-year strategy across different areas
- Complete review of our recruitment and retention strategy which has helped us slowly recover from the staff shortages experienced earlier in the year

The chart below demonstrated the growth of our reach across our key stakeholder groups over the last three years.

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What we are particularly proud of is that this year (excluding Triage) we welcomed **256 new individuals** into our service.

Our Impact

The outcomes we seek to achieve through our work include:

- **Increased Confidence and sense of belonging** - Acceptance is fundamental to all our work with children and young people. We provide places and activities where they feel welcomed and valued by people outside their family, often for the first time.
- **Communication and interaction** - Our play and support services allow children and young people to meet and interact with each other, as well as with staff and volunteers. Engaging with other people in a safe and caring environment helps children and young people build their confidence and skills for communication
- **Relationships and social connection** - Our Behaviour informed services, as well as our therapy services and Community, directly help children and young people to develop their communication skills and manage their anxiety. They also benefit from fun, relaxed social interaction at playgroups and as part of our community support and Reach Out programmes.
- **Independence and resilience** - An improvement in confidence, communication and relationships can make a huge difference to the ability of children and young people to manage everyday life.
- **Access to other services and sources of support** - Our Triage services provide advice, advocacy and information and support to autistic adults. Our listening ear and carefully tailored help are especially important for people who have received a diagnosis of autism as adults, and have to adjust to a new identity, often by themselves with little or no support.

Children and Young People Services Impact

Across the year, we...

- supported **782** children and young people, of whom **184** were new
- offered **882** termtime sessions which were accessed by **229** unique children
- provided **1,298** holiday placements for **350** unique children

Our **Therapies** team achieved many successes: we...

- launched a new school partnership, supporting 30 autistic children through 1:1 and group work
- developed a new play therapy service which supported 24 children and 10 parents
- supported the placement of two students in Music Therapy and Dance Movement Therapy

Parents told us...

92% My child's wellbeing improved after joining a holiday scheme

88% Our family has benefited from the respite offered by RfA

Parents or older children told us...

98% My child has/I have benefited from the service

90% My child has/I have an improved capacity to try new things

90% My child has/I have improved mood

85% My child has/I have improved ability to interact with others

80% My child has/I have improved ability to form relationships and friendships

76% My child has/I have improved self-confidence

75% My child has/I have improved communication

'The staff were so dedicated and thoughtful. H was very reluctant to join in, but the staff went above and beyond to engage her'

'Your trustworthy staff always provide a safe haven for our children, and we hope this continues into adulthood as they grow and develop further. My sons always come home so fulfilled :).'

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'It is the only opportunity for us to have time apart in the holidays to do things independently of each other and this benefits both of us and our relationship.'

'As a parent I feel comfortable leaving my son and I know that he is safe and well looked after.'

'The work you do has given me so much hope, D is just so settled at club.'

'I have only attended in holiday time, but RfA has definitely provided a much-needed neuro-affirmative and non-discriminatory environment for me and an opportunity to find some social confidence'

'The mentoring scheme has really been the fulcrum of a wider sense of independence and support that means everything feels better for P. His severe mental health issues are much more under control as he can now vocalise his anxiety and depression and feel heard.'

From our base at Orange House, our Alternative Provision for children living in the London Borough of Newham, we supported **12** children who had been permanently excluded from their special education settings, of whom most have either been transitioned successfully into school or who are mid-transition in the 2022-23 academic year.

'Both my boys had had no access to any autism-specific club and were highly distressed and anxious. When they joined RfA, they had a sense of belonging, felt understood and accessed activities in a trusted environment with a team who are highly trained. My children now come home fulfilled and with a sense of "being understood" as their needs are complex. I am so happy and grateful RfA are here.'

Adult Services Impact

When autistic children transition into adulthood, most of their support disappears. We have always been committed to ensuring that the autistic adult community is not left behind.

Across the year, we...

- hosted **489** group sessions
- supported **334** adults
- received **166** new referrals
- welcomed **77** new adults
- delivered **46** advocacy sessions

Our ten **adult groups spanning London and the West Midlands welcome those with all levels of need, focusing on fun and connection**, and on building independence and preparing for adulthood. This year we have focused on stretching the service users to advocate for themselves and get their voices heard. We encouraged our adults to create their own timetables and planned activities and to have more ownership over their groups through creative co-production tools.

Our more **independent groups** have chosen to try new outings and activities such as canal trips along the river, mini-golf and theatre trips. Our **semi-independent groups** built their skills in areas such as cooking and planning trips. Our **complex needs groups** experimented with cooking and sensory play and created beautiful, inspiring artworks. The groups all connected with each other creatively, through art, dance and laughter.

Our much-needed **advocacy and crisis support services** continued to provide guidance on the often-complicated pathway to access benefits and housing services.

'The support provided by you was incredibly thoughtful, empathetic and at the same time professional and detailed. I was scared to ask for help and your work helped me change my life for the better.'

Our **virtual groups**, for those unable to access in-person groups, include our Adult Women's Group. Its ten core members share advice, stories and compassion, exploring wellbeing, personal safety and autism acceptance. Some members now meet independently online to continue to connect with each other.

'I wanted to say thank you for leading this group. I still have social anxiety about it but it's getting better, and I actually find myself having a lot in common with the ladies.'

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72% of the adults we support have experienced mental health difficulties, with anxiety and depression being the most common. This year, with generous funding from the Bloomfield Foundation, we provided counselling support to 23 adults which was very well received.

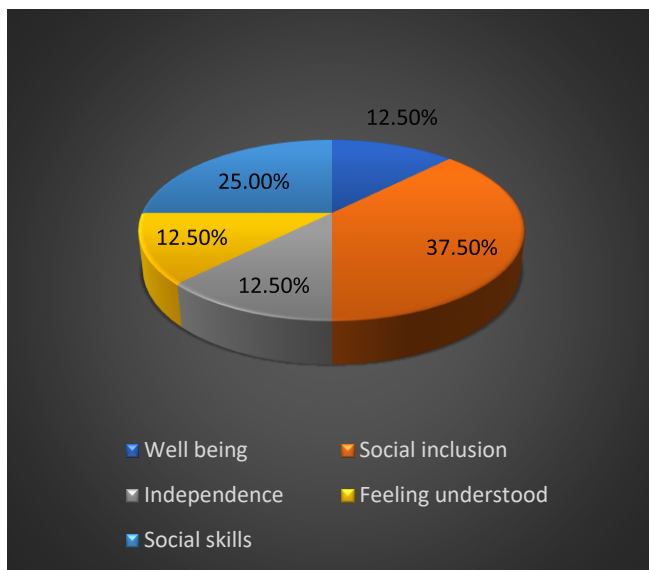
Adults told us...

100% I have benefited from the service

85% I have seen improvements in my mood

The most significant benefit of our support has been...

- **38%** Social inclusion
- **25%** Social skills
- **13%** Independence
- **12%** Feeling understood
- **12%** Wellbeing



'The help I received from Resources for Autism is not something I can measure. I would have been mad if I did not receive their help.'

'I managed to get a job and to understand people much better.'

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'Thanks to your help, I have been awarded Personal Independence Payment and UC50. I am actively taking part in two groups, receiving counselling sessions that are incredibly helpful.'

'I have made more friends'

'Since working with you, my mental health is better, I feel encouraged and even though I might not have tons of energy to advocate for myself, I feel like we have already accomplished so much in these few months.'

'I love coming to the group on a Wednesday. It feels like we are all developing a really lovely connection together.'

'I am more independent and have made lots of nice friends 😊'

Family Support Services Impact

Working with families is core to our work. We offer peer-led coffee mornings, crisis support, behaviour support, training, specialist workshops, signposting and a sibling's groups. Our Family Support team staff and volunteers are all experts by experience.

Our impact this year was significant:

- **548** parent/carers attended drop-in and training sessions
- **757** families accessed our signposting service
- **481** families were referred for further support from RfA
- **217** parent/carers attended our monthly peer-led coffee mornings and drop-ins
- **331** parent/carers attended our 32 workshops

Our **workshops** covered areas such as sleep, diet and nutrition, self-care and wellbeing, behaviours of concern and screentime.

Parents and Carers reported....

- **100%** experience of support groups as at least 4 out of 5
- **95%** increased confidence in dealing with their child's behaviour
- **95%** reduced isolation

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'I leave so many drop-in sessions thinking - Oh, I didn't know that.'

'The workshop was eye-opening. It spoke to me as a parent and how I can influence my child's behaviour. Reena was clear and pointed out topics which are difficult but used this as an opportunity to empower us.'

'I so appreciate you taking the time to break down all the strategies and advice. Having guidelines will help me to deal with the challenges I come up against with K.'

'It was great to get advice from professionals who understand autism. There is still so much lack of understanding surrounding ASD. It is comforting to have this level of support, it's not easy to come by.'

'To attend amongst peers and families who are in the same or similar situations is very comforting, as all too often it can feel very lonely.'

'The value of feeling heard and supported can't be expressed.... I have felt very isolated for the past few years. We now have a greater patience and understanding. We all feel less overwhelmed by everything.'

L, parent of an autistic child (*identifying information has been changed*)

L is the parent of an autistic boy aged 4. She is originally from Eastern Europe, living in temporary accommodation after fleeing domestic violence. She speaks only basic English and has no family in the UK.

She was very tearful during our first conversation, bewildered and unsure what to do. She didn't understand autism or her son's dysregulated behaviour. Everything seemed hopeless. She felt stuck and ashamed of her situation, of her son, of her unfurnished flat.

I visited her, showed her some visuals she could use with her son and demonstrated some strategies, but she wasn't very interested. She felt it was easy for me as her son had 'respect' for me, but he would never listen to her. When I asked her how she would feel if I put her in touch with an Albanian mother of a 12-year-old autistic child whom we had supported for a few years, she suddenly got interested! She got excited at the prospect of meeting someone with whom she could talk in her own language, free from judgement or lack of understanding.

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They had several phone conversations and then arranged to meet. When I next spoke with L, she sounded happier and more positive about her son and their future together... She wrote to me to say, *'It is so good you put me in contact with an Albanian woman with autistic child, and I can get information from her on how to act in my case, this would help me a lot, because my English is not very good, I believe that you also understood my situation. Thank you very much.'*

- Vesna Glavas, Family Support Manager

Organisations Impact

94% of autistic adults report experiencing anxiety, and 83% report experiencing depression (National Autistic Society, 2021). Only 22% of autistic people are in employment - the lowest employment rate of any form of disability or difference (ONS, 2021), and 75% of autistic adults still live at home (compared to 16% of people with a disability). Numbers like these make us committed to driving behaviour change and helping to build a world which is understanding of autistic people, and which doesn't push people to the margins of society and sentence them to a life of isolation.

Highlights of our work in changing behaviours and training other organisational training include...

- **43** youth organisations in London supported with a capacity-support programme, through a grant from the Mayor of London's New Deal for Young People
- **300+** secondary school students given autism awareness training in three school settings
- **400** professionals from sectors including education and youth organisations supported across **14** training sessions
- **50+** professionals attended the launch of RfA's *Report on the Challenges Facing Autistic People and their Carers from Ethnically Diverse Backgrounds in the London Borough of Newham*. The findings and recommendations, developed through a grant from the London Borough of Newham through Compass Wellbeing, were subsequently shared within their networks, with the aim of influencing policy, the local offer and the support offered by other organisations. The report can be found on our website
- Featured in a BBC interview about autism and homelessness
- Supported Communicourt, the largest provider of intermediaries for HM Courts and Tribunals Service, producing a best practice guide on how to support autistic people in the criminal justice system

'Informative, interesting, relaxed and empowering. Made me feel like I am already doing some things correctly, and plenty of ideas for a better understanding of how to support young people with autism.'

'Facilitator's experience was brilliant. She had great knowledge and was able to answer questions. Pitched at just the right level where it was an overview of info about the subject and still tailored to our organisation.'

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'Emily was really clear and expanded on the learning with anecdotes that really helped to clarify an example and make it resonate and stick in my mind.'

'Excellent trainer, really engaging and informed. Comprehensive slides and materials.'

'Clear overview of topics on autism with opportunities for questions and clarification. Insight on how to implement strategies in real-life situations. Opportunities to stay connected for further questions.'

Volunteers

Our volunteers are core to the services we provide. We are particularly grateful for their involvement in mentoring and befriending, play therapy, parent support, gardening and office support.

This year...

- **6,683** volunteer hours were donated
- **100+** volunteers supported our community and their families in London and the West Midlands
- **78** new volunteers joined our team

Volunteers told us that the benefits of volunteering which they most valued were...

- Greater understanding and awareness of autism
- Making a positive difference for autistic people
- Gaining new skills and experiences
- Enjoyment
- Helping others
- Meeting new people

'Confidence is the BIG ONE. At first, I was nervous when I started on the training... but then you build up that confidence, as you want the best for the person you're helping, that becomes your focus - working together to find solutions.'

'I am gaining so much experience on how to plan and organise sessions, for my career in psychology, and learning so much about autism... I am really enjoying volunteering and being able to get to know and support (person-centred) the young woman.'

Spotlight on Volunteer Mentoring

This year, through a grant from Mayor Sadiq Khan's volunteering programme, Team London, our volunteers supported 76 people through mentoring.

Our Mentors supported young autistic people, helping them to build personal and life skills, confidence and self-esteem, both at their home and in the community.

4,014 hours were donated by our Volunteer Mentors this year.

Mentors told us that they were particularly proud to make a difference to their mentees, and noted...

- Improved social skills and independence
- Increased self-confidence
- Confidence to try new things
- Improved mood and reduced anxiety

'He has historically been plagued with 'bad voices' - where he starts speaking in the voice of people who have upset him in the past. Recently, he told me that he has a new coping strategy for this - when the 'bad voices' try to sneak in, he starts speaking back to them in MY voice, because it makes him feel safe and happy. Apart from being one of the nicest compliments I've ever received, I was really proud of him for being so resourceful and for problem-solving by himself :)'

'Before, the young person would jump from one topic to another and would often not answer my questions as they would get easily distracted by something else, but now when in our conversations it is much more collaborative. I think this is due to us building a strong relationship; it's one of the things I am the most proud of from my volunteering so far.'

'The young woman I am supporting struggles with anxiety and understanding emotions, she often thinks people are angry with her. Now that we are building trust she speaks more freely to me. When we first started, she would only meet up for 30 minutes as she was so anxious, and now after 3 sessions we have met for an hour! We are working on understanding emotion when out in the community and on how to cross the road other than where there are traffic lights.'

'My mentor is someone I would be friends with and not just someone who's helping me. We have a lot in common. I warmed up to her very quickly.'

'Our son B has found his sessions with Nazir absolutely amazing. The benefits are many but generally: 1) To have someone nearer his age who can champion him and make him feel connected is really so helpful. 2) He is mid-GCSEs and the pressure and anxiety can get very overwhelming, his mentor understands and can support in ways we, his parents, can't. 3) It helps him realise that his social isolation will change as he gets older. It gives him perspective. It takes the pressure off us and his sister and gives valuable time for us to step back and focus on her.'

Our Successes during 2022-2023

Despite the difficulties we have faced during the last 2 years with post pandemic recovery, staff shortages, cost of living increases and very tough funding reality, we have managed to grow our reach and our impact in every single area. You will read everything in detail in our Impact report but in summary we have:

- supported more children and young people than last year (**820** unique children)
- welcomed **182** new users to our service.
- doubled the number of carers attending our groups and training.
- Offered adults more options of support with counselling, walking group, dating group and dance movement therapy.
- Trained over **40** organisations in autism awareness accessing more than **400** professionals.
- Our school integration service has supported **12** children this year, more than every other year since 2018.
- Volunteers offered over **6000** hours of support.
- Our website had **63,332** unique visitors.

Internally our organisation went through a significant improvement journey across every area. Specifically:

- **Workforce:** We worked with Blackbridge, a Marketing Recruitment agency who supported us on a pro-bono basis to review all our recruitment material, develop an autistic led recruitment video and develop a recruitment strategy for our social channels. As a result, we have been successful in slowly bridging the recruitment gaps we faced earlier in the year.
- **Diversity and Inclusion:** We continued our work on our Diversity and Inclusion promise and this year we undertook a number of different actions. The whole organisation participated in a 5-day Race Equality Challenge where every day we reflected collectively on areas such as microaggressions, privilege, being an ally. We also redesign our recruitment and onboarding processes and developed new plans for supporting neurodivergent staff into the organisation. We also conducted autistic led research into the intersectionality between Autism, Race and Culture and we presented our findings to over 100 professionals across London. 48% of our workforce comes from ethnically diverse cultures and we are committed to our genuine efforts to create inclusive work environment.
- **Employee Wellbeing.** Our employee wellbeing group continued to meet quarterly and we run a wellbeing barometer survey to ascertain the wellbeing of our workforce. Feedback from the survey has been incorporated into our retention strategy.

- **Co-production.** This year we took our coproduction commitment to a whole new level by recruiting a co-production lead, running 4 co-production panels across the year, developing a co-production vision and beginning to integrate co-production in everything we do.
- **Restructure to a National Service:** In November 2023, we undertook the restructuring of our Leadership and Management Team in order to move towards a much more integrated service between London and the West Midlands. The new structure took effect from January 2023 and has been working really well with Managers and Leaders between regions working closer together than ever before.

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Our Challenges during 2022-2023

- **Demand:** Our demand remained stable as the level of last year (872 referrals in 2021, 850 in 2022), however it is still significantly higher (40%) than pre-Covid. The most sought-after service is our children and young people groups, and we are working very hard to increase the capacity and reach of our groups.
- **Funding:** Cost of Living Rises and the impact of that on our workforce and our beneficiaries has been by far the biggest challenge of 2022-2023. Our commitment has been to remain a London Living Wage and National Minimum Wage employer and we have been successful in achieving that over the last three years. This year the LLW and NMW went up by 25% which is expense we had not anticipated or budgeted for. In addition to that cost, we also paid all our employees a £200 one-off bonus to support with rising energy costs and we also gave everyone a £50 voucher towards groceries. Our Board agreed that in these extraordinary times we needed to use part of our reserves to ensure that we support our staff and this decision was very well received by staff.
- With rising costs due to inflation and our decision to increase pay for all roles, our fundraising target has been increased to £1,000,000 per year which is a stretch for our small team of two plus the CEO. We recruited a new Head of Fundraising in January 2023, and we are working relentlessly to find new and innovative avenues to increase our fundraised income, particularly to cover our increasing core costs.

Our Values

The organisation has a set of operating values, which govern our work. These traditionally have been success, dynamic, safe and ethical.

This year, we undertook a series of workshops across all the organisation, in order to co-design new organisational values. Our new values are

Compassionate: We offer empathetic, non-judgemental support, showing respect for each individual's lived experiences.

Inclusive: We welcome uniqueness and difference. We accept individuals for who they are and where they are in their personal development.

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Courageous: We continually persevere and battle to ensure our service users, staff and community get the care and support they need.

Creative: We recognise the importance of playfulness, flexibility and fun and we empower individuals to celebrate their skills and personality,

Expert: We listen, learn, and adapt to build our autism knowledge, experience and provide relevant, high quality, autism support



Between July and December, we will ensure that all values are operationalised into behaviours and linked into our inductions, training and appraisals.

Risks

The Directors have a risk management process to assess business risks and implement risk management strategies. This involves reviewing the risks the charity faces, prioritising them in terms of potential impact and likelihood of occurrence, and identifying means of mitigating the risks in line with a risk profile accepted by the board. As part of the risk management process, the charity complies with the Charity Commission's list of internal financial controls in all material respects.

The organisation has a full set of policies and procedures, which are read and signed by all staff on appointment, including detailed child and adult safeguarding. All staff are enhanced DBS checked.

Risk assessments are completed for every activity undertaken.

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The organisation has employer, public, product, professional and trustee indemnity insurances in place.

RfA fully complies with fundraising best practice and is registered with the Fundraising Regulator. The organisation directly employs its fundraisers. We do not use agencies, and no one receives commission for fundraising. The charity's income is primarily derived from fees and grants rather than from the general public. We do not use direct marketing for fundraising purposes which protects vulnerable people and have no complaints regarding our fundraising during the year.

Financial Review

The charity had a deficit of £20,750 for the year, compared with a deficit of £152,512 in the previous year.

Income from charitable activities, in the form of fees and contracts increased by £108,923.

Expenditure increased by £140,522 which is mainly due to offering more services. This is offset by an increase in income from charitable activities of 108,923. The remaining increase in expenditure flows from the decision to increase salaries of all staff by 3% to cover inflationary rises and frontline staff by an average of 21% in line with Living Wage increases. This year, in recognition of the pressure on staff due to high cost of living the Board agreed a one-off award of £200 per staff member and a £50 voucher.

The unrestricted funds held at the end of the year increased by £42,007 to £1,818,335 and restricted funds decreased by £62,757 to £13,162.

Total funds at the year-end stand at £1,831,497 of which £840,135 is designated as it could only be realised by selling the charity's fixed assets, and £978,200 represents undesignated 'free' reserves. More details of the reserves can be seen in note 15 of the accounts.

Reserves

The aim of Resources for Autism's reserves policy is to ensure that its ongoing and future activities are reasonably protected from unexpected variances in income and expenditure.

Resources for Autism aims to maintain reserves at a reasonable level to ensure it can meet its running costs for between 6 and 12 months. Trustees have maintained a level of 4.4 months of current expenditure and will work to grow this to a six-month level.

The relevant reserves for the purposes of the reserves policy are represented by all free reserves and exclude designated funds.

Principal Funding Sources

Resources for Autism recognises the importance of having a mix of funding sources and has been successful in maintaining a balance of statutory contracts, grants, and fees. We are slowly seeing an increase in our training income and one of our priorities for next year is to package our training offer

The organisation has continued to be successful in winning tenders to provide autism specialist child, youth and family provision for a number of local and regional authorities. We have successfully renegotiated our Birmingham contract to cost recovery level after this remained at the same pricing for the last 10 years.

Resources for Autism has received a range of grants during the period, a full list of which is contained in the body of these accounts. Fees from individuals for services provided have been a crucial element in maintaining a healthy funding balance but RfA also recognises that no one in need of the services we offer should be turned away due to an inability to pay. Subsidised fees for families, who are in receipt of tax credit, income support or on very low income, continue to be a crucial element of our charitable services.

Whilst our legacy income dropped significantly in the last two years, RfA is deeply indebted to those who have supported us in this way.

Plans for Next Year:

Having navigated a pandemic and a cost-of-living crisis, our organisation has moved from emergency response, to building resilience and now to cautious growth within our means. Over the next year we want to grow some of our most needed services and to continue to make systemic change through our capacity building offer.

Specifically, our priorities will focus on:

- Expanding our children and young people services by offering more spaces to existing beneficiaries and developing new clubs in areas where none exist.
- Offering support to more autistic adults around specific areas that they have chosen. We will achieve that by improving further our work on Co-production.
- Increasing the specialist support to those with more complex needs through offering more spaces to those children who are excluded from school, offering more support to families at times of crisis and increasing our capacity for mental health support to autistic adults
- Develop our training and consultancy offer even further and influence more organisation across public, private and voluntary sector to become more neuroinclusive.

Directors and their Interests

Apart from the Directors/Trustees listed on page 1, no other person served as a charity trustee during 2022/23.

Statement of Directors' Responsibilities

The trustees, who are also the directors of Resources for Autism for the purposes of company law, are responsible for preparing a trustees' annual report and 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 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 charity for that year.

In preparing the 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.
- 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 proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to disclosure to our auditors

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the auditor is unaware, and

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- The trustees, having made enquiries of fellow directors and the auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

By order of the board of trustees

A rectangular box containing a handwritten signature in blue ink. The signature appears to read "Nick Hine".

Sir Nick Hine
Chair

Date: 03/10/23

Auditors The auditors, Begbies Chartered Accountants Ltd, are deemed to be reappointed under section 487(2) of the Companies Act 2006.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF RESOURCES FOR AUTISM

Opinion

We have audited the financial statements of Resources for Autism (the "Charitable Company") for the year ended 31st March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of 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:

In our opinion, the financial statements:

- give a true and fair view of the state of the Charitable Company's affairs as at 31st March 2023 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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's 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 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 trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. 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.

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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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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 (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' report (incorporating the directors' 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 Charitable Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual 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;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations necessary for the purposes of our audit.
- the trustees were not entitled to take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of the trustees

As explained more fully in the Director's responsibilities statement, the trustees 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 they 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.

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Auditor's 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.

Extent to which the audit was capable of detecting irregularities, including fraud

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:

- agreement of the financial statement disclosures to underlying supporting documentation;
- enquiries or confirmation of management and the trustees as to their identification of any non-compliance with laws or regulations, or any actual or potential claims;
- review of minutes of Board meetings throughout the period;
- incorporating unpredictability into the nature, timing and/or extent of testing.
- evaluation of the selection and application of the accounting policies chosen by the charity.
- in relation to the risk of management override of internal controls, by undertaking procedures to review journal entries and evaluating whether there was evidence of bias that represented a risk of material misstatement due to fraud; and
- we assessed the susceptibility of the charity's financial statements to material misstatement, including how fraud might occur by considering the key risks impacting the financial statements.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion.

There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [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. 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's members as a body, for our audit work, for this report, or for the opinions we have formed.



Katherine Dee FCA (Senior Statutory Auditor)

For and on behalf of Begbies Chartered Accountants, Statutory Auditors
Bonhill Street

London, EC2A 4DJ

Date: 05/10/23

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Financial Statements

Statement of Financial Activities

(Incorporating an Income and Expenditure Account)

For the year ended 31 March 2023

| | Note | <u>Unrestricted</u> <u>funds</u> <u>2023</u> <u>£</u> | <u>Restricted</u> <u>funds</u> <u>2023</u> <u>£</u> | <u>Total</u> <u>funds</u> <u>2023</u> <u>£</u> | <u>Total</u> <u>funds</u> <u>2022</u> <u>£</u> |
|---|------|--|--|---|---|
| Income from: | | | | | |
| Donations and legacies: | | | | | |
| Grants | 3 | 147,500 | 657,764 | 805,264 | 700,822 |
| Other donations | 3 | 58,158 | - | 58,158 | 16,299 |
| Charitable activities | 4 | 1,739,096 | - | 1,739,096 | 1,630,173 |
| Investments | | 5,790 | - | 5,790 | 2,229 |
| Other | 5 | 19,399 | - | 19,399 | 5,900 |
| Total income | | 1,969,943 | 657,764 | 2,627,707 | 2,355,423 |
| Expenditure on: | | | | | |
| Raising charitable funds | 6 | 108,310 | - | 108,310 | 94,903 |
| Charitable activities | 7 | 1,819,626 | 720,521 | 2,540,147 | 2,413,032 |
| Total expenditure | | 1,927,936 | 720,521 | 2,648,457 | 2,507,935 |
| Net (expenditure)/income before transfers | 9 | 42,007 | (62,757) | (20,750) | (152,512) |
| Transfers between funds | 14 | - | - | - | - |
| Net movement in funds | | 42,007 | (62,757) | (20,750) | (152,512) |
| Reconciliation of funds | | | | | |
| Total funds brought forward at 1 April 2022 | 14 | 1,776,328 | 75,919 | 1,852,247 | 2,004,759 |
| Total funds carried forward at 31 March 2023 | 14 | 1,818,335 | 13,162 | 1,831,497 | 1,852,247 |

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Financial Statements

Balance Sheet

For the year ended 31 March 2023

| | <u>Note</u> | <u>£</u> | <u>2023</u> <u>£</u> | <u>£</u> | <u>2022</u> <u>£</u> |
|--|-------------|------------------|-------------------------|------------------|-------------------------|
| Fixed assets | | | | | |
| Tangible assets | 11 | | 840,135 | | 868,647 |
| Current assets | | | | | |
| Debtors | 12 | 150,571 | | 165,620 | |
| Cash at bank and in hand | | 1,080,773 | | 1,073,005 | |
| | | <u>1,231,344</u> | | <u>1,238,625</u> | |
| Liabilities | | | | | |
| Creditors: amounts falling due within one year | 13 | <u>(239,982)</u> | | <u>(255,025)</u> | |
| Net current assets | | | 991,362 | | 983,600 |
| Total assets less current liabilities | | | <u>1,831,497</u> | | <u>1,852,247</u> |
| Funds | | | | | |
| Unrestricted funds: | | | | | |
| General funds | 14 | 978,200 | | 907,681 | |
| | | <u>978,200</u> | | <u>907,681</u> | |
| Designated funds | 14 | <u>840,135</u> | | <u>868,647</u> | |
| | | | 1,818,335 | | 1,776,328 |
| Restricted funds | 14 | | <u>13,162</u> | | <u>75,919</u> |
| Total charity funds | 15 | | <u>1,831,497</u> | | <u>1,852,247</u> |

Notes 1 to 16 form part of these financial statements.

The financial statements were approved and authorised for issue by the Board of Trustees on 3rd October 2023 and signed on their behalf by:



.....
Sir Nick Hine

Trustee

Resources for Autism (Company Number: 3326332)

RESOURCES FOR AUTISM
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Financial Statements

Statement of Cash Flows

For the year ended 31 March 2023

| | <u>Note</u> | <u>Total funds 2023 £</u> | <u>Total funds 2022 £</u> |
|--|-------------|---------------------------------------|---------------------------------------|
| Cash flows from operating activities | | | |
| Net (expenditure)/income for the year (as per the Statement of Financial Activities) | | (20,750) | (152,512) |
| Adjustments for: | | | |
| Depreciation | | 28,512 | 28,512 |
| Interest Receivable | | (5,790) | (2,229) |
| Decrease/(increase) in debtors | | 15,049 | 66,754 |
| (Decrease)/increase in creditors | | (15,043) | 58,748 |
| Cash flows (used in)/generated from operating activities | | <u>1,978</u> | <u>(727)</u> |
| Cash flows from investing activities | | | |
| Purchase of Fixed assets | | - | - |
| Interest received | | 5,790 | 2,229 |
| Net cash provided by investing activities | | <u>5,790</u> | <u>2,229</u> |
| (Decrease)/increase in cash and cash equivalents in the year | | 7,768 | 1,502 |
| Cash and cash equivalents at the beginning of the year | | 1,073,005 | 1,071,503 |
| Cash and cash equivalents at the end of the year | (i) | <u>1,080,773</u> | <u>1,073,005</u> |

Note to the cashflow statement

(i) **Analysis of cash and cash equivalents**

| | <u>2023 £</u> | <u>2022 £</u> |
|--|-------------------|-------------------|
| Cash in hand | 5,494 | 7,700 |
| Cash in bank | 1,075,279 | 1,065,305 |
| Total cash and cash equivalents | <u>1,080,773</u> | <u>1,073,005</u> |

(ii) **Net debt**

There was no net debt during the year to 31 March 2023 or the year to 31 March 2022.

RESOURCES FOR AUTISM ANNUAL REPORT AND ACCOUNTS

Notes to the Accounts For the year ended 31 March 2023

1 ACCOUNTING POLICIES

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

1.1 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 financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (as amended for accounting periods commencing from 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Resources for Autism meets the definition of a public benefit entity under FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

1.2 Going concern

Free unrestricted reserves of the charity at the year end amounted to £978,200 (2022: £907,681). After consideration of the charity's plans for the next three years, the Trustees consider there is a reasonable expectation that Resources for Autism has adequate resources to continue in operational existence for the foreseeable future.

The Trustees are also satisfied with the controls in place for monitoring and flexing the budget throughout the year.

Whilst the coronavirus pandemic has resulted in significant national uncertainty, the Trustees do not consider that these uncertainties will impact on the charity's ability to continue as a going concern for the twelve months following the signing of the financial statements.

Accordingly we continue to adopt the going concern basis in preparing this annual report and financial statements.

1.3 Incoming resources

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 from service level agreements is recognised to the extent that services have been provided or performance criteria have been met at the Balance Sheet date, it is probable that the income will be received and the amount can be measured reliably. Grants in response to specified time related budgets which are implicit in the grant agreement are recognised in accordance with the timing implicit in those budgets. Income to which the charity is not yet entitled in accordance with these criteria is accounted for as deferred income.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution.

1.4 Donated services

The charity relies heavily on many volunteers who donate their time to assist those with autism. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised as a monetary value in these financial statements.

1.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

RESOURCES FOR AUTISM ANNUAL REPORT AND ACCOUNTS

Notes to the Accounts

For the year ended 31 March 2023

1 ACCOUNTING POLICIES (continued)

1.6 Resources expended and irrecoverable VAT

All expenditure is accounted for on an accruals basis and has been listed under headings that aggregate all the costs related to that activity. Liabilities are recognised as expenditure as soon as 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.

Direct costs, including directly attributable salaries, are allocated on an actual basis to the key strategic areas of activity.

Where costs cannot be directly attributed they have been allocated to activities on a basis consistent with the use of the resources. Staff time spent in setting up, organising and running charitable activities are posted directly to those activities.

Support costs, including recruitment of staff for projects, accounting and other administrative costs, are allocated between charitable activities on the basis proportionally to directly allocated wages and other cost.

The charity cannot recover VAT. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1.7 Taxation

The charity is exempt from taxation on its charitable activities.

1.8 Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for the particular restricted purposes within the objects of the charity.

Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

1.9 Tangible fixed assets and depreciation

Individual fixed assets costing £1,000 or more are capitalised at cost.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated realisable value of each asset over its expected useful life, as follows:

| | |
|-------------------------|--|
| Long leasehold property | Buildings- over 50 years, Residual value of 999 year lease - not depreciated |
| Office equipment | 25% on cost |
| Motor vehicles | 25% on cost |

1.10 Pension scheme

The charity contributes to employees' defined contribution pension schemes. The assets of the schemes are held separately from those of the charitable company in independently administered funds. The pension cost charge in the financial statements represents contributions payable to the fund.

2 Legal status of the charity

The charity is a company limited by guarantee and has no share capital.

In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

The charity was incorporated in England.

The registered office address is 858 Finchley Road Temple Fortune London NW11 6AB.

RESOURCES FOR AUTISM ANNUAL REPORT AND ACCOUNTS

Notes to the Accounts For the year ended 31 March 2023

3 Income from grants, donations and legacies

| | <u>2023</u> £ | <u>2022</u> £ |
|--|-----------------------|-----------------------|
| Grants from trusts and foundations | 805,264 | 666,688 |
| HMRC furlough grants | - | 34,134 |
| | <u>805,264</u> | <u>700,822</u> |
| Donations from companies other organisations and individuals | 38,158 | 16,299 |
| Probono Services | 20,000 | - |
| Total Other Donations | <u>58,158</u> | <u>16,299</u> |
| Total donations, grants and legacies | <u>863,422</u> | <u>717,121</u> |

3a Probono

| | | |
|--|---------------|----------|
| Blackbridge Communications Limited provided recruitment support via a media & digital campaign | <u>20,000</u> | <u>-</u> |
|--|---------------|----------|

4 Incoming resources from charitable activities

| | <u>Art and music therapy</u> | <u>Play schemes</u> | <u>Community support, reach out and school reintegration</u> | <u>Behaviour support</u> | <u>Adult support</u> | <u>Total</u> |
|-----------------|----------------------------------|-------------------------|--|------------------------------|--------------------------|-------------------------|
| | <u>2023</u> £ | <u>2023</u> £ | <u>2023</u> £ | <u>2023</u> £ | <u>2023</u> £ | <u>2023</u> £ |
| Fees | 39,098 | 72,706 | 206,618 | 12,900 | 34,956 | 366,278 |
| Contract income | 1,258 | 679,954 | 691,606 | - | - | 1,372,818 |
| Total | <u>40,356</u> | <u>752,660</u> | <u>898,224</u> | <u>12,900</u> | <u>34,956</u> | <u>1,739,096</u> |
| | <u>2022</u> £ | <u>2022</u> £ | <u>2022</u> £ | <u>2022</u> £ | <u>2022</u> £ | <u>2022</u> £ |
| Fees | 22,697 | 91,857 | 304,414 | 4,553 | 38,181 | 461,702 |
| Contract income | - | 684,391 | 469,455 | 14,625 | - | 1,168,471 |
| Total | <u>22,697</u> | <u>776,248</u> | <u>773,869</u> | <u>19,178</u> | <u>38,181</u> | <u>1,630,173</u> |

Total income from statutory sources amounted to **£1,372,818.00** (2022: £1,202,605) (excluding personal care package funding).

5 Other income

| | <u>2023</u> £ | <u>2022</u> £ |
|----------------------------------|----------------------|---------------------|
| Activities for generating funds: | | |
| Rent receivable | 2,600 | 2,600 |
| Training | 14,090 | - |
| Other | 2,709 | 3,300 |
| | <u>19,399</u> | <u>5,900</u> |

RESOURCES FOR AUTISM ANNUAL REPORT AND ACCOUNTS

Notes to the Accounts For the year ended 31 March 2023

6 Analysis of expenditure on raising charitable funds

| | <u>2023</u> | <u>2022</u> |
|---|----------------|---------------|
| | <u>£</u> | <u>£</u> |
| Staff salaries, NIC and pension contributions | 82,098 | 91,974 |
| Direct costs | 26,212 | 2,929 |
| | <u>108,310</u> | <u>94,903</u> |

7 Analysis of expenditure on charitable activities

| | <u>Art and music therapy</u> | <u>Play schemes</u> | <u>Community support, reach out and school reintegration</u> | <u>Behaviour support</u> | <u>Triage</u> | <u>Adult support</u> | <u>Total</u> |
|------------------------------|----------------------------------|-------------------------|--|------------------------------|---------------|----------------------|------------------|
| Note | <u>2023</u> | <u>2023</u> | <u>2023</u> | <u>2023</u> | <u>2023</u> | <u>2023</u> | <u>2023</u> |
| | <u>£</u> | <u>£</u> | <u>£</u> | <u>£</u> | <u>£</u> | <u>£</u> | <u>£</u> |
| Salaries and related costs | 70,954 | 618,418 | 715,581 | 97,121 | 49,320 | 137,650 | 1,689,044 |
| Direct costs | 3,648 | 155,351 | 58,059 | 19,351 | 114 | 20,508 | 257,031 |
| Support and governance costs | 8 23,480 | 225,110 | 243,489 | 36,657 | 15,558 | 49,778 | 594,072 |
| | <u>98,082</u> | <u>998,879</u> | <u>1,017,129</u> | <u>153,129</u> | <u>64,992</u> | <u>207,936</u> | <u>2,540,147</u> |

| | <u>Art and music therapy</u> | <u>Play schemes</u> | <u>Community support, reach out and school reintegration</u> | <u>Behaviour support</u> | <u>Triage</u> | <u>Adult support</u> | <u>Total</u> |
|------------------------------|----------------------------------|-------------------------|--|------------------------------|---------------|----------------------|------------------|
| Note | <u>2022</u> | <u>2022</u> | <u>2022</u> | <u>2022</u> | <u>2022</u> | <u>2022</u> | <u>2022</u> |
| | <u>£</u> | <u>£</u> | <u>£</u> | <u>£</u> | <u>£</u> | <u>£</u> | <u>£</u> |
| Salaries and related costs | 63,503 | 622,016 | 754,338 | 83,564 | 21,858 | 149,749 | 1,695,028 |
| Direct costs | 2,753 | 66,138 | 66,278 | 1,831 | - | 23,561 | 160,561 |
| Support and governance costs | 8 20,148 | 205,848 | 246,129 | 25,968 | 6,647 | 52,703 | 557,443 |
| | <u>86,404</u> | <u>894,002</u> | <u>1,066,745</u> | <u>111,363</u> | <u>28,505</u> | <u>226,013</u> | <u>2,413,032</u> |

8 Support and governance costs

| | <u>2023</u> | <u>2022</u> |
|---|----------------|----------------|
| | <u>£</u> | <u>£</u> |
| Support costs | | |
| Staff salaries and NIC | 335,954 | 318,365 |
| Recruitment costs (including Disclosure and Barring Service checks) | 12,087 | 2,296 |
| Legal and professional fees | 19,503 | 6,966 |
| Training staff | 30,246 | 31,840 |
| Premises costs | 10,302 | 9,310 |
| Insurance | 5,890 | 5,530 |
| | | |
| Office costs | 90,348 | 82,633 |
| Travel expenses | 7,759 | 4,698 |
| General costs | 10,227 | 1,138 |
| Accountancy services & Finance Charges | 37,650 | 54,736 |
| Depreciation | 28,512 | 28,512 |
| | <u>588,478</u> | <u>546,024</u> |
| Governance costs | | |
| | | |
| Legal and professional fees | - | 6,013 |
| Trustee insurance | 936 | 842 |
| Trustee expenses | 125 | 31 |
| Audit fee | 4,533 | 4,533 |
| | <u>5,594</u> | <u>11,419</u> |
| | <u>594,072</u> | <u>557,443</u> |

Support costs are apportioned between the charitable activities on the basis of direct wages and other cost.

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Notes to the Accounts
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9 Net incoming resources for the year

| | <u>2023</u> | <u>2022</u> |
|---|-------------|-------------|
| | £ | £ |
| Net incoming resources are stated after charging: | | |
| Auditors' remuneration for audit services | 4,533 | 4,533 |
| Depreciation | 28,512 | 28,512 |
| | 28,512 | 28,512 |

10 Trustee and employee information

a) Trustee information

No trustees received any remuneration or other benefits during the year (2022: £Nil).

Eight trustees served during the year (2022: Eight).

One trustee received £70 for travel (2022: One: £31).

Fee of £5,100 was paid to one trustee and organisation linked to the trustee for consultancy service (2022: £Nil).

Unrestricted donations of £40,250 were received from trustees and organisations linked to trustees (2022: £Nil).

b) Employee information

Employee numbers:

The average monthly headcount was **148** (2022: 183).

The average number of employees (full time equivalents) during the year was:

| | <u>2023</u> | <u>2022</u> |
|--------------------------|-------------|-------------|
| | Number | Number |
| Key management personnel | 8 | 8 |
| Fundraising | 2 | 2 |
| Administration | 4 | 4 |
| Project delivery | 114 | 91 |
| | 127 | 105 |

Employee costs :

| | <u>2023</u> | <u>2022</u> |
|-----------------------|------------------|------------------|
| | £ | £ |
| Salaries | 1,923,715 | 1,940,763 |
| Social security costs | 149,713 | 133,470 |
| Pension costs | 33,668 | 31,134 |
| | 2,107,096 | 2,105,367 |

Employee remuneration received by the eight key management personnel together totalled £396,259 (2022: Eight key staff : £344,595).

On an annualised basis, one employee received remuneration plus other employee benefits in the band of £70,000 to £80,000 and £1,316 of employer pension contributions (2022: One Band £70,000- £80,000 and £1,321 of employer pension contributions).

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| | | | | | |
|-----------|---|--|-----------------------------|---------------------------|------------------|
| 11 | Tangible fixed assets | | | | |
| | | Long leasehold property | Office equipment | Motor vehicles | Total |
| | | £ | £ | £ | £ |
| | Cost | | | | |
| | As at 1 April 2022 | 1,041,105 | 44,638 | 64,342 | 1,150,085 |
| | Additions | - | - | - | - |
| | As at 31 March 2023 | 1,041,105 | 44,638 | 64,342 | 1,150,085 |
| | Depreciation | | | | |
| | As at 1 April 2022 | 207,763 | 33,834 | 39,841 | 281,438 |
| | Charge for the Year | 12,828 | 5,244 | 10,440 | 28,512 |
| | As at 31 March 2023 | 220,591 | 39,078 | 50,281 | 309,950 |
| | Net book value | | | | |
| | As at 31 March 2023 | 820,514 | 5,560 | 14,061 | 840,135 |
| | As at 31 March 2022 | 833,342 | 10,804 | 24,501 | 868,647 |
| 12 | Debtors | | | 2023 | 2022 |
| | | | | £ | £ |
| | Trade debtors | | | 103,129 | 158,790 |
| | Sundry debtors prepayments and accrued income | | | 47,442 | 6,830 |
| | | | | 150,571 | 165,620 |
| 13 | Creditors: amounts falling due within one year | | | 2023 | 2022 |
| | | | | £ | £ |
| | Trade creditors | | | 29,750 | 58,925 |
| | Other creditors | | | 94,882 | 45,309 |
| | Accruals | | | 4,500 | 4,500 |
| | Deferred income | | | 110,850 | 146,291 |
| | | | | 239,982 | 255,025 |
| | Deferred income | | | | |
| | Deferred income brought forward | | | 146,291 | 39,000 |
| | Transferred to income in year | | | (146,291) | (39,000) |
| | Deferred income in year | | | 110,850 | 146,291 |
| | Deferred income carried forward | | | 110,850 | 146,291 |

Deferred income contains £37,800 statutory funding (2022:£nil).

Any performance related requirements placed on statutory funding is recognised in the Statement of Financial Activities.

£146,291 deferred income brought forward at the beginning of the year was released to income during the year (2022: £39,000).

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14 Analysis of charitable funds

Analysis of movements in funds

| | <u>At 1 April 2022</u> | <u>Income</u> | <u>Expenditure</u> | <u>Transfers</u> | <u>At 31 March 2023</u> |
|--|------------------------|------------------|--------------------|------------------|-------------------------|
| | £ | £ | £ | £ | £ |
| Unrestricted funds | | | | | |
| General funds: free reserves | 907,681 | 1,969,943 | (1,927,936) | 28,512 | 978,200 |
| <u>Designated funds:</u> | | | | | |
| - Fixed assets fund | 868,647 | - | - | (28,512) | 840,135 |
| | 1,776,328 | 1,969,943 | (1,927,936) | - | 1,818,335 |
| Restricted funds | | | | | |
| Adult support | - | 56,068 | (56,068) | - | - |
| Therapies | - | 30,601 | (30,601) | - | - |
| Behavior & Training Support | 15,000 | 86,833 | (101,833) | - | - |
| Mental health & Well Being | - | 53,634 | (53,634) | - | - |
| Big Lottery: Reaching Communities - Supporting the Autism Family (West Midlands) | - | 70,172 | (70,172) | - | - |
| Big Lottery: Supporting the London Autistic Family | - | 49,408 | (49,408) | - | - |
| Community support | - | - | 0 | - | - |
| Play/Holiday services | 47,719 | 134,478 | (182,197) | - | - |
| Reach Out | - | 134,320 | (121,158) | - | 13,162 |
| Family Support | 13,200 | 42,250 | (55,450) | - | - |
| | 75,919 | 657,764 | (720,521) | - | 13,162 |
| Total funds | 1,852,247 | 2,627,707 | (2,648,457) | - | 1,831,497 |
| Comparative information | | | | | |
| | <u>At 1 April 2021</u> | <u>Income</u> | <u>Expenditure</u> | <u>Transfers</u> | <u>At 31 March 2022</u> |
| | £ | £ | £ | £ | £ |
| Unrestricted funds | | | | | |
| General funds | 1,058,528 | 1,786,806 | (1,966,165) | 28,512 | 907,681 |
| <u>Designated funds:</u> | | | | | |
| - Fixed assets fund | 897,159 | - | - | (28,512) | 868,647 |
| | 1,955,687 | 1,786,806 | (1,966,165) | - | 1,776,328 |
| Restricted funds | | | | | |
| Adult support | - | 28,707 | (28,707) | - | - |
| Art and music therapy | - | - | - | - | - |
| Behavior Support | - | 42,500 | (27,500) | - | 15,000 |
| Mental health & Well Being | - | 29,971 | (29,971) | - | - |
| Big Lottery: Reaching Communities - Supporting the Autis | 2,570 | 88,240 | (90,810) | - | - |
| Big Lottery: Supporting the London Autistic Family | 13,839 | 106,727 | (120,566) | - | - |
| Community support | 28,600 | 13,659 | (42,259) | - | - |
| Play/Holiday services | 4,063 | 186,039 | (142,383) | - | 47,719 |
| Reach Out | - | 51,100 | (51,100) | - | - |
| Triage service | - | 21,674 | (8,474) | - | 13,200 |
| | 49,072 | 568,617 | (541,770) | - | 75,919 |
| Total funds | 2,004,759 | 2,355,423 | (2,507,935) | - | 1,852,247 |

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Notes to the Accounts For the year ended 31 March 2023

14 Analysis of charitable funds (continued)

Unrestricted funds

Name of unrestricted funds

General funds: free reserves

Designated funds

- Fixed assets fund

Description, nature and purposes of the fund

The "free reserves" after allowing for all designated funds.

Unrestricted funds set aside by the trustees to improve the overall performance of the charity as detailed below:

The value of unrestricted funds represented by the tangible fixed assets owned and used by the charity on an on-going basis for charitable activities. The tangible fixed assets are not readily convertible to cash without seriously impacting on the charity's ability to continue to provide services. Trustees therefore retain the value of fixed assets in a designated fund to clarify how free reserves are calculated.

Restricted funds

The restricted funds arise from donations to fund particular programmes or items of expenditure as detailed above. Unused income is carried forward against expenditure on those areas. Details of restricted funds are as follows:

| | Description, nature and purposes of the fund |
|--|--|
| Adult support | Groups and individual support for adults with autism. Groups may be art, sport or sensory based and run in various venues throughout London and the West Midlands. |
| Therapies | Individual and group arts, music and play therapies for children and adults with an autistic spectrum condition. |
| Behaviour support | Funds donated by various donors to support individuals on the autism spectrum and those who care for them with strategies and advice, enabling them to regulate behaviour and fulfil their potential. |
| Mental health & Well Being | Funds donated specifically for mental health and Well Being. |
| Big Lottery: Reaching Communities - Supporting the Autism Family (West Midlands) | A three year grant that finished on 16 September 2022 to fund the extension of services in the West Midlands. |
| Big Lottery: Supporting the London Autistic Family | A three year grant which finished in March 2022 to fund a volunteer services lead, group and community support services lead and other costs of the charity associated with provision of support to those with autism in London. |
| Community support | Individual support for children and adults with autism and additional complex needs. (Previously referred to as home support). This service is provided by the charity's staff. |
| Holiday schemes | Specialist schemes run for children and young people aged 8 -19 during the school holidays. |
| Play services | Term time specialist clubs for children with an autistic spectrum condition aged 8 - 12 and 12 - 16. |
| Reach Out | Community based support for families and individuals to provide respite support. This service is provided by the charity's volunteers. |
| Family Support | Service providing initial assessment and support at the earliest opportunity. |

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15 Analysis of net assets between funds

| | <u>Tangible fixed</u> <u>assets</u> | <u>Net current</u> <u>assets</u> | <u>Total</u> |
|------------------------------|--|-------------------------------------|-------------------------|
| | <u>2023</u> <u>£</u> | <u>2023</u> <u>£</u> | <u>2023</u> <u>£</u> |
| Unrestricted funds: | | | |
| General funds: free reserves | - | 978,200 | 978,200 |
| Designated funds | 840,135 | - | 840,135 |
| Restricted funds | - | 13,162 | 13,162 |
| Total funds | 840,135 | 991,362 | 1,831,497 |

Comparative information

| | <u>Tangible fixed</u> <u>assets</u> | <u>Net current</u> <u>assets</u> | <u>Total</u> |
|------------------------------|--|-------------------------------------|-------------------------|
| | <u>2022</u> <u>£</u> | <u>2022</u> <u>£</u> | <u>2022</u> <u>£</u> |
| Unrestricted funds: | | | |
| General funds: free reserves | - | 907,681 | 907,681 |
| Designated funds | 868,647 | - | 868,647 |
| Restricted funds | - | 75,919 | 75,919 |
| Total funds | 868,647 | 983,600 | 1,852,247 |

The reserves policy states that the charity should aim to retain its unrestricted reserves at no less than six but no more than twelve months' expenditure. Set out below are the free reserves of the charity:

| | <u>2023</u> <u>£</u> | <u>2022</u> <u>£</u> |
|---|-----------------------------|-----------------------------|
| Free reserves as at 31 March | <u>978,200</u> | <u>907,681</u> |
| Total expenditure in the year | <u>2,648,457</u> | <u>2,507,935</u> |
| Number of months' expenditure in general funds | <u>Months</u> <u>4.4</u> | <u>Months</u> <u>4.3</u> |

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Notes to the Accounts
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16 Comparative Statement of Financial Activities (extract)

| | <u>Unrestricted</u> <u>2022</u> £ | <u>Restricted</u> <u>2022</u> £ | <u>Total</u> <u>2022</u> £ |
|---|--|--|---|
| Income from: | | | |
| Donations and legacies: | | | |
| Grants | 132,205 | 568,617 | 700,822 |
| Other donations | 16,299 | - | 16,299 |
| Legacies | - | - | - |
| Charitable activities | 1,630,173 | - | 1,630,173 |
| Investments | 2,229 | - | 2,229 |
| Other | 5,900 | - | 5,900 |
| Total income | 1,786,806 | 568,617 | 2,355,423 |
| Expenditure on: | | | |
| Raising charitable funds | 94,903 | - | 94,903 |
| Charitable activities | 1,871,262 | 541,770 | 2,413,032 |
| Total expenditure | 1,966,165 | 541,770 | 2,507,935 |
| Net income / (expenditure) before transfers | (179,359) | 26,847 | (152,512) |
| Transfers between funds | - | - | - |
| Net movement in funds | (179,359) | 26,847 | (152,512) |
| Reconciliation of funds | | | |
| Total funds brought forward at 1 April 2022 | 1,955,687 | 49,072 | 2,004,759 |
| Total funds carried forward at 31 March 2023 | 1,776,328 | 75,919 | 1,852,247 |