



ANNUAL REPORT AND ACCOUNTS

April 2024 – March 2025

**Resources for Autism
Legal and Administrative Information**

Company Number 03326332

Registered Charity 1061253

RESOURCES FOR AUTISM
ANNUAL REPORT AND ACCOUNTS

Directors and trustees:

Sir Nick Hine (Chairman)
Dr V E H Booth (President)
R H Esdaile (Treasurer)
C Montgomery
B A Linden
R Rainbow
A Levitt (resigned 18/4/24)
R. Kiran Jackson (resigned 13/1/25)
M. Hommel (appointed 11/7/24)
B. Lowe (appointed 25/9/24)

Chief Executive:

Phil Cook

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

Solicitors:

Stone King LLP
Boundary House
91 Charterhouse Street
Barbican
London EC1M 6HR

Letter from the Chair

2024/25 saw a number of changes at RfA. I would like to begin by expressing my thanks to Dolyanna Mordochai who stood down as the CEO leaving the organisation in May 2024. Dolyanna was instrumental in her time at RfA in restructuring and developing the charity as well as leading RfA through covid. The Head of People also moved on to a new opportunity after 7 years at RfA and 2 trustees stood down from their roles. My thanks goes to all of them for their contributions to the charity, as well as other staff that left to pursue new opportunities in the year. We wish Dolyanna, Maria, Abbi, Ritu and everyone else good wishes for the future.

We welcomed Phil Cook as the new CEO of RfA. Phil started in April 2024 and has had a busy but productive year. We are excited to have Phil join us and lead RfA in the next stage of its journey. We also welcomed 2 new trustees, a selection of new staff and of course many more people: children, adults, parents and carers and professionals who accessed our services in the year.

There were significant legacy contributions in the year facilitated by our trustee Raymond Esdaile, a big thanks goes to him and the families and estates that have recognised the importance of the work we do. We were delighted to finish the year in a financially positive place. For the first time since FY 20/21, the charity ended with a small surplus. This is a great achievement and hopefully will be a trend that continues.

Regarding services, we were delighted to have won a number of tenders and funding enabling us to deliver and introduce service provision including the following:

- The set up and establishment of an all age autism hub in Lewisham
- Some bespoke work in Barking & Dagenham with selected schools and families
- The establishment of a Children & Families autism hub as a part of our venue in Barnet
- The continuation of our counselling service for autistic adults in Barnet
- An autism and mental health project for adults and parents & carers in Birmingham and Solihull
- A research project with the Violence Reduction Unit in London
- A bespoke piece of work with Hackney & City assessing the need for an autism hub
- Investment in the West Midlands via the Paul Hamlyn Foundation to review, redesign services and move for systemic change regarding autistic 16-25 year olds regarding transitions and support.

Some notable achievements in the past year include:

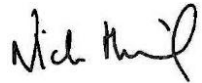
- Nearly 850 attendees at our virtual workshops for parents and carers.
- Over 200 attendances at our virtual Parent and Carer Coffee mornings (peer support).
- Nearly 350 attendances at our in person parent & carer coffee mornings.
- Approximately 6500 hours of volunteering – this is mostly volunteer hours spent working with or supporting service users.
- Over 1200 attendances by autistic adults at our adult groups.
- Over 350 attendances at either 121 or group specialist counselling sessions.
- Over 50 targeted interventions with families to support with particularly difficult behaviour or challenges.
- Over 500 attendances at our professional training courses.
- Over 5000 hours of support was provided to autistic individuals via Community Support.
- Nearly 650 places were filled by children/ young people at our short break holiday schemes.
- Nearly 1300 places were filled by children/ young people in our term time short breaks groups.
- Our website had over 45,500 unique visitors.

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The year also presented some challenges, but Resources for Autism has had a busy year and the numbers provided above demonstrate a significant contribution to the fulfilment of our vision: a world where autistic people can live fulfilling lives, with equal chances to those of their non-autistic peers.

Thank you to all staff, volunteers, funders and supporters for all the hard work and contributions to RfA over this period.

Sincerely,

A handwritten signature in black ink, appearing to read 'Nick Hine', written in a cursive style.

Sir Nick Hine

Chairman, Resources for Autism

Report of the trustees for the year ending 31 March 2025

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ending 31 March 2025, 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 Chair 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
- 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

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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 in 2024/25, RFA provided:

- a) Weekly specialist short breaks offers during term time and school holidays for autistic children and young people.
- b) Weekly specialist groups for autistic adults throughout the year.
- c) Family support for parent and carers including peer support, 121 and targeted interventions.
- d) Bespoke offers including work with schools, mentoring provided by staff or volunteers and a mixed variety of services delivered through autism hubs.
- e) Community support – 121 support in the community.
- f) Play therapy for children and families and counselling for autistic adults.
- g) Training and Consultancy to professionals and organisations.

Acknowledgement to funders and supporters

RfA is grateful to all the funders and supporters that have contributed or donated during 2024/25. We would like to formerly acknowledge and thank the following as you have made the outputs and impact stated in these accounts possible:

A big thank you goes to all our funders and supporters both newly secured and existing including: The Merchant Taylors' Company, Propel, City Bridge Foundation, the Bloomfield Trust, The Linden Family Trust, LB of Lewisham, LB of Barnet, LB of Southwark, LB or Barking & Dagenham, LB of Waltham Forest, Birmingham Childrens Trust, Walsall Council, Hackney and City boroughs, Birmingham and Solihull Mental Health NHS Foundation Trust, The Mercers Company, The London VRU, Starbucks foundation, the National Lottery Community Foundation, Children in Need, Compass Wellbeing, the Three Guineas Trust, Garfield Weston, the Eveson Trust, 29th May 1961 Charitable Trust, the Scream Foundation, Joseph Levy foundation, Bailey Thomas Provident fund, Jack Petchy Foundation and Mk2 Real estate.

Thanks also goes to everyone else that has given or donated in the year. Every donation of any size makes a difference.

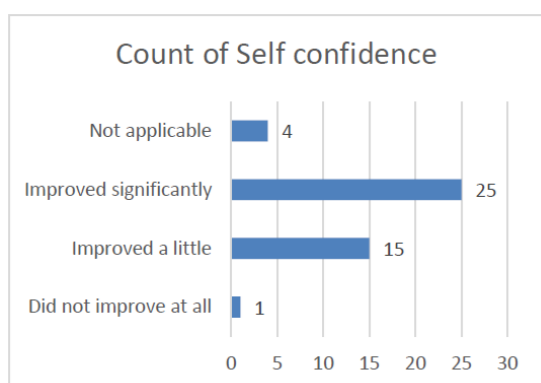
Children and Young People Services – short breaks for children and young people

For many years Resources for Autism has provided short break services for autistic children and young people. Autism is a spectrum and as these services are mainly funded by local authorities these services are usually for children and young people with medium to higher level needs. This service offer consists of school holiday provision and termtime groups too. Whilst local authorities are the main funder of these services, RfA does receive some grant funding to support the provision as well as receiving some parental contributions towards running costs in some areas and in some circumstances.

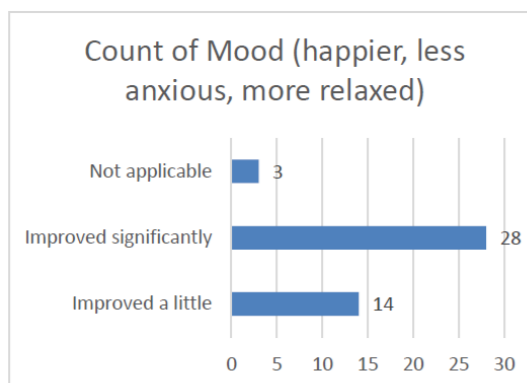
In 2024/25 RfA provided short break services in the following areas: Barnet, Birmingham, Southwark, Walsall and Waltham Forest.

Here are some examples of the impact of this provision as reported by children attending one of our holiday schemes:

Confidence



Mood



Parental quotes: *(names changed for anonymity)*

London Scheme: My son [James] who attends holiday scheme and Saturday club in Barnet has had a terrible year, bullied and isolated at school and generally very dysregulated and unsettled. However your organisation has been nothing but kind and supportive to him and to me as his mum, and at a time where we've been abandoned by everyone else have provided a massive source of respite and consistency for [J] when he's needed it the most.

Birmingham scheme: I cannot praise the holiday scheme enough. The Resources for Autism staff supporting the children were brilliant, and so good with [Mo]. It gave us back some hope that there might be options for support / people who can really 'get' [Mo], apart from my husband and I, as his needs shift and change as he grows older.

The way that you gathered information about [Mo] and then were able to create resources, and then put them into action, in a child-focussed way, was amazing. The way that you were able to connect with, and 'see' [Mo] was wonderful. The way you were able to see beyond the tricky 'behaviours' and help him regulate was so appreciated, and we are so grateful to you all. Thank you for giving of yourselves and giving [Mo] a wonderful experience of how other people can be.

Adult Specialist groups

Resources for Autism provides a selection of groups and activities for autistic adults with a variety of needs including adults requiring 1:1 support and adults who are more independent. These services are delivered in both London and the West Midlands and are funded mostly via grants and trusts and parental/ attendee contributions.

In 2024/25 RfA ran 511 groups/ sessions for adults to attend. These included themed groups focused on media, arts and crafts, walking groups and more. RfA also runs specialist groups for autistic adults with higher needs requiring 121 support. These groups involve art, cooking, food, play and sensory down time.

Another of RfA's adults' groups is AuStruck, aimed at more independent autistic adults. These groups promote independence and are coproduced by attendees meeting one week at a regular venue then meeting in the community or at an activity, chosen by the group, the following week. Sessions at the fixed venue encourage conversation, socialising and topics such as employment, inclusion and communication are explored.

Our adult groups are appreciated by both services users and their parents/carers. Quotes received in the year from attendees include:

- 'I feel safe when I come to the group, the staff are friendly and understand me'.
- 'I feel free, and can be myself'.
- 'I love the different activities that we do at the group'.
- 'I like being involved when planning future activities'.
- 'I feel heard'.

Family Support Services

Just under 1000 Parents benefited from direct phone advice, guidance or signposting in 24/25. There 843 attendances at our parent/carer focused workshops and 334 attendances at our in person coffee mornings. The virtual offer of the above has proven just as popular in 24/25 with 209 attendances at our virtual coffee mornings. Coffee mornings are facilitated peer support sessions for parents and carers and prove invaluable to attendees as it enables them to gain support, meet other parents and get hints/tips regarding supporting their child(ren).

Specialist support and interventions: RfA also undertakes bespoke pieces of work with service users that are struggling or finding circumstances challenging. Our specialist support team worked with 55 children and families within a more intensive framework. This additional support RfA is able to offer enables us to go above and beyond other providers who may not have the capacity to go beyond what they are commissioned to provide.

Early Help Project: this specialist project funded by London Borough of Barnet works closely with the local MASH and children's social care team to support and work with families with autistic children. The table below demonstrates the significant impact the project is having for social care regarding the effectiveness of the intervention and the subsequent diversion of families away from social care. In addition to this the evaluation feedback received from families also demonstrates positive outcomes.

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Time frame	No. of families referred	No. of families who completed the RFA intervention (inc. current cases/ waiting list)	No. of families referred to SC whilst RFA actively involved	No. of families referred to SC after completing RFA intervention	No. of families re-referred to EH after completing RFA Intervention
March 2020 – June 2021	28	28	4	6	
Sept 2021 – June 2023	36	27	2	6	
June 2023 – Current	36	35	2 (0-18 Team & SAT Team)	2 (0-18 Team)	2
Totals:	100	90	8	14	2

- 100% of families who returned questionnaires said they felt they better understand their child and their behaviours.
- 100% of families who returned the questionnaire said that they were either unchanged or that other members of their families benefited from the support.
- 100% of families that returned the questionnaire said that they hugely increased their confidence in using strategies.

Bespoke Services including Autism Hubs, Mentoring and Others

RfA has long delivered a **volunteering mentor scheme** referred to as Reach Out. This programme has been smaller this year compared to previous years due to funding however has successfully supported a number of autistic individuals in a variety of ways. Some feedback received in the year: *Resources for Autism have been so helpful and understanding. I feel like my son's needs have been validated and that he is being respected and supported. So much of our experience about finding the appropriate support, particularly through his EHCP has been focused on his differences and what he struggles with rather than what he can do....how unique and wise and incredible he is.....I have always felt life R for A see and feel that too and encourage a positive experience which is so helpful and refreshing. Thank you!*

RfA did secure funding for, and begin a similar volunteer programme providing mentoring alongside bespoke groups in schools and in the community funded by Propel. This project began in January 2024 and will run for 2 years. Some feedback received from one of the mentors: *I'm thrilled to share that I recently completed my 30-hour placement as a Youth Befriending Mentor, supporting a young autistic adult in exploring new places, trying diverse cuisines, and building independence. From February to April 2025, I had the privilege of working one-on-one, tailoring activities to her passions, such as photography and crafts, while adapting my approach to honour her autonomy...*

This placement taught me the importance of flexibility, cultural sensitivity, and listening deeply, especially when transitioning from my previous work with children to supporting adults. I'm grateful to Resources for Autism for

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this opportunity and their guidance. I'm excited to carry these lessons into my future work, continuing to empower and uplift through meaningful connections.

Hackney & City Feasibility Study: RfA secured a tender with London Boroughs of Hackney and City to undertake a Feasibility Study to determine if an autism hub should be set up; how it will work and function; and how it can be made sustainable. This was a 12 month contract which RfA successfully concluded in April 2025. The project was interesting to work on as a significant amount of co-production work was undertaken, different services were piloted such as an 'Empowerment Group' and a final report written and submitted to the 2 councils.

All Age Autism Hub Lewisham: RfA launched the All Age Autism hub in Lewisham in April 2024. The Hub is a new service offer commissioned by the local authority and is for any individual diagnosed with autism or not, and their parents and carers. In the first year of delivery the service received over 350 referrals. Services available to access included: Drop in sessions, workshops for parents and carers, coffee mornings, specialist 1:1 advice sessions and targeted case work with a selection of service users. 111 social/ peer groups were delivered for both children, young people and adults and our professional training offer for Lewisham organisations and partners saw 18 training sessions delivered with 153 attendees from 50 different organisations. Selected stats and feedback:

- Attendee of our girls group: 'I look forward to this group weekly, I feel so anxious after school but the group always calms me down.'
- Parents groups: 81% of parent/carers found the parent workshops helpful, 87% of parents reported an increase in knowledge on workshop topics, with 81% stating their confidence on certain behaviours of concern had improved.
- Autism and Mental Health and Autism and Good Sleep workshops - 100% of people reported an improvement in confidence and found it helpful.
- Coffee morning attendee: 'It is really important hearing the experiences of other parents. I felt validated and empowered. Thank you.'

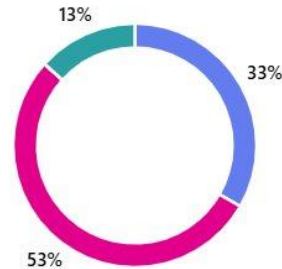
Southwark & Lewisham: RfA's targeted work in both Lewisham and Southwark working with 16-25 year olds, funded via the Merchant Taylor's Company became more embedded as it moved into its second delivery year. This project includes supporting autistic people aged 16-25 in both a light touch and more intensive way. The team provide mentoring support, social groups and workshops as well as providing 121, group support and workshops for parents and carers of the young people. Through this funding RfA also provides training to other professionals to build societal awareness of autism. Between September 2024 and March 2025, the following has been achieved:

- 213 hours of casework were delivered directly to young people
- 194 attendances at parent/ carer workshops/ coffee mornings
- 20 organisations accessing training with 149 attendees
- 8 social groups/ workshops were delivered, with 39 attendees
- 46 young people accessed the mentoring support service

Impact from attendees of the social groups:

7. Since joining the group, I have felt better about myself

● Agree strongly	5
● Agree	8
● Not sure	2
● Disagree	0
● Disagree strongly	0



Quotes: “I wanted to tell you that last week’s session is still being talked about at home. [Shana] feels well informed and had many of her questions answered. ... Also your story about an email you sent to someone quite late and how it made that person feel being the last thing they thought of before bed was a brilliant way of explaining why we have email etiquette. [Shana] gets it now. Thank you!” - A parent whose child joined the session around employment, navigating work and reasonable adjustments.

“I was very sceptical before I started mentoring but I would recommend it to anyone with autism. I learnt about reasonable adjustments and what my rights are and feel more understanding about my rights as someone with autism and have more understanding about who I am.” - Shared by a newly diagnosed 21 year old who received mentoring.

Children & Families Autism Hub Barnet: In partnership with the London Borough of Barnet, RfA launched the Children & Families Autism hub at our building on the Finchley Road. This service started in quarter 4 (Jan-Mar 2025) and was fully staffed by the year end. The intention of the Hub is to support autistic children and their families from across the borough. A variety of services and support will be available and will be delivered both by RfA, and by other local partner organisations from across Barnet.

Barking and Dagenham schools support project: Resources for Autism has worked directly with 2 specialist schools in the borough providing expert autism support and advice to the school, parents and families. These sessions have been well received by parents. This project will continue until the end of the school term in July 2025 with a small amount of specialist support and interventions for a selected group of parents and children over the summer holidays.

Community Support

In both London and Birmingham RfA receives funding from local authorities, families and grant/trust funding to support some autistic people in a 121 to capacity. This support can entail motivating and supporting individuals, empowering and developing life skills or independence of the service users.

Feedback from a London based family member: I wanted to let you know of some amazing progress that [the RfA staff member] is somehow managing to inspire in our daughter, [Juliette]. We all understand and recognise that the journey is unpredictable and difficult, and needs a difficult balance of compassion, perseverance, empathy, assertiveness and expertise. [The support worker] has been amazing. [Juliette] is engaging with her in contemplating outcomes that she has previously never been able to consider or discuss with anyone else. This is real special work and we are privileged to have [RfA support worker] available to support [Juliette] on this endeavour.

Birmingham service user: The support has been really beneficial, helping me to be able to discuss issues at work, university, and within my personal life over the last year. The support has helped me with developing within my workplace and has helped me to have and maintain a clear dialogue between my line manager and myself. Without the support, I think I would have struggled to have been able to have coped with the workload I've had over the last year.

Counselling and Therapy services

RfA delivers a play therapy service for children and families in the West Midlands and an autistic adults Counselling service in Barnet. These 2 niche services are funded by both grant funders, service users and the counselling service in Barnet was funded via the local authority but is now funded by the North London ICB.

Feedback: "... My therapist was exceptional in listening, understanding and empathising with my comments and life experiences! she often assisted with excellent feedback and paraphrasing in her great listening skills."

Training services

RfA delivered 52 professional training courses in 2024/25. This fulfils our 4 aim and objective of 'raising awareness of autism'. Courses covered subjects including: Autism awareness, Autism and PDA, Autism and Mental Health and Supporting Families with Autistic Loved Ones.

524 people attended the 52 courses delivered. See below for some of the feedback received:

"As a late diagnosed autistic adult who works with YP, it is something that is close to my heart and I am glad that there is more understanding now than when I was a child and that this type of training is widespread and used by many organisations. Thanks again."

"I am new to my role and this helped me to see what I already knew- which was affirming and also learning some additional aspects and ideas- it was brilliant thanks."

"Our trainer was thoughtful and accommodating and explained really clearly and expanded on areas we had particular need for."

Challenges during 2024-25

Finances/ income generation: the pressure on RfA's finances has been something that has required careful monitoring. Through the year work has been done to improve our finance systems to track and monitor the different income streams and associated staff allocations. Fundraising continues to be more and more competitive as donor trends show that people are giving less and pressure on grant and trust funders increases. Additional factors such as inflation, cost of living and increasing costs all add further pressure onto RfA's financial position.

Demand: the need for services is still ever present and the limited budgets, funding from statutory sources, capacity and spaces in certain clubs and groups results in some people having to wait or not being able to access services and support.

Staffing: There have been a number of staff changes and challenges through the year, at the turn of the financial year the CEO, Head of People, Adult Services Manager and the fundraiser had left or were leaving. New projects were starting so new people were joining the organisation. In addition time has been spent

looking at staff structures too. RfA has responded proactively and positively to these different situations ensuring the organisation is safe and robust for the future.

Our Values

We share and promote our values to support and enable the organisation to develop and progress:

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

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

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.

Risks and challenges

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 policies and procedures in place which are periodically reviewed and are read and signed by all staff on appointment, including a detailed child and adult safeguarding policy. The organisational risk matrix was updated in April 2024 and approved by the Board. A refreshed risk matrix has now been introduced by the new CEO; this was presented at the April 2025 board and going forward will be a standing agenda item on the trustee board.

All staff and Trustees are enhanced DBS checked, and the organisation has five Designated Safeguarding Leads. Risk assessments are completed for every activity undertaken. 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 own fundraisers. We do not use fundraising 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 has had no complaints regarding our fundraising during the year.

Financial Review

The charity had a surplus of £2,320 for the year, compared with a deficit of £56,637 in the previous year.

Income from charitable activities, in the form of fees and contracts decreased by £285,561. This was mainly due to our school reintegration contract in Newham not being renewed.

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Expenditure decreased by £247,725 due mainly the reduction of staff cost due to the closure of our school reintegration program in 23/24.

The unrestricted funds held at the end of the year increased by £35,345 to £1,762,991 and restricted funds decreased by £33,025 to £14,189.

Total funds at the year-end stand at £1,777,180 of which £794,858 is designated as it could only be realised by selling the charity's fixed assets, and £968,133 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 4.54 months of current expenditure and are aware of the need to increase this more towards the 6-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 streams and has been successful in maintaining a balance of statutory contracts, grants, and fees. Our training offer has steadily grown and developed in the year generating a reasonable stream of income.

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 and RfA has both a regular rate and subsidised rate to support families and ensure accessible services are available.

RfA has benefitted significantly from legacies in this last financial year. We are very grateful to our trustee Raymond Esdaile who has supported and facilitated these and of course to the donors and families that have remembered Resources for Autism in this way.

Plans for Next Year

Strategy: 2025/26 will see the roll out of a new strategy for Resources for Autism. The new strategy will continue to focus on the 4 key objectives of the organisation listed earlier in this report.

Organisational development: More work will take place to ensure that the charity is robust and operating in a professional and compliant manner.

Digital progression: Thanks to funding secured we have the opportunity to update our HR system and Client CRM/Database. This will seriously modernise the way the charity works and will ensure better outcomes and impact data is captured, create more efficient ways of working and broadly move RfA forward.

Trustees: New trustees will be recruited to join the board as 2 long standing trustees will be standing down and a broader range of skillsets are required.

Directors and their Interests

Apart from the Directors/Trustees listed on page 1, no other person served as a charity trustee during 2024/25.

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.

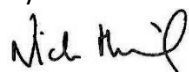
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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
- 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/they is/are 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 ,



Sir Nick Hine

Chair

Date: 29/07/25

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 2025 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:

- give a true and fair view of the state of the Charitable Company's affairs as at 31st March 2025 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.

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.

RESOURCES FOR AUTISM ANNUAL REPORT AND ACCOUNTS

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.

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.

RESOURCES FOR AUTISM ANNUAL REPORT AND ACCOUNTS

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: 7/8/25

RESOURCES FOR AUTISM
ANNUAL REPORT AND ACCOUNTS

Financial Statements

Statement of Financial Activities

(Incorporating an Income and Expenditure Account)

For the year ended 31 March 2025

	Note	<u>Unrestricted</u> <u>funds</u> <u>2025</u> <u>£</u>	<u>Restricted</u> <u>funds</u> <u>2025</u> <u>£</u>	<u>Total</u> <u>funds</u> <u>2025</u> <u>£</u>	<u>Total</u> <u>funds</u> <u>2024</u> <u>£</u>
Income from:					
Donations and legacies:					
Grants	3	283,998	717,073	1,001,071	924,525
Other donations	3	39,221	-	39,221	50,875
Legacies	3	12,002	-	12,002	-
Charitable activities	4	1,462,767	-	1,462,767	1,748,328
Investments		27,161	-	27,161	15,476
Other	5	16,246	-	16,246	8,032
Total income		1,841,395	717,073	2,558,468	2,747,236
Expenditure on:					
Raising charitable funds	6	81,564	-	81,564	103,471
Charitable activities	7	1,724,486	750,098	2,474,584	2,700,402
Total expenditure		1,806,050	750,098	2,556,148	2,803,873
Net (expenditure)/income before transfers	9	35,345	(33,025)	2,320	(56,637)
Transfers between funds	14	-	-	-	-
Net movement in funds		35,345	(33,025)	2,320	(56,637)
Reconciliation of funds					
Total funds brought forward at 1 April 2024	14	1,727,646	47,214	1,774,860	1,831,497
Total funds carried forward at 31 March 2025	14	1,762,991	14,189	1,777,180	1,774,860

RESOURCES FOR AUTISM
ANNUAL REPORT AND ACCOUNTS

Financial Statements

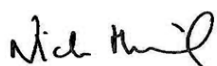
Balance Sheet

For the year ended 31 March 2025

	<u>Note</u>	<u>£</u>	<u>2025</u> <u>£</u>	<u>£</u>	<u>2024</u> <u>£</u>
Fixed assets					
Tangible assets	11		794,858		812,627
Current assets					
Debtors	12	129,874		199,863	
Cash at bank and in hand		1,222,679		1,088,797	
		<u>1,352,553</u>		<u>1,288,660</u>	
Liabilities					
Creditors: amounts falling due within one year	13	<u>(370,231)</u>		<u>(326,427)</u>	
Net current assets			982,322		962,233
Total assets less current liabilities			<u>1,777,180</u>		<u>1,774,860</u>
Funds					
Unrestricted funds:					
General funds	14	968,133		915,019	
		<u>968,133</u>		<u>915,019</u>	
Designated funds	14	<u>794,858</u>		<u>812,627</u>	
			1,762,991		1,727,646
Restricted funds	14		<u>14,189</u>		<u>47,214</u>
Total charity funds	15		<u>1,777,180</u>		<u>1,774,860</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 29th July 2025 and signed on their behalf by:



.....
Sir Nick Hine

Trustee

Resources for Autism (Company Number: 3326332)

Financial Statements

Statement of Cash Flows

For the year ended 31 March 2025

	Note	Total funds 2025 £	Total funds 2024 £
Cash flows from operating activities			
Net (expenditure)/income for the year (as per the Statement of Financial Activities)		2,320	(56,637)
Adjustments for:			
Depreciation		17,769	27,508
Interest Receivable		(27,161)	(15,476)
Decrease/(increase) in debtors		69,989	(49,292)
(Decrease)/increase in creditors		43,804	86,445
Cash flows (used in)/generated from operating activities		106,721	(7,452)
Cash flows from investing activities			
Purchase of Fixed assets		-	-
Interest received		27,161	15,476
Net cash provided by investing activities		27,161	15,476
(Decrease)/increase in cash and cash equivalents in the year		133,882	8,024
Cash and cash equivalents at the beginning of the year		1,088,797	1,080,773
Cash and cash equivalents at the end of the year	(i)	1,222,679	1,088,797

Note to the cashflow statement

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

	2025 £	2024 £
Cash in hand	2,065	3,919
Cash in bank	1,220,614	1,084,878
Total cash and cash equivalents	1,222,679	1,088,797

(ii) **Net debt**

There was no net debt during the year to 31 March 2025 or the year to 31 March 2024.

Notes to the Accounts

For the year ended 31 March 2025

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 £968,133 (2024: £915,019). 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.

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 2025

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 2025

3 Income from grants, donations and legacies

	<u>2025</u>	<u>2024</u>
	£	£
Grants from trusts and foundations	1,001,071	924,525
Other Donations		
Donations from companies other organisations and individuals	37,621	50,875
Probona Services-IT training and graphic design	1,600	-
	<u>39,221</u>	<u>50,875</u>
Legacies	12,002	-
Total donations, grants and legacies	<u>1,052,294</u>	<u>975,400</u>

4 Incoming resources from charitable activities

	<u>Therapy</u>	<u>Play schemes</u>	<u>Community support, reach out and school reintegration</u>	<u>Behaviour support</u>	<u>Adult support</u>	<u>Hubs & other work</u>	<u>Total</u>
	<u>2025</u>	<u>2025</u>	<u>2025</u>	<u>2025</u>	<u>2025</u>	<u>2025</u>	<u>2025</u>
	£	£	£	£	£	£	£
Fees	27,687	61,402	111,182	-	38,953	-	239,224
Contract income	-	674,453	136,868	-	-	412,222	1,223,543
Total	<u>27,687</u>	<u>735,855</u>	<u>248,050</u>	<u>-</u>	<u>38,953</u>	<u>412,222</u>	<u>1,462,767</u>
	<u>2024</u>	<u>2024</u>	<u>2024</u>	<u>2024</u>	<u>2024</u>	<u>2024</u>	<u>2024</u>
	£	£	£	£	£	£	£
Fees	32,486	87,098	129,007	863	36,885	-	286,339
Contract income	-	742,889	719,100	-	-	-	1,461,989
Total	<u>32,486</u>	<u>829,987</u>	<u>848,107</u>	<u>863</u>	<u>36,885</u>	<u>-</u>	<u>1,748,328</u>

Total income from statutory sources amounted to **£1,223,543.00** (2024: £1,461,989) (excluding personal care package funding).

5 Other income

	<u>2025</u>	<u>2024</u>
	£	£
Rent receivable	9,110	4,500
Training	7,136	2,953
Other	-	579
	<u>16,246</u>	<u>8,032</u>

RESOURCES FOR AUTISM ANNUAL REPORT AND ACCOUNTS

Notes to the Accounts For the year ended 31 March 2025

6 Analysis of expenditure on raising charitable funds

	<u>2025</u>	<u>2024</u>
	£	£
Staff salaries, NIC and pension contributions	77,932	100,859
Direct costs	3,632	2,612
	<u>81,564</u>	<u>103,471</u>

7 Analysis of expenditure on charitable activities

	<u>Therapy</u>	<u>Play schemes</u>	<u>Community support, reach out and school</u>	<u>Behaviour support</u>	<u>Triage</u>	<u>Adult support</u>	<u>Hubs & Other income</u>	<u>Total</u>
Note	<u>2025</u>	<u>2025</u>	<u>2025</u>	<u>2025</u>	<u>2025</u>	<u>2025</u>	<u>2025</u>	<u>2025</u>
	£	£	£	£	£	£	£	£
Salaries and related costs	47,104	714,810	222,190	210,863	71,091	168,476	145,899	1,580,433
Direct costs	5,964	127,972	9,426	6,884	308	35,920	24,168	210,642
Support and governance costs	8 20,204	321,569	88,382	83,102	27,283	78,019	64,950	683,509
	<u>73,272</u>	<u>1,164,351</u>	<u>319,998</u>	<u>300,849</u>	<u>98,682</u>	<u>282,415</u>	<u>235,017</u>	<u>2,474,584</u>

	<u>Therapy</u>	<u>Play schemes</u>	<u>Community support, reach out and school</u>	<u>Behaviour support</u>	<u>Triage</u>	<u>Adult support</u>	<u>Hubs & Other income</u>	<u>Total</u>
Note	<u>2024</u>	<u>2024</u>	<u>2024</u>	<u>2024</u>	<u>2024</u>	<u>2024</u>	<u>2024</u>	<u>2024</u>
	£	£	£	£	£	£	£	£
Salaries and related costs	68,235	667,923	692,989	139,271	50,059	197,260	-	1,815,737
Direct costs	7,985	119,299	84,119	6,629	1,222	29,786	-	249,040
Support and governance costs	8 23,464	242,340	239,227	44,914	15,786	69,894	-	635,625
	<u>99,684</u>	<u>1,029,562</u>	<u>1,016,335</u>	<u>190,814</u>	<u>67,067</u>	<u>296,940</u>	<u>-</u>	<u>2,700,402</u>

8 Support and governance costs

	<u>2025</u>	<u>2024</u>
	£	£
Support costs		
Staff salaries and NIC	464,140	385,239
Recruitment costs (including Disclosure and Barring Service checks)	15,878	21,460
Legal and professional fees	17,441	13,831
Training staff	9,713	19,236
Premises costs	10,378	9,461
Insurance	11,904	9,715
Office costs	81,872	98,281
Travel expenses	12,011	9,118
General costs	23,316	16,832
Accountancy services & Finance Charges	13,640	19,498
Depreciation	17,769	27,508
	<u>678,062</u>	<u>630,179</u>
Governance costs		
Trustee insurance	947	946
Trustee expenses	-	-
Audit fee	4,500	4,500
	<u>5,447</u>	<u>5,446</u>
	<u>683,509</u>	<u>635,625</u>

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

RESOURCES FOR AUTISM
ANNUAL REPORT AND ACCOUNTS

Notes to the Accounts

For the year ended 31 March 2025

9 Net incoming resources for the year

	<u>2025</u>	<u>2024</u>
	£	£
Net incoming resources are stated after charging:		
Auditors' remuneration for audit services	4,500	4,500
Depreciation	17,769	27,508
	<hr/>	<hr/>

10 Trustee and employee information

a) Trustee information

No trustees received any remuneration or other benefits during the year (2024: £Nil).

Ten trustees served during the year (2024: Eight).

No trustee received reimbursement for travel (2024: £nil).

No fees were paid to trustees and organisation linked to the trustee for consultancy service (2024: £Nil)

Unrestricted donations of £272,502 were received from trustees and organisations linked to trustees (2024: £62,900).

b) Employee information

Employee numbers:

The average monthly headcount was **142** (2024: 148).

Employee costs :

	<u>2025</u>	<u>2024</u>
	£	£
Salaries	1,942,851	2,106,487
Social security costs	147,035	158,659
Pension costs	32,619	36,689
	<hr/> 2,122,505 <hr/>	<hr/> 2,301,835 <hr/>

Employee remuneration received by the five key management personnel together totalled £294,413 (2024: Five key staff 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 (2024: One Band £70,000- £80,000 and £1,316 of employer pension contributions).

The cost of redundancies and termination of 3 staff amount to £19,230 (2024 13 staff amount to £24,103)

RESOURCES FOR AUTISM
ANNUAL REPORT AND ACCOUNTS

Notes to the Accounts
For the year ended 31 March 2025

11 Tangible fixed assets

	<u>Long leasehold property</u> £	<u>Office equipment</u> £	<u>Motor vehicles</u> £	<u>Total</u> £
Cost				
As at 1 April 2024	1,041,105	44,638	64,342	1,150,085
Additions	-	-	-	-
As at 31 March 2025	1,041,105	44,638	64,342	1,150,085
Depreciation				
As at 1 April 2024	233,419	44,638	59,401	337,458
Charge for the Year	12,828	-	4,941	17,769
As at 31 March 2025	246,247	44,638	64,342	355,227
Net book value				
As at 31 March 2025	794,858	-	-	794,858
As at 31 March 2024	807,686	-	4,941	812,627

12 Debtors

	<u>2025</u> £	<u>2024</u> £
Trade debtors	126,100	161,478
Amount due from contract work	-	35,000
Sundry debtors prepayments and accrued income	3,774	3,385
	129,874	199,863

13 Creditors: amounts falling due within one year

	<u>2025</u> £	<u>2024</u> £
Trade creditors	15,738	19,959
Other creditors	43,939	39,222
Accruals	17,020	19,100
Deferred income	293,534	248,146
	370,231	326,427

RESOURCES FOR AUTISM ANNUAL REPORT AND ACCOUNTS

Notes to the Accounts For the year ended 31 March 2025

14 Analysis of charitable funds

Analysis of movements in funds

	<u>At 1 April 2024</u>	<u>Income</u>	<u>Expenditure</u>	<u>Transfers</u>	<u>At 31 March 2025</u>
	£	£	£	£	£
Unrestricted funds					
General funds: free reserves	915,019.00	1,841,395.00	(1,806,050)	17,769	968,133
<u>Designated funds:</u>					
- Fixed assets fund	812,627.00	-	-	(17,769)	794,858
	1,727,646	1,841,395	(1,806,050)	-	1,762,991
Restricted funds					
Adult support	-	318,476	(318,476)	-	-
Therapies	-	35,000	(35,000)	-	-
Behavior & Training Support	-	11,500	(11,500)	-	-
Mental health & Well Being	-	26,635	(26,635)	-	-
Big Lottery: Reaching Communities - Supporting the Autism Family (West Midlands)	-	121,024	(121,024)	-	-
Community support	-	2,000	(2,000)	-	-
Play/Holiday services	-	74,674	(74,674)	-	-
Reach Out	47,214	86,164	(119,189)	-	14,189
Family Support	-	41,600	(41,600)	-	-
	47,214	717,073	(750,098)	-	14,189
Total funds	1,774,860	2,558,468	(2,556,148)	-	1,777,180

Included under restricted recognised income are grants from donors who require disclosure.

	<u>2025</u>	<u>2024</u>
Masonic Charitable Trust	-	18,750
The Eveson Trust	13,000	7,000
The Baily Thomas Charitable Fund	5,000	-
Paul Hamlyn Foundation	33,000	-
The charity of Sir Richard Whittington(Mercers)	41,600	58,400
City Bridge Foundation	76,483	73,428
John Lyons Charity	-	30,000

Comparative information

	<u>At 1 April 2023</u>	<u>Income</u>	<u>Expenditure</u>	<u>Transfers</u>	<u>At 31 March 2024</u>
	£	£	£	£	£
Unrestricted funds					
General funds	978,200.00	1,887,211.00	(1,977,900)	27,508	915,019
<u>Designated funds:</u>					
- Fixed assets fund	840,135.00	-	-	(27,508)	812,627
	1,818,335	1,887,211	(1,977,900)	-	1,727,646
Restricted funds					
Adult support	-	229,182	(229,182)	-	-
Therapies	-	37,200	(37,200)	-	-
Behavior Support	-	-	-	-	-
Mental health & Well Being	-	21,340	(21,340)	-	-
Big Lottery: Reaching Communities - Supporting the Autis	-	116,820	(116,820)	-	-
Community support	-	28,875	(28,875)	-	-
Play/Holiday services	-	74,987	(74,987)	-	-
Reach Out	13,162	260,872	(226,820)	-	47,214
Family Support	-	90,749	(90,749)	-	-
	13,162	860,025	(825,973)	-	47,214
Total funds	1,831,497	2,747,236	(2,803,873)	-	1,774,860

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Notes to the Accounts
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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	Play therapy service for children and families in the west midlands and adult counselling services in London.
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 and empowering them to work together, understand better and thrive
Mental health & Well Being	Funds donated specifically for mental health and Well Being.
Big Lottery: Reaching Communities - Supporting the Autism Family (West Midlands)	A 3 year grant to provide autism support to all the family
Community support	Community based mentoring support for autistic individuals. This service is provided by the charity's volunteers
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>2025</u> <u>£</u>	<u>Net current</u> <u>assets</u> <u>2025</u> <u>£</u>	<u>Total</u> <u>2025</u> <u>£</u>
Unrestricted funds:			
General funds: free reserves	-	968,133	968,133
Designated funds	794,858	-	794,858
Restricted funds	-	14,189	14,189
Total funds	794,858	982,322	1,777,180

Comparative information

	<u>Tangible fixed</u> <u>assets</u> <u>2024</u> <u>£</u>	<u>Net current</u> <u>assets</u> <u>2024</u> <u>£</u>	<u>Total</u> <u>2024</u> <u>£</u>
Unrestricted funds:			
General funds: free reserves	-	915,019	915,019
Designated funds	812,627	-	812,627
Restricted funds	-	47,214	47,214
Total funds	812,627	962,233	1,774,860

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>2025</u> <u>£</u>	<u>2024</u> <u>£</u>
Free reserves as at 31 March	968,133	915,019
Total expenditure in the year	2,556,148	2,803,873
	<u>Months</u>	<u>Months</u>
Number of months' expenditure in general funds	4.54	3.92

Notes to the Accounts
For the year ended 31 March 2025

16 Comparative Statement of Financial Activities (extract)

	<u>Unrestricted</u> <u>2024</u> £	<u>Restricted</u> <u>2024</u> £	<u>Total</u> <u>2024</u>
Income from:			
Donations and legacies:			
Grants	64,500	860,025	924,525
Other donations	50,875	-	50,875
Charitable activities	1,748,328	-	1,748,328
Investments	15,476	-	15,476
Other	8,032	-	8,032
Total income	1,887,211	860,025	2,747,236
Expenditure on:			
Raising charitable funds	103,471	-	103,471
Charitable activities	1,874,429	825,973	2,700,402
Total expenditure	1,977,900	825,973	2,803,873
Net income / (expenditure) before transfers	(90,689)	34,052	(56,637)
Transfers between funds	-	-	-
Net movement in funds	- 90,689.00	34,052.00	(56,637)
Reconciliation of funds			
Total funds brought forward at 1 April 2023	1,818,335	13,162	1,831,497
Total funds carried forward at 31 March 2024	1,727,646	47,214	1,774,860