



ANNUAL REPORT AND ACCOUNTS

April 2020 – March 2021

RESOURCES FOR AUTISM
ANNUAL REPORT AND ACCOUNTS

**Resources for Autism
Legal and Administrative Information**

Company Number 3326332

Registered Charity 1061253

Directors:

Dr V E H Booth (President)
R H Esdaile (Treasurer)
C N Hunter Gordon (Chairman)
C Montgomery
B A Linden
E Stourton
R Rainbow
A Levitt (appointed April 2020)

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

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Report of the trustees for the year ending 31 March 2021

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ending 31 March 2021, 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. This was 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 six times a year and has appointed a subcommittee with responsibility for reviewing pay and remuneration. Pay for senior staff is reviewed and agreed by the board of Trustees as and when necessary. The Fundraiser and Administrator support the Chief Executive in the day-to-day running of the charity and efforts to sustain and grow the charity's income. The Chief Executive is also supported by the leadership team and whole staff team to deliver the mission of the organisation.

None of the trustees receive remuneration or other benefit from their work with the charity.

Purpose and activities:

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

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- 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 the quality of life of autistic individuals and their families
- Expand the opportunities for autistic individuals
- Improve the skills of autistic individuals
- Improve the emotional well-being 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 holiday
- b) Arts therapies
- c) Community support/Reach out
- d) Support for Adults
- e) Triage service
- f) Parent support
- g) Intensive family support service
- h) School Integration: Orange House
- i) Training and Consultancy

Our Response to COVID 19

This year, more than any other, we were called to completely redefine the way we work to support our community. We knew that our community would be adversely affected by the pandemic and so we had to step up in a completely different way than we ever had done before. Within the first few weeks of lockdown, we contacted every single family and adult we support to assess their needs, and we established a Crisis Helpline which was open 7 days a week.

For our most vulnerable families, we continued with home visits and food drops to provide consistency in routines for children and young people, and respite for families. We made weekly phone and video calls to the rest of our community, along with a range of online resources. We distributed 650 individually tailored Home Isolation Kits, with items such as a visual timetable, fidget spinners and art supplies.

"We received our isolation pack. I'm honestly blown away. What a lovely gesture and just in time - we were starting to run out of things to do." parent

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We have found a range of ways to continue providing services throughout the pandemic, including:

- A full programme of online events for adults living independently
- Online parenting groups and art activities
- Covid-secure face to face activities, all of which resumed in a COVID secure way in July 2021

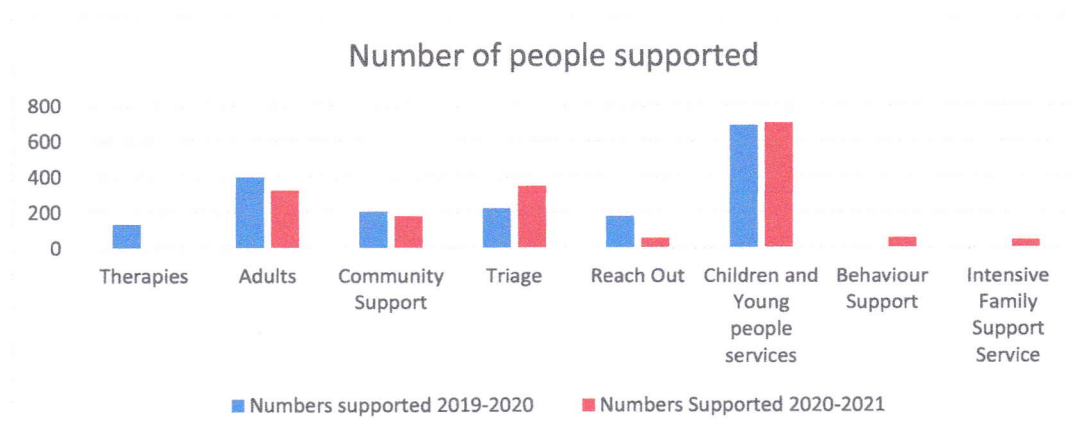
“Home support during the COVID-19 lockdown has been a lifeline to our family. When I first found out that K’s SEN school was closing down (ahead of the other schools, due to staff shortages), I sat in the kitchen and just sobbed. I really didn’t know how we’d cope as K (non verbal) needs his routine. He started crying a lot and self-harming and his sleep completely went out the window. It was truly awful...

When RFA contacted us to offer some home support, I was so relieved and immediately booked some sessions for K. The carers Jeff and Megan were absolutely amazing and understood my son’s needs so well. K being able to go out with them, in his special needs buggy, made such a difference! He became much calmer and his sleep improved. I don’t know what we would have done without the RFA support. The sensory care packages they delivered to our home were fantastic and so well thought out for K’s needs. All in all, RFA provided the most incredible support at a time when our family was in very dire straits. We will be forever grateful” parent

Our Reach during 2020-2021

During the year we directly supported a total of **1,784** individuals on the autistic spectrum through our therapies, 1:1 support, advocacy, term time or holiday provision and over **400** families through triage or parenting support groups. This is a slight decrease in numbers from last year for some services, due to a number of reasons which were related to the pandemic.

- Between March 2020 -July 2020 we did not run any play or adult groups due to the pandemic
- When we resumed groups we lowered numbers to 5 instead of our usual 12 that we had in previous years
- Our Adult Community Volunteer service did not run this year due to staff being on furlough
- Our Reach Out volunteering service ran at very reduced capacity due to lack of volunteers who were willing to work during the pandemic
- School closures meant that we could not run our music therapy sessions at schools, hence the drop in numbers
- Staff/service user sickness and need for self-isolation meant there were many support sessions cancelled



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Our Impact

- A) Children and Young People Services: Play Service, Community Outreach, Therapies, Reach Out, Behaviour Support, Youth Clubs

Outcomes of the Children and Young People Service:

- **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 play groups and as part of our community support and Reach Out programmes.
- **Independence and resilience** - These improvements in confidence, communication and relationships can make a huge difference to the ability of children and young people to manage everyday life.

What our children and young people community said about our work this year:

- **93% of children and parents who responded to our survey said that being involved with Resources for Autism has helped their child feel more like they belong**
- **98% said we have helped children and young people improve their confidence**
- **97% of survey respondents told us that children and young people are better able to deal with other people as a result of their involvement with Resources for Autism**
- **92% of survey respondents say we have helped them improve their relationships**

"The only activity I've managed to find for my child which will take him."

"I didn't have many people that understood me and knew how to work with me, from the first session at RfA I was amazed how a staff member knew exactly how to work with me without any issues, this made me realise all along it wasn't me that was too much!"

"The feeling of being accepted is priceless. I can leave home without being panicky when I attend Saturday club or holiday club."

"I've learnt to be with and deal with other individuals. I've learnt to have fun with others."

"My son attends the above playscheme, thank goodness and thank you for letting it stay running. This playscheme staying open makes the difference between a fantastic weekend or a weekend where we can have a series of behavioural issues"

"My child had several speech and language therapists before joining your playscheme but none of them was able to make him talk at all. So when I saw him talking to your staff at the scheme, how surprised I was!"

"I have been learning lots of ways to express myself and I've made friends."

"Thank you all so much. S joining the club has been the best thing ever. First week was a bit of a struggle. Second week he got ready without me even asking him. In addition, today he said (S Saturday school) he means the club. Me and the girls are finally knowing what Saturdays are. They plan ahead with lots of excitement. I can't thank all the team enough"

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B) Adult Services: Therapies, Special Interest Groups, Community Support, Support Groups, Reach Out, Triage

Outcome of Adult Support Service:

- **Social interaction and connection** – Adults have fun, pursue their interests and learn new things at our groups and therapy services. They also meet others, and interact in a low pressure, autism-friendly environment. Through group activities and one-to-one support, we create opportunities for them to improve social interaction and communication skills, and to develop friendships with others with similar experiences. Once people with autism have left school, they may be living alone and have very limited contact with other people except parents or carers. Friendly spaces to socialise are particularly important to help adults with autism avoid becoming lonely and isolated.
- **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've received a diagnosis of autism as adults, and have to adjust to a new identity, often by themselves with little or no support.
- **Safety:** From the initial risk assessment by the triage service onward, we help keep adults safe. Group activities create an opportunity for friends / peers and trained staff to check in, noticing how people are from week to week, and spotting any early warning signs. We support people to access other services, from healthcare to home improvements, that can keep them safe. We also help people to stay safe with others. A major focus of our group activities for adults is building healthy relationship models. Through training and discussions, we give people the knowledge and skills to spot and respond to potential danger signs in romantic and sexual relationships, as well as friendships and family relations.
- **Confidence and independence** : Our group activities and one-to-one support make a major contribution to people's sense of confidence and independence. This starts with making their way to the group, and getting used to travelling by themselves. In group sessions, people learn life skills such as turn-taking or ordering in a restaurant. Through group and individual support, we help people try things that they might not do alone, such as visiting the theatre.
- **Access to other Services:** We make links with other services, such as social services, housing, health and work and benefits. Our staff act as advocates, mediating with other professionals on behalf of adults with autism, to help them access the support they need

What our Adult Community said about our work in 2020:

- **75% said Resources for Autism has given them more of a feeling that they belong**
- **76% of adults said we have helped them cope better with their day to day life.**
- **76% of adults who responded to our survey said we have helped them improve their confidence**
- **72% said we have helped to increase their independence**
- **68% of respondents said their ability to do things for themselves had improved through their involvement with Resources for Autism**

"It's being able to be an 'adult' - being somewhere with no parents, carers or siblings, and having to find your own way"

"Gaining independence was a gradual process which began with the intervention of RfA staff."

"It's good that I get to plan the activities I like ... I get to be a bit more independent"

"RfA has helped me realise my potential as a person, and that there is more to me than just struggles. My Autism does not have to be a negative thing."

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"My support officer reassured me that someone like me could have a life and I was entitled to it. Now I know that Autism is cool. We are different. But we see things so differently to normal people that it's really cool!"

C) School Integration Project: Preventing School Exclusion

The Orange House project provides intensive specialist support to autistic children who have been excluded from special or mainstream schools, because their behaviour is perceived as "too challenging".

A group of highly experienced staff and a specialist teacher offer a personalised curriculum and a safe space to work on behaviour management strategies and communication, working with up to six children at a time, for up to a year. As in all our work, the team provides a welcoming and accepting environment, helping children to rebuild trusting relationships with adults and other children as they recover from the breakdown of their school placement. The service does not aim to change the individual, but to understand their behaviour in order to change the narrative around them.

Throughout this year, even during lockdown when all other support ceased, our Orange House team worked 1:1 with these children in their community or their own homes. The loss of structure and routine for those highly vulnerable children was too great and the risk of family/placement breakdown meant that the support could not cease. The team worked tirelessly to support those children in every possible way and we are so proud that :

All five children supported by Orange House in 2020 have successfully returned to mainstream school.

D) Family Support Services: Triage, Parenting Support Group, Behaviour Support, Drop In.

During this year, 365 families contacted our triage service, mostly for the first time. Even though our meetings were online for much of the year, 15 people joined our new Parents Support Group in London, and 54 parents in Birmingham attended our monthly coffee mornings

Outcomes of the Family Support Service

Acceptance and recognition - Caring for an autistic child can feel overwhelming. Right from the initial triage session, we are there with parents and carers, providing reassurance and a listening ear.

Respite - When someone on the autistic spectrum takes part in one of our play schemes or community support activities, family members also benefit. Knowing that their child is safe, happy and seen for who they are, they can focus on other areas of their life without feeling guilty.

Skills and confidence - Our Triage and Behaviour Support services provide parents and carers with information, advice and skills to help them support their child. These include behaviour management strategies and safety plans, equipment and resources like countdown timers and time planners, and other practical tips and techniques. We also provide information and advice on other services and sources of support. Parents and carers report increased confidence, and a greater sense of security and control over their situation as a result of their new knowledge and skills

Access to wider services and support - We work with families to help them access education, benefits, care or other support for their child. Our staff provide information and advice, and sometimes act as an advocate on behalf of families to support them to get a school placement or claim Disability Living Allowance or Carer's Allowance.

This kind of support can be particularly important when it comes to difficult transitions - for example, from primary to secondary school, or when older parents have to work out who will care for their adult children if they are no longer able to. We help parents and carers to understand their options, make decisions, even when these are tough, and take the next steps on the pathway, whatever they decide.

Resilience - All our work helps families to become more resilient - able to cope better with day-to-day crises, and be better equipped for the long term. Parents and carers can draw on a wide range of immediate support when they need it, from friendships with other parents to the helpline and behaviour support services.

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What our Parent/Carer Community said about our work in 2020

"Sometimes it's the first time they've ever spoken to someone about autism or even heard the word."

"The parent spaces to offload when we were struggling with the pandemic and behaviour were lifesavers."

"My child was out of school, then everyone was out of school, then he was in school under social distancing, RfA was the first place that I was able to actually meet other parents. This was both a pleasure and of immediate practical benefit."

"It has helped not only my child but the whole family. We have a break from our caring obligations and it is a breath of fresh air and back to normality."

"We've made friends with the parents and helpers and it has given us some time alone with my child's sibling."

"Having someone at the end of the phone when you really need it during meltdown days has been a lifesaver."

"RfA helped me manage to get back to work by providing a suitable person to support my child. I could make work commitments safe in the knowledge that my son was in capable hands."

Staff and Volunteer recruitment, retention and wellbeing

38 staff were hired in London and West Midlands during this year which is significantly less than other years. With the lockdown brought on by Covid, the question of *how to recruit* became as much of a challenge as *who* to recruit. RfA recruitment paused for a brief period and then returned online in a new format, with participation of both regions on the interview panel and facilitation of cross-regional groups of candidates. Ensuring the quality of the interview in its online format was key, ensuring that the panellists and candidates were able and confident to have a positive recruitment experience although not in the same physical space. The challenges of continuing to support our families while balancing the physical safety and mental health of the staff at RfA has meant facing the challenges of understandably increased anxiety levels among potential new staff as well as those feelings among current staff. Recruiting for an already demanding role in the current climate meant lower numbers coming forward than normal

74 volunteers were actively involved in volunteering for us, across Reach out, office/admin/triage/adult listening service and groups. This equated to **2469** hours of support. 56 potential volunteers attended our 10 hours induction training programme – 35 of these went onto be active. Those volunteers that continued throughout the pandemic, finding new and innovative ways to support and connect with service users has modelled how we can extend our support, development of good practice resources for online support to compliment face to face support. One volunteer continued online support of young adult from Russia, another from Italy and one from India. New volunteers accessed our online training from across the globe: Dubai/Russia/Belgium/Italy/France/Ireland/...are some examples.

One of the main lessons from this period has been the need to focus more on the wellbeing of our workforce. During the pandemic, many people who could not continue their work offered their services free to charities, to support people on the frontline. For RfA, which has always directed every penny raised to service delivery, this was a unique opportunity, and we made the most of it! We benefited from the generosity of a range of professionals:

- Clinical psychologists who offered counselling to staff
- A yoga teacher who ran sessions for staff, volunteers and families
- Coaches who helped build the resilience of our workforce

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These experiences opened our eyes to a completely new dimension of impact we can make for our Autism Community of children, young people and their families. We learned that wellbeing support for staff and volunteers is crucial for service delivery during a pandemic. Helping the workforce cope with change and bounce-back means that we can keep helping those who need us the most.

"The counselling sessions during lockdown were much needed to be able to continue working and deal with life and the pandemic. It helped in expressing and managing my emotions and anxieties, change behaviours, habits and a boost in self-esteem and confidence."

RfA support worker

After these professionals returned to work, we were lucky enough to secure additional funding for continued workforce wellbeing. Since November, we have:

- Joined an Employee Assistance Programme providing our workforce with an independent, confidential space to receive counselling, bereavement support, legal advice and wellbeing information free of charge.
- Started an 8 month management training programme for our group leaders and managers focusing on developing skills around resilience, emotional awareness, handling difficult conversations and managing group dynamics
- Offered training on embodied management and appropriate boundaries
- Created dedicated spaces for peer to peer supervision
- Held music jam sessions
- Sent out regular wellbeing emails and provided access to a wellbeing portal

In 2021, we want to develop a long-term wellbeing strategy for RfA. Our vision is a mentally healthy organisation, achieving more for our Autism Community by supporting those who support them to be the best they can be.

Digital Impact: Website, Facebook, Twitter, Instagram, LinkedIn

We were very pleased to see a significant growth of our digital impact particularly on our website resources where visits increased by 189% from last year. Analysis of our numbers suggests most of our hits are organic as opposed to referrals from other sites and media, so people are searching for us the majority of the time. Interestingly enough most of this does seem to come from Birmingham but London isn't far behind. Our most popular pages are our resource page on anxiety management, job searches and adult services.

Channel	2020 figures	2021 figures
Facebook likes	3,478	3,699
Facebook followers	3,659	4,571
Twitter followers	4,851	5,331
Website Visits	4,624	36,000
Youtube subscribers	35	46
Linkedin	Not used	495

Our Successes during 2020-2021

- **Our response to COVID:** With the huge impact of the pandemic on our autistic community, it was our mission to adjust, adapt, respond and innovate in order to be fully present throughout this crisis. There were times that were overwhelming and filled with uncertainty while many others fired us with purpose. Staff got sick with COVID, others had to shield for prolonged periods of time. Some had to be furloughed while others carried on throughout. What was consistent was the spirit of a team who pulled together, persevered, and turned adversity into an opportunity to reinvent themselves and the service offering, rising up stronger

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because of it. We are now in a position to switch our high ability groups to online at short notice, we have developed really robust risk assessments and a range of online resources which have been heavily accessed.

- **Our Reach:** Despite challenges of COVID, the revised way in which we run our Triage service has enabled us to welcome **408 new service users** to our services out of which 250 were new children and young people and 158 adults.
- **Internal Restructure:** In July 2020 the Board approved an internal restructuring with the aim of developing a new structure which enables the organisation to a) have solid leadership and management team, b) create greater clarity of roles whilst still retaining flexibility c) enable a pathway for career progression and d) create a culture of shared decision making and accountability whilst still led by the CEO e) create dedicated resource for quality assurance and impact measurement.
- **New Intensive Family Support Service :** The Covid-19 restrictions put further pressure on families who were already close to the edge. The closure of schools had an impact on family structure and routine that was devastating. In addition to parental working patterns changing, loss of income and no in person activities impacted further with no respite from the difficulties. In response we set up a new Intensive Family Support Service in September 2020 in partnership with London Borough of Barnet. This provides urgent, short term holistic support to families before they escalate to crisis point. So far over 40 families have received this intensive tailored support in London. All had been pushed to their limits and needed new strategies and advice. There were multiple reasons for the struggles to be unpicked with one of our expert team who offered a new positive perspective and way forward. We empowered households to avoid family breakdown and to preserve their wellbeing. They all benefited from innovative ideas and were given resources, plans and most importantly, these were modelled to see how this would work. The families were at different stages and severity of social services involvement during this time. However, following the input from the Intensive Family Support team, all families have reported improvements and none have been re-referred to social services so far.
- **Commitment to Diversity:** This year we have taken a close look at our practices around diversity and inclusion. Some of the concrete actions we have taken include: a) delivered anti racism training to all staff b) led by our Head of Quality, we developed an internal working group that is tasked with championing the themes of diversity and inclusion within RfA and challenges the organisation to seek continuous improvement c) took a closer look at our staff and service user demographics and are actively identifying funding for projects that are specifically targeting service users from minority ethnic groups d) joined a collaboration of organisations in North London discussing the interplay between race and autism and raising awareness of the double discrimination faced by autistic individuals from minority backgrounds e) holding open and honest conversations at our Board level regarding the diversity of our Board which, whilst gender balanced and with lived experience, lacks some of the racial diversity which is reflected in our service user community.

Our Challenges during 2020-2021

- **Increased demand:** The demand for our services exceeds our capacity to deliver them and all services currently have significant waiting lists. The length of our current waiting list is approx. 4000 users, which poses a reputational risk for RfA. Reviewing our outcomes for each service and making evidenced decisions on our future growth is a key priority for us over the next year.
- **Recruitment and retention** of new staff and volunteers remains a challenge which affects the whole social care sector but also RfA. A recent review of retention figures over the last 5 years showed that whilst a portion of our staff stay for over 3 years, about 30% leave RfA within a year of being recruited. The national shortage of good

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staff, coupled with the pandemic concerns means that our capacity to grow our services is limited by our ability to recruit staff and keep them longer. This is a key priority area for us over the next two years and the CEO and leadership team are piloting a number of new initiatives to improve the recruitment and retention of support roles. These include: a) move away from zero hours contracts b) a clear development/training pathway c) a robust wellbeing strategy.

Values

The organisation has a set of operating values, which govern our work. These are:

- **Success** – Operating high quality, well-run services that are financially stable and ensuring the clients and their families are at the centre of all we do;
- **Relationships** – Developing mutual trust and respect between client and key worker, staff teams, teams and managers and between managers;
- **Dynamic** – Growing, developing, changing and learning to enable us to respond to new needs and an ever-changing external climate;
- **Ethical Behaviour** – Doing the right thing! Providing non-judgmental, transparent and professional services;
- **Safe** – Ensuring a safeguarding process is in place and regularly reviewed; safer recruitment practices followed; supervision, training and development schedules for all staff; enhanced DBS checks on all staff for suitability to work with children and vulnerable adult checks; regular unannounced visits by management to all external venues and groups; mentoring for all new staff.

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.

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

RfA fully complies with the Fundraising and Charities Act 2016. The organisation directly employs its fundraisers. We do not use agencies and no one receives commission for fundraising. We do not use direct marketing for fundraising purposes.

Financial Review

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The charity ran a surplus of £354,245 during the year, compared with a deficit of £370,391 the previous year. The increase was largely due to the charity conducting a successful emergency appeal, furlough income, renegotiation of a number of statutory contracts, and repricing of services. The effort continues as a number of services are still running at a deficit.

Income from charitable activities, in the form of fees and contracts increased by £233,062.

Expenditure decreased by £21,635 mostly due to service operating at smaller numbers during the pandemic.

The unrestricted funds held at the end of the year increased by £412,583 to £1,955,687 and restricted funds decreased by £58,338 to £49,072.

Total funds at the year-end stand at £2,004,759, of which £897,159 is designated as it could only be realised by selling the charity's fixed assets, and £1,058,528 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 5 months of current expenditure and are aware of the need to continue to grow this to the 6 month level.

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

The main office and service provision base is owned outright by RfA and remains the principal asset of the organisation.

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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 contracts, grants, community fundraising and fees. 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. However, those statutory tenders have been historically heavily subsidised by RfA's voluntary income which, in the absence of much valued but unreliable legacy income, results in RfA having an operational service model that depletes its reserves year on year. Since February 2020, a review of pricing has been undertaken by RfA's CEO and Finance Manager in order to ascertain the true cost of running services. This review has culminated in our repricing of our services and an increase of 30% on our hourly rate. We have successfully renegotiated these rates with a number of Local Authorities predominantly in London. We had to make the difficult decision to close our service in Southwark as it was running on a 40% deficit and was financially unviable for us to continue it. Due to service being closed during lockdown, the impact of it was not felt as strongly by families as we would have expected as the group was not running. Some of the Southwark families have moved to Community Support. Southwark staff have been re-deployed to other Boroughs. Some parents wrote warming messages thanking us for the support.



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. This year we ran a very successful emergency appeal which meant that we exceeded our philanthropic income target by £300,000. In addition, most of our existing supporters unrestricted their donations to ease our pressure during the pandemic which really allowed us the space to really up our efforts and deliver so much more.

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 year, RfA is deeply indebted to those who have supported us in this way. We are also indebted to those who engaged in sponsored events on our behalf, including running marathons, sponsored bike rides and those who made donations towards our mission.

Plans for Next Year:

2020-2021 has been a tough year and equally one filled with purpose for our organisation. We have responded, adapted and found ways to innovate during this year. As the effects of the lockdown on our Community have become more visible to us, we know we cannot stand still; we need to look into the future with clarity and determination. Over the coming year, in addition to our core work, our ambition is to focus on the following service priorities:

- Breaking isolation for adults living independently: this has been one of our most-impacted groups, and post-COVID we want to create more opportunities for them to socially connect, engage in physical activity and develop skills to gain employment.
- Building resilience in parents and carers: we know that many parents have carried the full responsibility of caring for an autistic child struggling with a thoroughly disrupted routine. Targeting services to this group is key to supporting family recovery.

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- Offering specialist mental health support across all age groups: we are researching how we could create holistic initiatives such as therapy; behavior support; mindfulness groups; and groups to encourage physical movement and wellbeing for our community as it recovers.

In order to achieve our aims, our internal priorities over the next year will focus on:

- Developing a robust strategy with a renewed vision for our work
- Financial Sustainability through
- Improving our workforce retention and recruitment
- Improving the way we evidence our impact

Directors and their Interests

Apart from the Directors/Trustees listed on page 1, no other person served as a charity trustee during 2020/21.

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.

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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 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.

C N Hunter Gordon 
Chairman

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

RESOURCES FOR AUTISM ANNUAL REPORT AND ACCOUNTS

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 2021 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 2021 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.

In connection with our audit of the financial statements, 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.

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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 obtained 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 set out on pages 14, 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

RESOURCES FOR AUTISM ANNUAL REPORT AND ACCOUNTS

(UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

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 and 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 Auditor
9 Bonhill Street
London
EC2A 4DJ

Date: 26/08/21

RESOURCES FOR AUTISM
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Financial Statements

Statement of Financial Activities

(Incorporating an Income and Expenditure Account)

For the year ended 31 March 2021

	Note	<u>Unrestricted</u> <u>funds</u> <u>2021</u> £	<u>Restricted</u> <u>funds</u> <u>2021</u> £	<u>Total</u> <u>funds</u> <u>2021</u> £	<u>Total</u> <u>funds</u> <u>2020</u> £
Income from:					
Donations and legacies:					
Grants from trusts and foundations	3	391,359	657,057	1,048,416	556,929
Other donations	3	28,895	-	28,895	50,583
Legacies	3	20,000	10,168	30,168	21,240
Charitable activities	4	1,666,206	-	1,666,206	1,433,144
Investments		5,248	-	5,248	5,138
Other	5	3,367	-	3,367	12,265
Total income		2,115,075	667,225	2,782,300	2,079,299
Expenditure on:					
Raising charitable funds	6	80,132	-	80,132	40,588
Charitable activities	7	1,698,958	648,965	2,347,923	2,409,102
Total expenditure		1,779,090	648,965	2,428,055	2,449,690
Net (expenditure)/income before transfers	9	335,985	18,260	354,245	(370,391)
Transfers between funds	14	76,598	(76,598)	-	-
Net movement in funds		412,583	(58,338)	354,245	(370,391)
Reconciliation of funds					
Total funds brought forward at 1 April 2020	14	1,543,104	107,410	1,650,514	2,020,905
Total funds carried forward at 31 March 2021	14	1,955,687	49,072	2,004,759	1,650,514

There are no recognised gains or losses other than those included in the Statement of Financial Activities.

All the above amounts relate to continuing activities.

Notes 1 to 16 form part of these financial statements.

RESOURCES FOR AUTISM
ANNUAL REPORT AND ACCOUNTS

Financial Statements

Balance Sheet

For the year ended 31 March 2021

	<u>Note</u>	<u>£</u>	<u>2021</u> <u>£</u>	<u>£</u>	<u>2020</u> <u>£</u>
Fixed assets					
Tangible assets	11		897,159		864,698
Current assets					
Debtors	12	232,374		307,182	
Cash at bank and in hand		1,071,503		749,710	
		<u>1,303,877</u>		<u>1,056,892</u>	
Liabilities					
Creditors: amounts falling due within one year	13	<u>(196,277)</u>		<u>(271,076)</u>	
Net current assets			1,107,600		785,816
Total assets less current liabilities			<u>2,004,759</u>		<u>1,650,514</u>
Funds					
Unrestricted funds:					
General funds	14	<u>1,058,528</u>		<u>678,406</u>	
		1,058,528		678,406	
Designated funds	14	<u>897,159</u>		<u>864,698</u>	
			1,955,687		1,543,104
Restricted funds	14		<u>49,072</u>		<u>107,410</u>
Total charity funds	15		<u>2,004,759</u>		<u>1,650,514</u>

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and constitute the annual financial statements required by the Companies Act 2006.

Notes 1 to 16 form part of these financial statements.

The financial statements were approved and authorised for issue by the Board of Trustees on2021 and signed on their behalf by:

.....
C N Hunter Gordon
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 2021

	<u>Note</u>	<u>Total funds 2021</u> £	<u>Total funds 2020</u> £
Cash flows from operating activities			
Net (expenditure)/income for the year (as per the Statement of Financial Activities)		354,245	(370,391)
Adjustments for:			
Depreciation		24,635	14,726
Loss on Disposal		743	-
Interest receivable		(5,248)	(5,138)
Decrease/(increase) in debtors		74,808	(68,031)
(Decrease)/increase in creditors		(74,799)	31,860
Cash flows (used in)/generated from operating activities		<u>374,384</u>	<u>(396,974)</u>
Cash flows from investing activities			
Purchase of Fixed assets		(57,839)	-
Interest received		5,248	5,138
Net cash provided by investing activities		<u>(52,591)</u>	<u>5,138</u>
(Decrease)/increase in cash and cash equivalents in the year		321,793	(391,836)
Cash and cash equivalents at the beginning of the year		749,710	1,141,546
Cash and cash equivalents at the end of the year	(i)	<u>1,071,503</u>	<u>749,710</u>

Note to the cashflow statement

(i) Analysis of cash and cash equivalents

	<u>2021</u> £	<u>2020</u> £
Cash in hand	5,578	4,023
Cash at bank	1,065,925	745,687
Total cash and cash equivalents at 31 March 2021	<u>1,071,503</u>	<u>749,710</u>

(ii) Net debt

There was no net debt during the year to 31 March 2021 or the year to 31 March 2020.

RESOURCES FOR AUTISM ANNUAL REPORT AND ACCOUNTS

Notes to the Accounts

For the year ended 31 March 2021

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 £1,058,528 (2020: £678,406). 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

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income, any performance conditions attached to the income have been met, it is probable that the income will be received and the amount can be quantified with reasonable accuracy. Incoming resources are deferred where they relate to future accounting periods.

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), the 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 2021

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 of time spent.

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 reducing balance

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 2021

3 Income from grants, donations and legacies (continued)

	<u>2021</u>	<u>2020</u>
	£	£
Grants from trusts and foundations	1,048,416	556,929
Donations from companies and other organisations		
Donations from others (including gift aid where appropriate)	28,895	50,583
	<u>28,895</u>	<u>50,583</u>
Other donations		
Legacies	30,168	21,240
Total donations, grants and legacies	<u>1,107,479</u>	<u>628,752</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>2021</u>	<u>2021</u>	<u>2021</u>	<u>2021</u>	<u>2021</u>	<u>2021</u>
	£	£	£	£	£	£
Fees	10,468	35,191	349,397	1,315	19,513	415,884
Contract income	-	675,879	545,643	28,800	-	1,250,322
Total	<u>10,468</u>	<u>711,070</u>	<u>895,040</u>	<u>30,115</u>	<u>19,513</u>	<u>1,666,206</u>
	<u>2020</u>	<u>2020</u>	<u>2020</u>	<u>2020</u>	<u>2020</u>	<u>2020</u>
	£	£	£	£	£	£
Fees	20,121	92,184	338,307	2,346	36,635	489,593
Contract income	-	689,400	253,901	250	-	943,551
Total	<u>20,121</u>	<u>781,584</u>	<u>592,208</u>	<u>2,596</u>	<u>36,635</u>	<u>1,433,144</u>

Total income from statutory sources amounted to £ 1,506,339 (2020: £964,479) (excluding personal care package funding).

5 Other income

	<u>2021</u>	<u>2020</u>
	£	£
Activities for generating funds:		
Fundraising events	500	-
Rent receivable	2,600	2,600
Activities for generating funds	3,100	2,600
Other	267	9,665
	<u>3,367</u>	<u>12,265</u>

RESOURCES FOR AUTISM ANNUAL REPORT AND ACCOUNTS

Notes to the Accounts

For the year ended 31 March 2021

6 Analysis of expenditure on raising charitable funds

	<u>2021</u>	<u>2020</u>
	£	£
Staff salaries, NIC and pension contributions	60,518	23,073
Direct costs	19,614	17,515
	<u>80,132</u>	<u>40,588</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>2021</u>	<u>2021</u>	<u>2021</u>	<u>2021</u>	<u>2021</u>	<u>2021</u>	<u>2021</u>
	£	£	£	£	£	£	£
Salaries and related costs	65,010	642,673	873,210	54,226	23,116	118,130	1,776,365
Direct costs	1,406	50,821	46,014	1,676	-	8,426	108,343
Support and governance costs	8 16,704	169,637	225,172	14,059	5,814	31,829	463,215
	<u>83,120</u>	<u>863,131</u>	<u>1,144,396</u>	<u>69,961</u>	<u>28,930</u>	<u>158,385</u>	<u>2,347,923</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>2020</u>	<u>2020</u>	<u>2020</u>	<u>2020</u>	<u>2020</u>	<u>2020</u>	<u>2020</u>
	£	£	£	£	£	£	£
Salaries and related costs	57,856	697,221	832,078	42,798	24,278	140,098	1,794,329
Direct costs	2,394	153,569	27,275	199	-	14,771	198,208
Support and governance costs	8 13,432	161,864	193,172	9,936	5,636	32,525	416,565
	<u>73,682</u>	<u>1,012,654</u>	<u>1,052,525</u>	<u>52,933</u>	<u>29,914</u>	<u>187,394</u>	<u>2,409,102</u>

8 Support and governance costs

	<u>2021</u>	<u>2020</u>
	£	£
Support costs		
Staff salaries and NIC	267,356	229,503
Recruitment costs (including Disclosure and Barring Service checks)	4,575	24,645
Training of front line staff	6,642	17,978
Premises costs	12,926	14,919
Insurance	6,413	3,830
Office costs	63,865	44,300
Travel expenses	4,447	2,237
General costs	5,300	4,327
Accountancy services	62,084	49,979
Depreciation	24,635	14,726
	<u>458,243</u>	<u>406,444</u>
Governance costs		
Legal and professional fees	48	5,048
Trustee insurance	391	632
Trustee expenses	-	-
Audit fee	4,533	4,440
	<u>4,972</u>	<u>10,120</u>
	<u>463,215</u>	<u>416,564</u>

Support costs are apportioned between the charitable activities based on the respective staff time.

RESOURCES FOR AUTISM
ANNUAL REPORT AND ACCOUNTS

Notes to the Accounts

For the year ended 31 March 2021

9 Net incoming resources for the year

	<u>2021</u>	<u>2020</u>
	£	£
Net incoming resources are stated after charging:		
Auditors' remuneration for audit services	4,533	4,440
Depreciation	24,635	14,726
Loss on disposal of Fixed Assets	743	-
	<u> </u>	<u> </u>

10 Trustee and employee information

a) Trustee information

No trustees received any remuneration or other benefits during the year (2020: £nil).

Eight trustees served during the year (2020: seven).

No trustee received travel or any other expenses or payment for services supplied to the charity during the year (2020: £nil).

Unrestricted donations of £ 4,000 were received from trustees and organisations linked to trustees (2020: £95,000).

b) Employee information

Employee numbers:

The average monthly headcount was 191 (2020: 214).

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

	<u>2021</u>	<u>2020</u>
	<u>Number</u>	<u>Number</u>
Key management personnel	8	2
Fundraising	1.5	1
Administration	4	5
Project delivery	96	85
	<u> </u>	<u> </u>
	<u>110</u>	<u>93</u>

Employee costs :

	<u>2021</u>	<u>2020</u>
	£	£
Salaries	1,953,866	1,907,862
Social security costs	120,972	110,209
Pension costs	29,401	28,835
	<u> </u>	<u> </u>
	<u>2,104,239</u>	<u>2,046,906</u>

Employee remuneration received by the eight key management personnel together totalled £325,200 (2020 two key staff : £116,907).

On an annualised basis, one employee received remuneration plus other employee benefits in the band of £70,000 to £80,000 (2020: One Band £60,000- £70000).

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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 2020	1,041,105	23,742	53,399	1,118,246
	Additions	-	20,896	36,943	57,839
	Disposals	-	-	(26,000)	(26,000)
	As at 31 March 2021	1,041,105	44,638	64,342	1,150,085
	Depreciation				
	As at 1 April 2020	182,107	23,742	47,699	253,548
	Released on disposals	-	-	(25,257)	(25,257)
	Charge for year	12,828	4,848	6,959	24,635
	As at 31 March 2021	194,935	28,590	29,401	252,926
	Net book value				
	As at 31 March 2021	846,170	16,048	34,941	897,159
	As at 31 March 2020	858,998	-	5,700	864,698
12	Debtors			<u>2021</u> £	<u>2020</u> £
	Trade debtors			179,371	246,299
	Sundry debtors prepayments and accrued income			53,003	60,883
				<u>232,374</u>	<u>307,182</u>
13	Creditors: amounts falling due within one year			<u>2021</u> £	<u>2020</u> £
	Trade creditors			73,567	49,533
	Taxation and social security costs			-	33,131
	Other creditors			79,210	75,650
	Accruals			4,500	28,631
	Deferred income			39,000	84,131
				<u>196,277</u>	<u>271,076</u>
	Deferred income				
	Deferred income brought forward			84,131	92,756
	Transferred to income in year			(84,131)	(92,756)
	Deferred income in year			39,000	84,131
	Deferred income carried forward			<u>39,000</u>	<u>84,131</u>

Deferred income contains £nil statutory funding (2020: £nil).

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

£84,131 deferred income brought forward at the beginning of the year was released to income during the year (2020: £92,756).

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14 Analysis of charitable funds

Analysis of movements in funds

	<u>At 1 April 2020</u>	<u>Income</u>	<u>Expenditure</u>	<u>Transfers</u>	<u>At 31 March 2021</u>
	£	£	£	£	£
Unrestricted funds					
General funds: free reserves	678,406	2,115,075	(1,779,090)	44,137	1,058,528
Designated funds:					
- Core costs fund	-	-	-	-	-
- Fixed assets fund	864,698	-	-	32,461	897,159
- Service users' subsidy fund	-	-	-	-	-
- Training fund	-	-	-	-	-
	1,543,104	2,115,075	(1,779,090)	76,598	1,955,687
Restricted funds					
Adult support	-	5,000	(5,000)	-	-
Art and music therapy	106,410	10,168	(83,120)	(33,458)	-
Behaviour support	-	5,000	(5,000)	-	-
Big Lottery: Reaching Communities - Supporting the Autism Family (West Midlands)	-	87,350	(84,780)	-	2,570
Big Lottery: Supporting the London Autistic Family	-	227,530	(213,691)	-	13,839
Community support	-	129,735	(57,995)	(43,140)	28,600
Play/Holiday services	1,000	114,573	(111,510)	-	4,063
Reach Out	-	49,078	(49,078)	-	-
Triage service	-	38,791	(38,791)	-	-
	107,410	667,225	(648,965)	(76,598)	49,072
Total funds	1,650,514	2,782,300	(2,428,055)	-	2,004,759
Comparative information					
	<u>At 1 April 2019</u>	<u>Income</u>	<u>Expenditure</u>	<u>Transfers</u>	<u>At 31 March 2020</u>
	£	£	£	£	£
Unrestricted funds					
General funds	812,670	1,633,120	(1,802,450)	35,066	678,406
Designated funds:					
- Core costs fund	111,630	-	(111,630)	-	-
- Fixed assets fund	879,424	-	(14,726)	-	864,698
- Service users' subsidy fund	17,200	-	(17,200)	-	-
- Training fund	53,044	-	(17,978)	(35,066)	-
	1,873,968	1,633,120	(1,963,984)	-	1,543,104
Restricted funds					
Adult support	-	32,387	(32,387)	-	-
Art and music therapy	146,937	-	(40,527)	-	106,410
Behaviour support	-	10,599	(10,599)	-	-
Big Lottery: Reaching Communities - Supporting the Autism Family (West Midlands)	-	43,481	(43,481)	-	-
Big Lottery: Supporting the London Autistic Family	-	123,269	(123,269)	-	-
Community support	-	68,824	(68,824)	-	-
Holiday schemes	-	24,000	(24,000)	-	-
Play services	-	78,219	(77,219)	-	1,000
Reach Out	-	45,400	(45,400)	-	-
Triage service	-	20,000	(20,000)	-	-
	146,937	446,179	(485,706)	-	107,410
Total funds	2,020,905	2,079,299	(2,449,690)	-	1,650,514

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14 Analysis of charitable funds (continued)

Unrestricted funds

Name of unrestricted funds

General funds: free reserves
Designated funds

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:

- Core costs fund

Fund to cover shortfalls in core costs at times of economic uncertainty, due to the particular difficulty the charity faces in fundraising for essential overheads. The trustees consider this designation of funds to be appropriate in order to have confidence that the charity has made sufficient provision for risk.

- Fixed assets fund

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.

- Service users' subsidy fund

Funds allocated for fee subsidies for low income households.

- Training fund

Funds set aside for investment in staff training.

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:

Name of restricted funds

Adult support

Description, nature and purposes of the fund

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.

Art and music therapy

Individual and group arts and music therapies for children and adults with an autistic spectrum condition.

Behaviour support

Funds donated by Big Lottery and others 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.

Big Lottery: Reaching Communities -
Supporting the Autism Family (West
Midlands)

Four months of a three year grant to 31 July 2019 and six and a half months of a three year grant to 16 September 2022 to fund the extension of services in the West Midlands.

Big Lottery: Supporting the London Autistic
Family

Nine and a half months of a three year grant to 16 January 2020 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.

Core costs

Funds donated towards essential central day-to-day running costs of the charity such as administration, compliance/governance and management.

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.

Triage service

Service providing initial assessment and support at the earliest opportunity.

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For the year ended 31 March 2021

15 Analysis of net assets between funds

	<u>Tangible fixed assets</u>	<u>Net current assets</u>	<u>Total</u>
	<u>2021</u>	<u>2021</u>	<u>2021</u>
	£	£	£
Unrestricted funds:			
General funds: free reserves	-	1,058,528	1,058,528
Designated funds	897,159	-	897,159
Restricted funds	-	49,072	49,072
Total funds	897,159	1,107,600	2,004,759

Comparative information

	<u>Tangible fixed assets</u>	<u>Net current assets</u>	<u>Total</u>
	<u>2020</u>	<u>2020</u>	<u>2020</u>
	£	£	£
Unrestricted funds:			
General funds: free reserves	-	678,406	678,406
Designated funds	864,698	-	864,698
Restricted funds	-	107,410	107,410
Total funds	864,698	785,816	1,650,514

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>2021</u>	<u>2020</u>
	£	£
Free reserves as at 31 March	1,058,528	678,406
Total expenditure in the year	2,428,055	2,449,690
Number of months' expenditure in general funds	5.2	3.3

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16 Comparative Statement of Financial Activities (extract)

	<u>Unrestricted</u> <u>2020</u> <u>£</u>	<u>Restricted</u> <u>2020</u> <u>£</u>	<u>Total</u> <u>2020</u> <u>£</u>
Income from:			
Donations and legacies:			
Grants from trusts and foundations	110,750	446,179	556,929
Other donations	50,583	-	50,583
Legacies	21,240	-	21,240
Charitable activities	1,433,144	-	1,433,144
Investments	5,138	-	5,138
Other	12,265	-	12,265
Total income	1,633,120	446,179	2,079,299
Expenditure on:			
Raising charitable funds	40,588	-	40,588
Charitable activities	1,923,396	485,706	2,409,102
Total expenditure	1,963,984	485,706	2,449,690
Net income / (expenditure) before transfers	(330,864)	(39,527)	(370,391)
Transfers between funds	-	-	-
Net movement in funds	(330,864)	(39,527)	(370,391)
Reconciliation of funds			
Total funds brought forward at 1 April 2019	1,873,968	146,937	2,020,905
Total funds carried forward at 31 March 2020	1,543,104	107,410	1,650,514