

Autism
East Midlands



Annual Review

2019 - 2020

A message from our Chair of Trustees and CEO



We have had another great year. This is very much down to the performance of our excellent staff team...

“

I would like to thank our fantastic staff team for their flexibility and resilience in facing these challenges...



George Smith: Chair of Trustees

As I write this Introduction to our Annual Review for 2019/2020, the UK is engulfed by a global pandemic which is impacting on us all in some way.

This is my first time writing the Introduction since my appointment as Chair of the Board of Trustees of Autism East Midlands in December 2019 – little did I know what was around the corner.

However, it has made me realise just how strong we are as an organisation. This is in no small part down to the incredible staff across all our service provision, so ably led by our Chief Executive, Jane Howson. I must record, too, how well the organisation has developed over recent years, both under Jane's leadership but also under the strategic direction of my fellow Trustees led, for many years, by my predecessor as Chair, Keith Doble. His strategic leadership has enabled us, as an organisation, to expand our provision, both geographically and variety, to many more families who otherwise would be supporting their loved ones alone.

In the past year, we have been able to occupy our much needed respite care provision in an attempt to pick away at the demand nationally for this service.

Sutherland House School continues to support an increasing number of students from several Local Authorities across the region. Our Day Services continue to flourish and demand for places is high. Training provision for external organisations across the region has increased, too.

Our fundraising team continues to work hard to access funds to enable to develop our services further in order that families across our region are able to access family support on a regular basis nearer to home.

We have had another great year. This is very much down to the performance of our excellent staff team, far too many to name individually, who have worked tirelessly to ensure that we have a very sound base to take us forward into difficult times ahead across the charity sector.

Finally, I would like to say thank you to all those individuals and organisations who contribute in some ingenious ways to support us and help us achieve our objectives.

Jane Howson: Chief Executive Officer

This year was a year of growth and diversification – including developing our range of services, our geographical influence and impact, as well as enabling the individuals we support to develop their independence skills through our person-centered approach within service.

Our newly developed Employment Service, offering professional support, advice and training, aims to enable autistic individuals to achieve their full potential in relation to employment. With only 16% of working-age autistic people in full time-employment, we aim to tackle this issue by taking steps to help autistic people unlock their potential through targeted support.

Since the start of our Ravenshead Respite's venture in 2019, we have seen an increased demand since it's opening – providing a respite service purpose built to support autistic adults on an individual basis and preparing some for their future in a supported living setting.

Our Sutherland House School has had an incredible year of student pass rates, with an increase of 109 passes in the academic year – well done to Ann and her team.

Our Core Services continue to provide a platform for autistic voices to be heard through our Service User Voice initiative – which enabled one of our

residents to go to New York City with their Key Worker. Our person-centered approach in service continues to maximise independence, increase confidence and enable our service users to live a meaningful experience at Autism East Midlands and throughout their lives.

We have secured significant fundraising this year including an award of £264,857 from the National Lottery Community Fund to continue our Family Support Hubs and expand our Hub's geographical location, including six new centres across the East Midlands.

One of our service users was able to voice his views and perspective in impacting change as part of the BASW Capabilities Statement for Social Work with Autistic Adults in the UK – contributing to evidence based support within the autism community.

Towards the end of the financial year, we saw the start of the global pandemic. This has put all of us under extreme pressure and I would like to thank our fantastic staff team for their flexibility and resilience in facing these challenges and continuing commitment.

Thank you to our dedicated staff team, organisations and all individuals for their continued support throughout the year.

Autism East Midlands 2019 - 2020 Annual Review

Autism is a lifelong, developmental condition that affects the way a person communicates, interacts and processes information. One in 100 people are on the autism spectrum and there are around 700,000 autistic adults and children in the UK.

Our Vision

A world which recognises, understands and values autistic people, and where they and their families receive the services and support they need throughout their lives.

Our Mission

To advocate, provide and develop high-quality services, information, and support, in partnership with others, for all those whose lives are affected by autism. To recognise and respond to the needs of the individual, enabling autistic people to live their lives with dignity, choice and independence. Our well trained and passionate staff offer a wide range of services to help individuals to live their lives the way they want.



From day one, Autism East Midlands have made us feel like part of their family. Their services have changed our families lives, and I cannot thank them enough for all their continued help and support.

Parent of one of our Sutherland House School Students.





Autism East Midlands Strategic Objectives

Quality

To ensure the continued improvement of the quality of our services by focusing on the following areas:

- Improved autism specific environments.
- Services designed to meet the varying and individual needs of autistic people.
- Ensuring a skilled workforce that are able to meet the needs of individuals and are aspirational in doing so.
- A focus on achieving the maximum levels of independence appropriate to each individual we support.

Maximum Impact

We will maximise the impact of our services by ensuring we extend the reach of the services we provide. We will raise our profile in order to ensure that people can access our services.

We will also maximise our influence and impact on mainstream services so that the wider community becomes more accessible to autistic people. We will ensure that we maximise the impact of our organisation by working together to best utilise our resources.

Increasing voice of autistic people

We will put systems and processes in place that enable service users and students not only to directly influence their own services and achieve the individual maximum levels of choice and control, but also to shape what we do as an organisation. This will involve influencing both the plans of the senior management team and the Board of Trustees.

More broadly we will work to support autistic people to have a louder voice in society as a whole.

Evidence Based Support

We will engage in the wider 'autism community' both nationally through our work with the Autism Alliance, the Autism Education Trust and other membership bodies and internationally through conferences and developing skills.

This engagement will be focused on ensuring that we are aware of developments in best practice and evidence in supporting autistic people. Where possible we will engage in research designed to improve knowledge about autism.

"Autism East Midlands have been a life saver for me during the school holidays, my son gets time away from home and enjoy fun activities with other people who understand him and can support his needs."

Parent of one of our young people who access our Northampton Services.

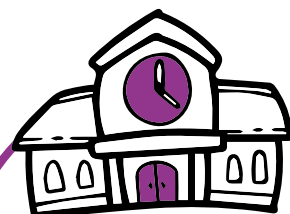


Our Year in Numbers:

1,919

service user voice requests were made across our Day and Residential services

- which is a 21% increase of last year



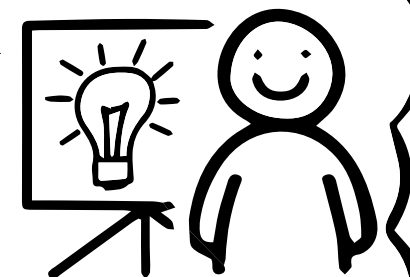
17

new students attended Sutherland House School.



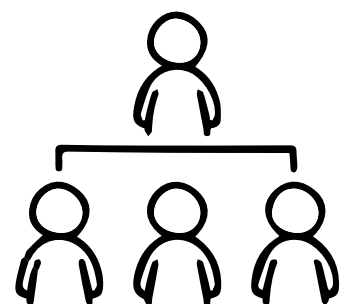
10

diagnostic assessments at the Elizabeth Newton Centre were conducted



2,150

people attended external training sessions



10

students were involved in the Student Panel for our Sutherland House School Deputy Head interviews



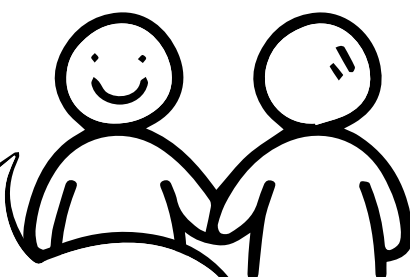
170

autistic adults were supported in our Adult Day services



8

environmental audits were undertaken



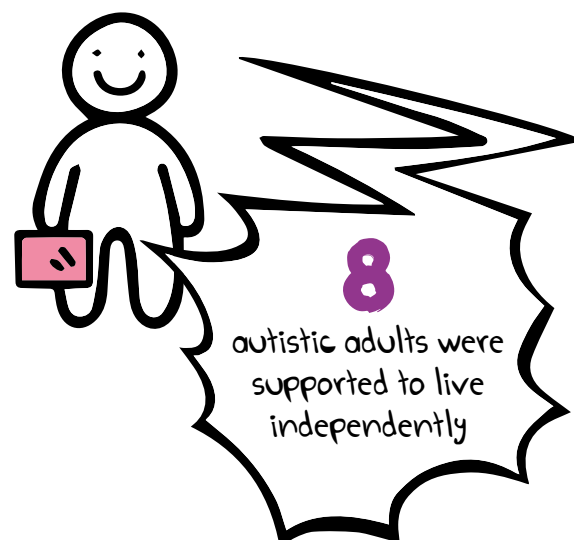
151

new workers completed their two-week induction



41

autistic adults accessed our Residential services



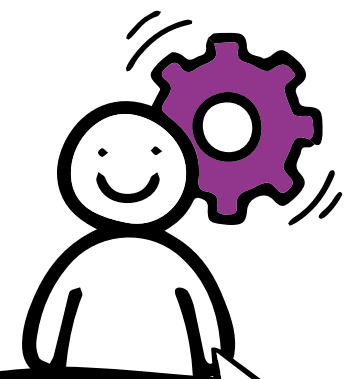
8

autistic adults were supported to live independently



6

new Family Support Hubs were opened across the East Midlands



108

Family Support Hub sessions were conducted



Our Employment Service

Autism East Midlands offer excellent support, advice and training for people who are looking for, or taking their first step into employment. Our knowledgeable team support autistic individuals to make a well informed and realistic decision about their future employment.

What does our Employment Service do?

We offer a specialist autism specific and person centred approach, where we can support individuals to achieve their full potential. Our Employment Coaches work with individuals to develop a bespoke programme of vocational activities, tailored to their specific needs and aspirations within a structured and supportive environment.

Only 16% of working age autistic adults are engaged in full-time employment, as well as 40% of autistic adults working part-time who have the desire to work full-time but are unable to secure roles which enable them to do so.

Autism East Midlands acknowledge the importance of supporting autistic individuals into employment, and we are taking steps to help autistic people unlock their potential with targeted support and understanding of the challenges they face.

We provide support to autistic individuals across the East Midlands by offering:

- Setting personalised development goals
- Help with CVs and application forms
- Coaching on interview skills
- Advice on potential careers
- Debriefing after interviews
- Advice for travel planning to ease anxiety
- Support with job searching, identifying strengths and interests
- Supported work placements
- 1:1 support while on placement or in the workplace - offering job mentoring and specific job assistance
- Working closely with employers to help them understand how to make reasonable adjustments to their recruitment process and the workplace – by providing autism friendly environmental audits bespoke to any working environment or premises.

We also have a worker based in Northampton who is delivering a BBO (Building Better Opportunities) programme, aimed at helping autistic adults in that region make steps towards employment.



"Autism East Midlands have worked with my son for a while now, and appointed Angela as a work coach for my son. She has given my son the confidence to and the ability to search for new jobs. She has relieved a lot of stress off me. I would always fill out job applications for him as this was easier and quicker, Angela has invested a lot of time and effort in my son listening to him, understanding what his abilities are. They have formed a great bond, he sees her as a friend and therefore finds it easy to communicate with her. Thank you, Angela, for all your hard work... not only do you understand my son, but you've listened to me too."

**Service User Parent
AEM Employment Service.**



"I felt that Autism East Midlands supported me by helping to choose which employers to send my CV to, not to be disheartened when I didn't get a response or was told that the employer was pursuing other candidates, being able to go into an interview feeling positive and confident, and being able to contact the employment team whenever I needed help. I enjoyed the time we spent together as you actually care for the job you are doing and the people you help."

**Service User
AEM Employment Service.**

Evidence Based Support:

British Association Social Worker Event

Ben, who accesses our Sherwood Centre, was approached by Jane Howson, our CEO, to be part of a working group for the British association of Social Worker's (BASW) throughout 2019. This involved Ben attending various working groups at the BASW headquarters in Birmingham city centre accompanied by his support worker from our Sherwood Centre Day Service.

Who?

Ben was working alongside health and social professionals, gaining connections and friendships with other autistic people, University professors, county council leaders and Social workers. Ben comments that he found this work very exciting and it was an honour to be working with people who were wanting change and direction for autistic adults.

Ben was able to voice his views and perspective in impacting change and creating the Capabilities Statement for Social Work with Autistic Adults throughout the UK. You can locate this report via www.basw.co.uk/the-capabilities-statement-social-work-autistic-adults.

What happened?

Ben developed confidence throughout the working groups and felt comfortable talking in front of others- his views were well received and respected throughout.

On the final day in Birmingham, Ben was asked to say a few words in front of everyone and was asked to speak about his experience at Autism East Midlands and how his day service provision had impacted his life. Ben shared stories and experiences with everyone about how fond he is of the service and all his staff, as well as being able to focus on his goals and outcomes involving work experience and gardening.

What happened next?

Ben has continued his work with the BASW and has enjoyed dialing into the working groups via Skype. Ben will continue to voice his wishes across to all and will hopefully be able to impact further change and good practice for many years to come.



"I felt very proud and privileged to be part of the steering group at BASW- where we worked on a new document called the Capabilities Statement for Social Work with Autistic Adults. I got the chance to meet some incredible people & I got on very well with everybody. It was a pleasure to work alongside our CEO Jane Howson and I thank her very much for making me part of the team."

Ben, Service User





Evidence Based Support:

Leicester City Football Club Sensory Hour

Supported by Autism East Midlands

At Autism East Midlands, we continue to build partnerships with our local community, and as part of that commitment we have been working with Leicester City Football Club over the last three years, providing:

- Autism Awareness training for all the staff at the Football club
- Carried out an autism friendly environmental audit of the King Power Stadium
- Autism Pack for autistic supporters to ensure Leicester City Football Club are an inclusive part of the community
- A recommendation to introduce autism friendly hours at the Clubs Fanstore.

Leicester City have acted on all our recommendations and introduced an autism friendly hour in the Foxes Fanstore.

What happens during the Autism Friendly Hours?

The first Friday of each month between 9am-10am, the store now dim's the lights, switches off the background music, and alters the screens to have static pictures. The result of this innovation is that the environment is less busy which is beneficial not only for autistic individuals but also individuals with other conditions and disabilities.

Detailed research has shown that if a setting meets the needs of autistic people and people with other conditions and disabilities it will also meet the needs of neuro-typical people. The event was publicised and Autism East Midlands were invited to the opening day where Linda Wakeham, our Learning and Development Lead, gave an interview to ITV Central news. Our service users from Beechwood and the Sherwood Centre also attended and the day was very well received.

What happened next?

Leicester city continue to hold an autism friendly hour in the Foxes fanstore on the first Friday of every month and we remain in a working in partnership with the Football club.



Our Ravenshead

Respite Service

In April 2019, Autism East Midlands started a new and exciting venture by opening our first ever adult respite service in Ravenshead. Between our opening in 2019 through to 2020, our Ravenshead provision has supported various individuals at maximum capacity – highlighting a continuous demand for our respite services over the course of the year.

Where?

The site on which the service sits used to be part of our school premises which housed the Elizabeth Newton Centre before all our school sites merged into Sutherland House School on Bath Street in Nottingham. This has resulted in Autism East Midlands being a finalist in the “Building Excellence Awards 2020” under the category of “Best change of use of an existing building”.

Our Ravenshead Service has supported service users and their families across the East Midlands who have travelled distances to access our Ravenshead Respite service for various lengths of time.

What is our Ravenshead Respite Service?

Ravenshead is a unique respite service – it is purpose built to support adults on an individual basis, ensuring that their care and the environment around them is person centered.

We have 3 buildings on site, each building houses individual spaces so every service user has their personal and private space, including:

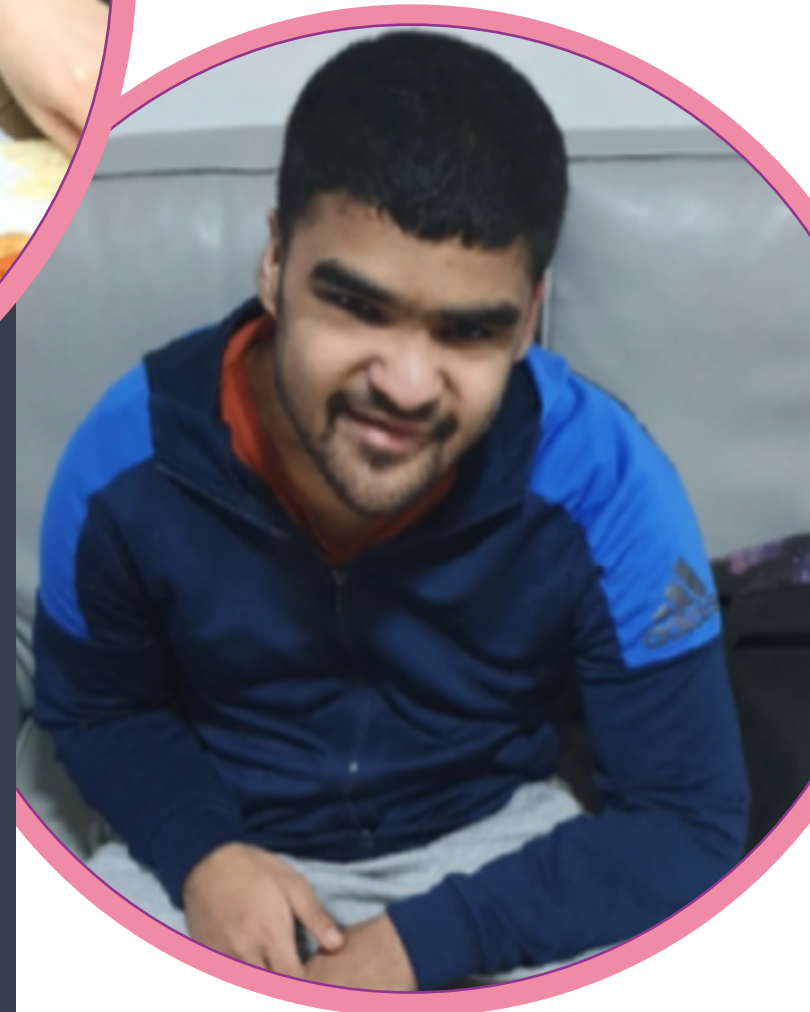
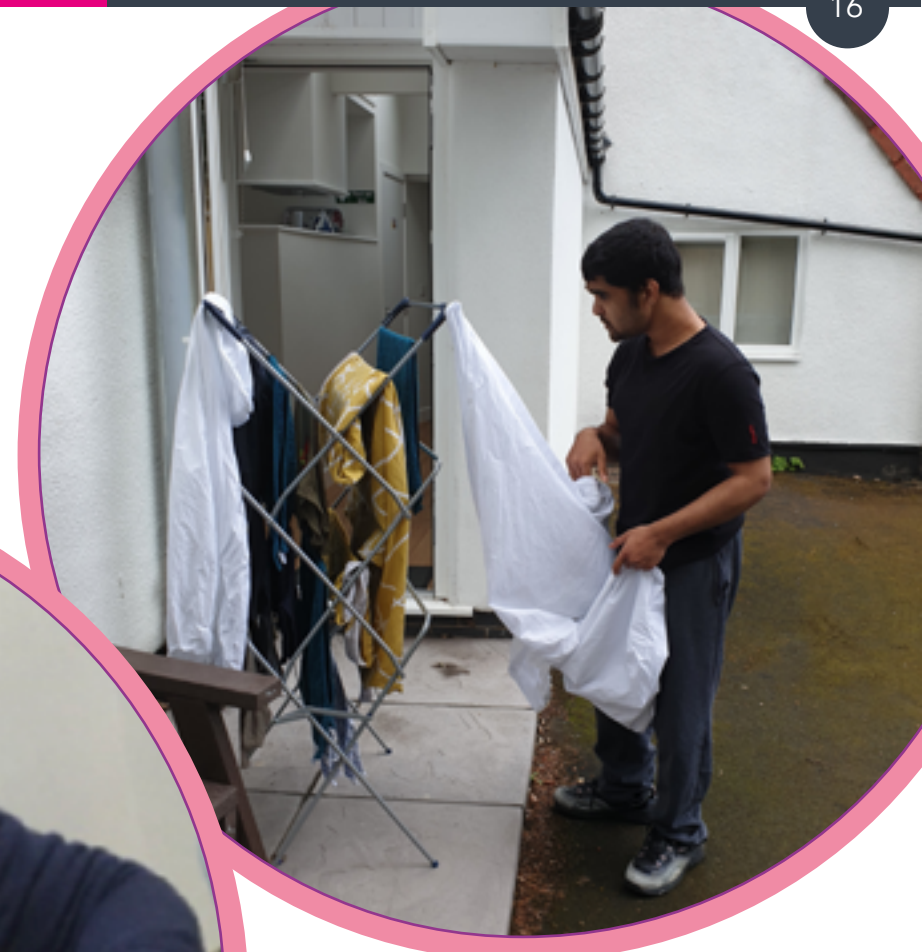
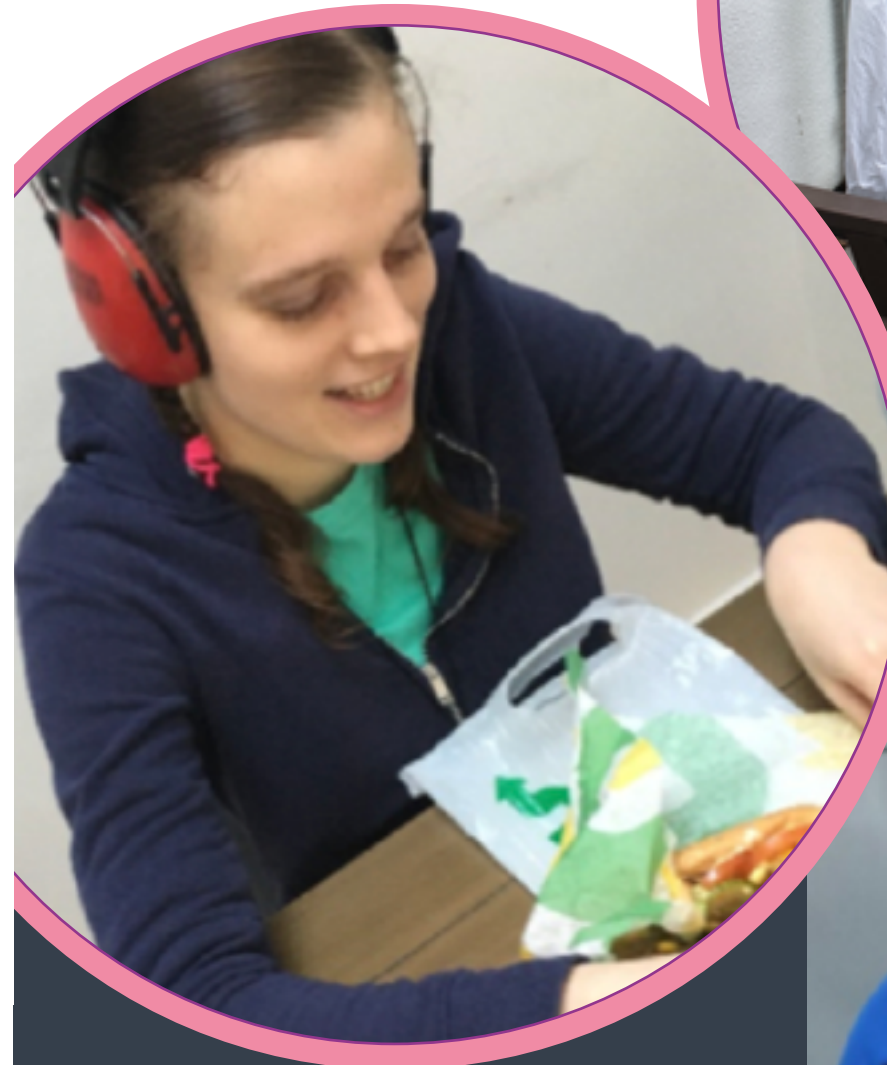
- Individual bedrooms
- Bathrooms
- Living rooms
- Kitchens
- Sensory rooms

The location of the service is ideal for its users as it's very quiet and peaceful, situated in the woodlands of Ravenshead with fields and countryside views around them.

What does our Ravenshead Respite Service do?

Two of our buildings are currently being used as a planned respite service, where adults who live at home with their families come for their own personalised holiday. The third building is currently being used as an emergency respite bed where Autism East Midlands work with a local Community Assessment Team to support adults back into the community if they are having a difficult time at their current home, or they are looking for somewhere new to live.

We support autistic adults who access our service in a variety of ways; improving independence skills, encouraging community engagement and building relationships with people outside of their home. Each service is built around a person's individual requirements prior to them coming to the service, and their outcomes and care plans are updated throughout the year to reflect progress that has been made since their start in the service.



“Our son has had the privilege of accessing the respite facility in Ravenshead since it opened. To say he looks forward to his visits one weekend a month would be an understatement. He asks me to draw the centre, his suitcase, electric razor, washbag and bubble tube in the services sensory room in anticipation of his next visit. We are grateful for a little ‘space’ for ourselves, knowing our son is in a good environment catered to him and where he feels safe. The two nights sleep away from home are also helping towards a future where he’ll live in supported living.”

Parent of Ravenshead Service User

Quality:

Maximising Independence in our Day Services

Thomas, who accesses our Tall Trees Day Service, was originally supported on a 2:1 basis in the community and 1:1 when in-service. In an annual review meeting involving Thomas' parents, our Tall Trees staff discussed Thomas' plans for the future and how we could support him to reach these goals.

What was discussed?

Thomas' Mum and Dad would really like to see him move on to the next stage of his adult life by moving into a supported living setting.

The whole Tall Trees staff team were involved in developing person-centered outcomes with Thomas to develop his cooking skills and to increase his confidence when accessing the community and taking part in activities in service to aid him with this eventual transition into supported living.

How was this achieved?

Thomas' key worker and Tall Trees' Positive Behaviour Support Lead used talking mats and social stories to allow Thomas to contribute to this in a meaningful way and to allow staff to develop a better understanding of Thomas' wants, needs and his preferences regarding activities and the food he likes to prepare and cook.

Staff members who know Thomas well started taking small steps to gradually increase his independence.

Thomas started helping staff complete the weekly shop for the service, he relied heavily on staff prompts to begin with and was quite cautious.

Over several weeks, staff supported Thomas to build his confidence. Now, Thomas will listen to what food is needed, he will find this on the shelf and put it in the trolley or basket.

Thomas' confidence has increased massively, and he is now improving his independence skills by taking part in the paying process with some prompts and verbal reassurance from staff.

The big increase in Thomas' confidence when accessing the community, as well as a big reduction in challenging behavior and incidents, led to a review of his funding with his social worker.



What happened next?

In March 2019, this was reduced to 1:1 support at all times which has been an incredible success for Thomas. He seems much more relaxed and comfortable and relies less on staff prompts when accessing the community which is allowing him to experience more purposeful and meaningful activities.

Staff have also been supporting Thomas to develop his independence skills while in service. With the long-term goal of Thomas moving onto supported living accommodation, staff who know Thomas well worked with him to develop his cooking skills and increase his confidence with completing these tasks independently.

Thomas was very cautious of being in the kitchen to begin with, the noisy environment could often make Thomas feel uncomfortable so staff started incorporating 'cook and eat' sessions with him to specifically focus on his cooking skills in an environment that could be managed to support Thomas' sensory needs.

Thomas has gone from only entering the kitchen to collect his plate and then to return it to the sink, to now independently getting his own drinks throughout the day, making his own sandwiches completely independently and also making hot meals with some prompts from staff.

Overall, taking small steps to begin with has allowed Thomas to develop his independence, increase his confidence and ultimately have a happier and more meaningful experience at Tall Trees.



Increasing Voice of Autistic People:

Luke Goes to New York

Luke, who accesses our Carlton Road Residential Service, had always dreamed about visiting New York City to recreate scenes from his favourite movie 'Home Alone 2'. Our staff at Carlton Road, through Service User Voice and with the right support, made this trip of a lifetime a possibility for Luke.

Vicky, Luke's Key Worker at Carlton Road, accompanied Luke on his trip to New York and explored nearly every inch of the City whilst recreating famous scenes from 'Home Alone 2'.

Luke, in his own words, discusses his incredible trip to New York City.

My Trip to New York

On Sunday 12th May 2019, me and Vicky had a lift to Sheffield Station where we got a train to Manchester airport ready for my trip to New York.

While on the plane I listened to my music. We arrived in New York in the evening, we got a yellow taxi to the Plaza Hotel, this is where the Home Alone 2 film was filmed. The

hotel we stayed in was very posh and looked really nice.

On Wednesday Vicky and I went on a push bike around Central Park where we went and saw where John Lennon used to live, the Imagine memorial and where the bird lady lived in Home Alone 2.

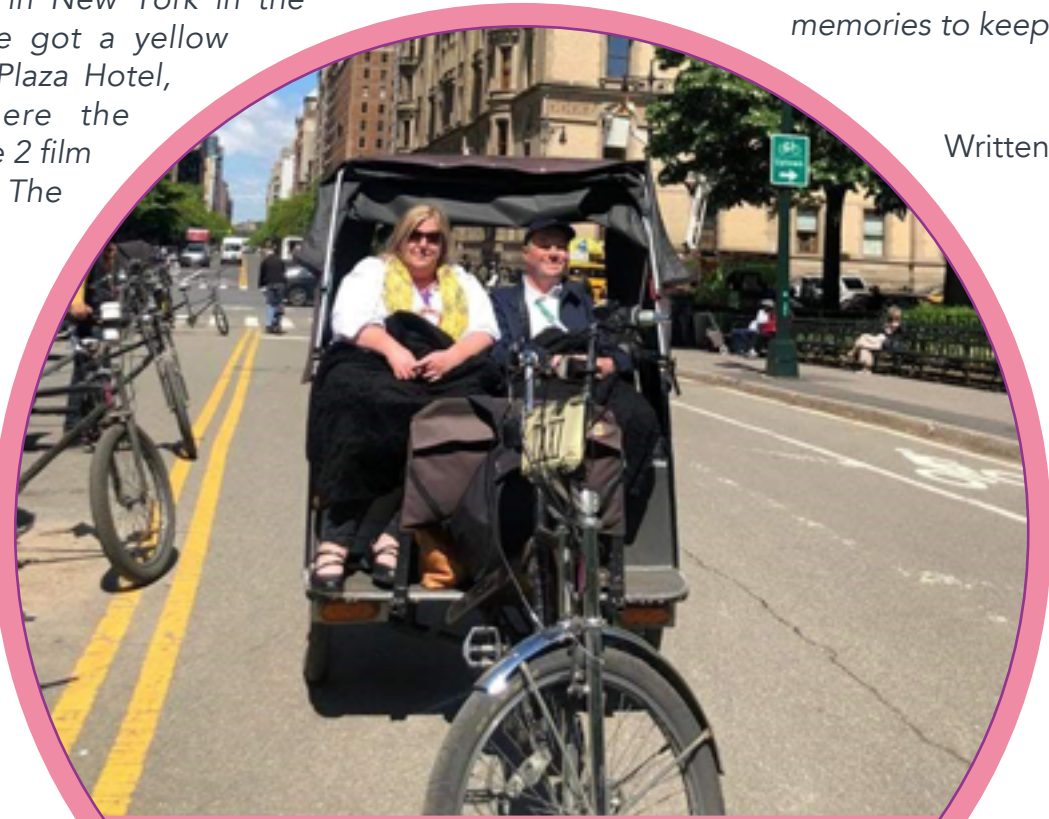
Me and Vicky also went on an open top bus which took us round New York and looked at all the sights including Times Square.

On the same night I ordered room service which I had pizza just like Macaulay Culkin did in the movie Home Alone 2.

On Thursday, Vicky and I went for a walk round New York, it was a really warm day. We saw the Empire State building and tried finding a Super Nanny DVD, unfortunately I couldn't find one – we did find the Statue of Liberty.

I had such an amazing time in New York which will be a time to remember, fond memories to keep as well.

Written by, Luke.



Quality:

Northamptonshire project awarded BBC Children in Need Grant

In June 2019, BBC Children in Need announced that it has awarded a funding total of £106,756 to Autism East Midlands, supporting disadvantaged children and young people in Northamptonshire.

The charity said that the incredible total would not have been possible without the public once again coming together to help raise money to change the lives of disadvantaged children and young people.

Speaking of the 2018 Appeal total, Simon Antrobus, Chief Executive of BBC Children in Need, said: "Once again our incredible supporters across the UK have done themselves proud. This tremendous result will allow us to continue our vital work to help make a difference to disadvantaged children and young people across the UK. As a charity we exist to support

organisations in communities across the UK which empower children and extend their life choices, and this phenomenal total will go a long way in helping us make a lasting impact."

How has the funding been used for our Northampton services?

Over three years, Autism East Midlands will use funding of £106,756 to deliver monthly clubs across a range of locations across the Northamptonshire region for autistic children and young people, alongside their siblings. Through the programme of dedicated support, the project aims to raise the children's confidence and emotional wellbeing whilst providing them with a safe place to have fun and build friendships.

What are our Northampton Holiday & Youth Clubs?

The Youth Clubs run over 4 different venues in 4 locations across Northampton and Northamptonshire, and the Holiday Clubs run over 2 venues in Northampton and Northamptonshire.

Both the Youth Clubs and Holiday Clubs offer the young people attending the chance to be themselves in a safe place, learn new skills, build up positive relationships and have lots of fun.

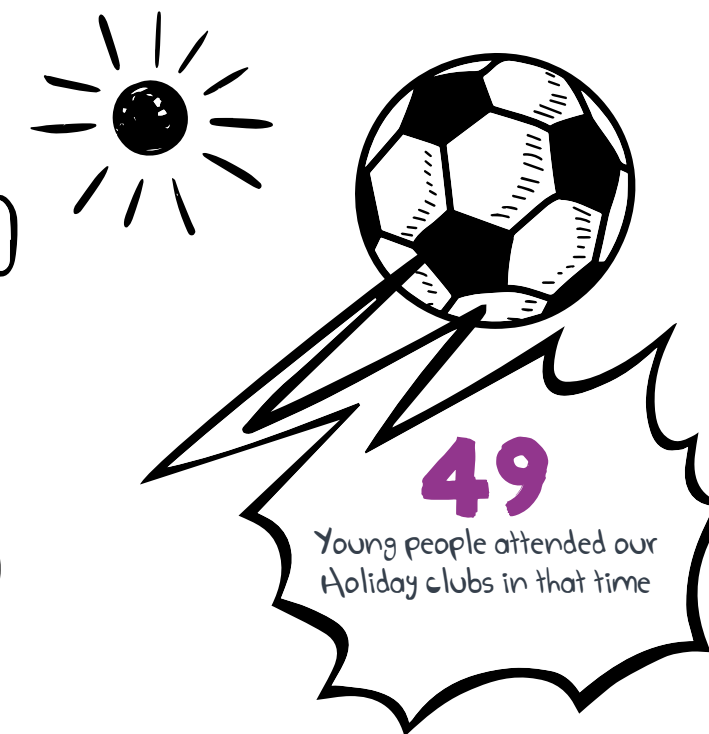
Kobe, 16-year-old who accesses both Northampton clubs, has been able to develop his social and communication skills with the support of our staff team. Through attending both clubs, Kobe has also been supported to apply for his first full-time job at Argos.



"I like working at Argos because I can help people, make money and meet new people. Coming to the Holiday Clubs has helped me get a job and helped me with my confidence".

Kobe, Service User

From September 2019-March 2020
we saw:

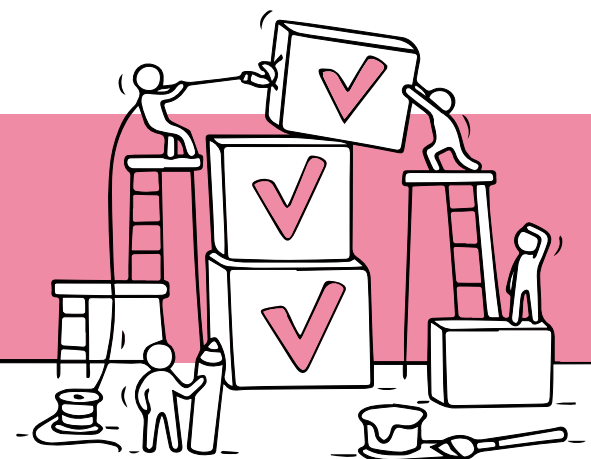


"We want to say an enormous thank you to everyone at BBC Children in Need for their support. This funding will allow us to deliver a wide range of activities that, with patience and understanding, break down the barriers to participation that many of the young people we support face. Simply providing the children and young people we support with the chance to be themselves, make friends, and have fun really does make a remarkable difference. Thank you!"

Stephen Knott, Head of Fundraising and Communications at Autism East Midlands, commenting on the funding allocation

Number of passes
2019-2020:

149



(A 109 increase from the previous year)

Quality: Sutherland House School

At Sutherland House School, we pride ourselves in providing meaningful and purposeful learning activities for all students.

Our curriculum is broad and balanced and offers learning across a wide range of subjects with differentiation to meet the strengths and needs of our students.

What meaningful activities were implemented into the school curriculum?

As part of our approach to learning and preparation for adulthood, we offer opportunities for students to engage in STEM (Science, Technology, Engineering, Mathematics) learning opportunities.

An example of these opportunities was the Science focused educational experience offered by ZOOLAB, the school received a visit from ZOOLAB giving students the opportunity to engage in an interactive experience.

The ZOOLAB professional handler engaged with the students and gave them the opportunity to interact with a range of animals from around the world. The students enjoyed the soft fur of the rats and flickering tongue of the snake as she was sensing her surroundings. The African land snail was interesting as students could not quite believe how big it was.

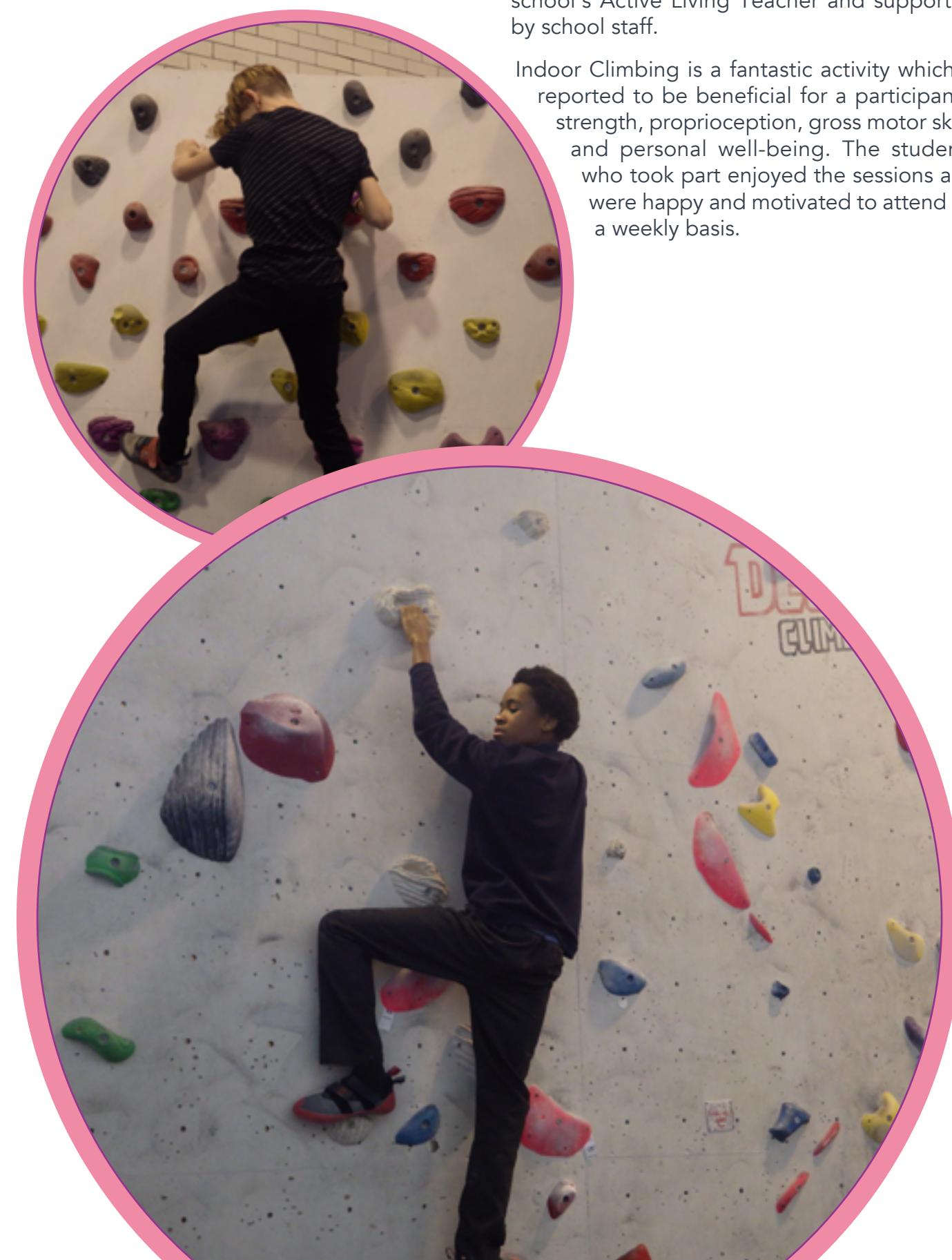
The visit was part of Sutherland House School's environmental modules taught in Science and Forest school. It was also an opportunity for students to engage with animals which they may not have handled before and stimulate new interests.



As well as Science, Technology, Engineering, Mathematics) learning opportunities, Sutherland House School has introduced new opportunities for students to engage in learning around Healthy Living through exercise.

A link with the Depot Climbing Centre in the local community has been successful in creating weekly opportunities for students to access bouldering, a climbing activity without using ropes. This activity has been facilitated by the school's Active Living Teacher and supported by school staff.

Indoor Climbing is a fantastic activity which is reported to be beneficial for a participant's strength, proprioception, gross motor skills and personal well-being. The students who took part enjoyed the sessions and were happy and motivated to attend on a weekly basis.



Fundraising Report

Our second Silly Sock Day took place during Autism Awareness Week 2019, and we were delighted to achieve a step-change in the number of organisations taking part. Over 60 corporates and over 50 schools took part in the event by donning their Silly Socks, sharing photos, and donating to support our work.

We were pleased that some major organisations featured in this number, including Leicester City FC, Sainsbury's, Rolls Royce, and Nottingham Panthers (all pictured here, alongside some of our other partners from the event). The Nottingham Panthers Ice Hockey Club took part as part of their year of fundraising for the charity, during which they raised over £11,000, and generated an incredible amount of awareness of the work of the organisation.

Other significant fundraising secured during the year included an award of £264,857 from The National Lottery Community Fund to continue and develop our family support hubs for an additional three years, including opening six new centres in Northampton, Leicester, Loughborough, Derby, Gainsborough, and Rotherham. We also received a decision from Children in Need for £106,756 which secures the future of our Northamptonshire children's and youth clubs for the next three years.

It has been a busy year, and these stories are the tip of the iceberg – there are too many to mention here! We would like to extend our upmost thanks to all who have supported us – either by donating or undertaking personal challenges.

Thank you!



Trustees Report

For the Year Ended 31 March 2020

Reference and Administrative Details of the Company, its Trustees and Advisers For the Year Ended 31 March 2020

Trustees

L Davies
K R Doble
G J Smith
T Ousley
R J C Woodford
R W Bell (appointed 10 December 2019)
J D Morgan (appointed 10 December 2019)
N B Chamberlain (resigned 10 December 2019)
P Dixon (resigned 5 March 2020)
M James (resigned 20 June 2019)

Company registered number: 02053860

Charity registered number: 517954

Registered office: Unit 31 Craggs Industrial Estate
Morven Street, Creswell, Worksop, Nottinghamshire,
S80 4AJ

Chief executive officer: Jane Howson

Independent auditors: Smith Cooper Audit Limited,
2 Lace Market Square, Nottingham, NG1 1PB

Bankers: Lloyds Bank Plc, 4 Romulus Court, Leicester,
LE19 1WL

Trustees' Report For the Year Ended 31 March 2019

The Trustees present their annual report together with the audited financial statements of the group and the company for the 1 April 2019 to 31 March 2020. The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective 1 January 2015).

OBJECTIVES AND ACTIVITIES

Policies and objectives

The charity exists to offer support and serve people with an autistic-spectrum disorder and their families and carers in the East Midlands and respond to changes in government policy and campaigns within the charities strategic objectives.

Activities for achieving objectives

In developing its objectives and planning its services, the Trustees have considered the Charity Commission's guidance on public benefit. By working closely with local authorities, the group aims to tailor services to meet areas of need otherwise not provided.

Autism East Midlands recognises that service users and students are people with an autistic-spectrum disorder, each with their own character and with their own specific and personal needs. It further recognises that the families and carers involved also have needs to be taken into account. These needs are seen as positive contributions to the variety of richness of relationships within the charity and its service users. In shaping and reviewing services, Autism East Midlands considers how service users' individuality, whether expressed by gender, age, marital status, disability, sexual orientation, race, religious belief, colour, political conviction, ethnic or national origin can be affirmed in the delivery of services they require.

Investment policy and performance

The Memorandum and Articles of Association give the Trustees unrestricted powers of investment. The charity's current investment strategy is to deposit funds in short and medium term interest bearing accounts with UK banks.

Factors relevant to achieve objectives

Autism East Midlands aims to increase its support for people whose lives are affected by autism, whether this is for carers or people receiving direct support. We continue to engage with local employers and companies by providing training and awareness of autism to their staff. Many commit to engaging with the autistic community by signing the 'Autism Charter' by formally agreeing to make their premises more autism-friendly.

Trustees Responsibilities

Statement

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply

- them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable group will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company and the group's transactions and disclose with reasonable accuracy at any time the financial position of the charitable group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.



Financial Review

For the Year Ended 31 March 2020

a. Going concern

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

b. Financial risk management objectives and policies

Autism East Midlands has sought to manage its financial risks through regular monitoring of its income streams and also seeking a wide range of savings.

c. Principal risks and uncertainties

It is clear that the pressure on Local Authority budgets will continue to impact on Autism East Midlands, with most of its funding coming from the public sector. This is likely to result in further pressure to reduce the charges for services and the changes in the tender process being taken up by a number of authorities. In addition, the criteria for Local Authority funding for people with autism is expected to tighten, with less people being provided with support in the future. The costs will continue to be reviewed in response to changes to income streams. These annual accounts show the pension deficit as a result of participation in the Local Government Pension Scheme. This is an £11.4m deficit as at 31 March 2020 following an estimated actuarial revaluation. The scheme was closed to new participants from April 2013 to limit the future liability. The way the scheme is funded changed in April 2014, and Autism East Midlands is now paying £115k per annum to contribute towards reducing the deficit.

d. Surplus

A surplus of £118,717 (2019: £376,999) has been achieved in the year. This includes an increase in restricted funds of £83,127 (2019: £126,320 reduction).

e. Principal funding

The charity derives the majority of its income from the provision of services, together with grants and donations received for particular projects. Autism East Midlands receives over 90% of its funding from government funded bodies. This includes Local Authorities, Health Authorities and the Education Funding Agency.

f. Material investments policy

The Memorandum and Articles of Association give the Trustees unrestricted powers of investment. The charity's current investment strategy is to deposit funds in short and medium term interest bearing accounts with UK banks.



"We really appreciate all that is done for our son by caring, dedicated staff. Our son is able to reside in a homely and family atmosphere where residents can live with dignity."

Parent of one of our residents at Carlton Road.



Consolidated Statement of Financial Activities incorporating Income and Expenditure Account For the Year Ended 31 March 2020

		Unrestricted Funds 2020	Restricted Funds 2020	Total Funds 2020	Total Funds 2019
	Note	£	£	£	£
INCOME FROM:					
Donations and legacies	2	114,952	152,706	267,658	196,294
Charitable activities	5	2,385,928		2,385,928	2,522,239
Charitable activities - subsidiary undertakings	3	9,323,767		9,323,767	8,695,024
Investments	4	478		478	455
Other Income	6	66,629		66,629	115,680
TOTAL INCOME		11,891,754	152,706	12,044,460	11,529,692
EXPENDITURE ON:					
Charitable activities - subsidiary undertakings	3	8,330,774		8,330,774	7,957,613
Charitable activities	7	3,092,390	63,579	3,155,969	3,552,080
TOTAL EXPENDITURE		11,423,164	63,579	11,486,743	11,509,693
NET INCOME /(EXPENDITURE) BEFORE TRANSFERS		468,590	89,127	557,717	19,999
Transfers between Funds	20	6,000	(6,000)		
NET INCOME / (EXPENDITURE) BEFORE OTHER RECOGNISED GAINS AND LOSSES		474,590	83,127	557,717	19,999
Actuarial gains on defined benefit pension schemes	25	(439,000)		(439,000)	357,000
NET MOVEMENT IN FUNDS		35,590	83,127	118,717	376,999
RECONCILIATION OF FUNDS:					
Total funds brought forward		(4,292,327)	45,276	(4,247,051)	(4,540,695)
Prior year adjustment (Note 28)					(83,355)
TOTAL FUNDS CARRIED FORWARD		(4,256,737)	128,403	(4,128,334)	(4,247,051)

Consolidated Balance Sheet As at 31 March 2020

			2020		2019
	Note	£	£	£	£
FIXED ASSETS					
Tangible assets	14		6,887,485		5,792,648
CURRENT ASSETS					
Debtors	17	1,098,191		844,753	
Cash at bank and in hand		3,032,872		2,832,249	
		4,131,063		3,677,002	
Creditors: amounts falling due within one year	18	(1,527,952)		(1,356,182)	
NET CURRENT ASSETS			2,603,111		2,320,820
TOTAL ASSETS LESS CURRENT LIABILITIES			9,490,596		8,113,468
Creditors: amounts falling due after more than one year	19		(2,243,930)		(1,680,519)
NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES			7,246,666		6,432,949
Defined benefit pension scheme liability	25		(11,375,000)		(10,680,000)
NET LIABILITIES INCLUDING PENSION SCHEME LIABILITIES			(4,128,334)		(4,247,051)
CHARITY FUNDS					
Restricted funds	20		128,403		45,276
Unrestricted funds:					
Unrestricted funds excluding pension liability		7,118,263		6,387,673	
Pension reserve		(11,375,000)		(10,680,000)	
Total unrestricted funds			(4,256,737)		(4,292,327)
TOTAL DEFICIT			(4,128,334)		(4,247,051)

The financial statements were approved and authorised for issue by the Trustees on and signed on their behalf, by:
G J Smith, Chair

Company Balance Sheet

As at 31 March 2020

			2020		2019
	Note	£	£	£	£ As restated
FIXED ASSETS					
Tangible assets	14		6,887,485		5,792,648
Investments	15		6		6
			6,887,491		5,792,654
CURRENT ASSETS					
Debtors	17	3,346,570		2,739,608	
Cash at bank		676,180		707,895	
		4,022,750		3,447,503	
Creditors: amounts falling due within one year	18	(1,419,694)		(1,126,738)	
NET CURRENT ASSETS			2,603,056		2,320,765
TOTAL ASSETS LESS CURRENT LIABILITIES			9,490,547		8,113,419
Creditors: amounts falling due after more than one year	19		(2,243,930)		(1,680,519)
NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES			7,246,617		6,432,900
Defined benefit pension scheme liability	25		(11,375,000)		(10,680,000)
NET LIABILITIES INCLUDING PENSION SCHEME LIABILITIES			(4,128,383)		(4,247,100)
CHARITY FUNDS					
Restricted funds			128,403		45,276
Unrestricted funds:					
Unrestricted funds excluding pension liability		7,118,214		6,387,624	
Pension reserve		(11,375,000)		(10,680,000)	
Total unrestricted funds			(4,256,786)		(4,292,376)
TOTAL DEFICIT			(4,128,383)		(4,247,100)

The financial statements were approved and authorised for issue by the Trustees on and signed on their behalf, by:
G J Smith, Chair

Consolidated Statement of Cash Flows

For the Year Ended 31 March 2020

		2020	2019
	Note	£	£
Cash flows from operating activities			
Net cash provided by operating activities	22	1,663,323	235,145
CASH FLOWS FROM INVESTING ACTIVITIES:			
Proceeds from the sale of tangible fixed assets		800	100,300
Purchase of tangible fixed assets		(1,463,500)	(1,077,666)
NET CASH USED IN INVESTING ACTIVITIES		(1,462,700)	(977,366)
CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR		200,623	(742,221)
Cash and cash equivalents brought forward		2,832,249	3,574,470
CASH AND CASH EQUIVALENTS CARRIED FORWARD	23	3,032,872	2,832,249

Notes to the Financial Statements

For the Year Ended 31 March 2020

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

Autism East Midlands is a private company limited by guarantee and incorporated in England within the United Kingdom. The address of the registered office is given in the company information of these financial statements. The company's registration number is 2053860.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Autism East Midlands 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.

The financial statements are presented in sterling, which is the functional currency of the company.

The significant accounting policies have been applied in the preparation of these financial statements are set out below.

1.2 Basis of consolidation

The financial statements consolidate the accounts of Autism East Midlands and all of its subsidiary undertakings ('subsidiaries').

The company has taken advantage of the exemption contained within section 408 of the Companies Act 2006 not to present its own Income and Expenditure Account.

For the year ended 31 March 2020 the company generated a surplus of £557,717 (2019: £19,999).

1.3 Company status

The company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

1.4 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

1.5 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time of the Friends is not recognised and refer to the Trustees' Report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the company which is the amount the company would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

1.6 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.

1.7 Expenditure

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the company's educational operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. Expenditure is categorised under the following headings:

- Costs of raising funds
- Expenditure on charitable activities; and
- Other expenditure represents those items not falling into the categories above.

Irrecoverable VAT is charged as a cost against the activity for which expenditure arose.

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative and payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to the costs of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

1.8 Tangible fixed assets and depreciation

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	-	2% Straight Line
Freehold refurbishment	-	5%-33% Straight Line
Vehicles & equipment	-	25%-35% Straight Line
Leasehold improvements	-	Over the shorter of the period of the lease or the useful economic life

Costs of repairs and maintenance to property together with the expenditure incurred bringing the buildings up to fire safety regulation are written off in the period to which expenditure is incurred.

The charity continually replaces and updates existing equipment. The majority of this expenditure is on small items costing less than £1,000 and no detailed register of these is kept. All items costing under £1,000 are written off to repairs and maintenance in the period in which the expenditure is incurred.

1.9 Investments

Investments in subsidiaries are valued at cost less provision for impairment.

1.10 Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

1.11 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1993 to the extent that these are applied to its charitable objects.

1.12 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.13 Cash at Bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.14 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.15 Government grants

Grants are included in the Statement of Financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of meeting any performance-related conditions there is not unconditional entitlement to the income and its recognition is deferred and included in creditors as deferred income until the performance-related conditions are met. Where entitlement occurs before income is received, the income is accrued.

1.16 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.17 Pensions

Retirement benefits to some employees of the Trust are provided by the Local Government Pension Scheme (LGPS). The company is an admitted body of the LGPS, admitted by Nottinghamshire County Council.

The LGPS is a defined benefit funded scheme and the assets are held separately from those of the Company in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high-quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and gains and losses on the settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of Financial Activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

The pension charge for the defined benefit pension scheme is based on a full actuarial valuation dated 31 March 2020.

1.18 Irrecoverable VAT

The charity is registered for VAT, however due to the mixed nature of the supplies it makes, it has irrecoverable VAT arising due to partial exemption which is included in resources expended.

1.19 Provisions

Provisions are recognised when the Group has a present obligation that arises as a consequence of a past event; it is probable that an outflow of resources will be required to settle that obligation and the obligation can be reliably estimated. The provisions are measured as the estimated expenditure that will be required to settle such obligations as at the statement of financial position date. Discounting to present value is employed in the estimation process when the effect of the time value of money is material.

2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds 2020	Restricted funds 2020	Total funds 2020	Total funds 2019
	£	£	£	£
Donations	114,952	152,706	267,658	196,294
<i>Total 2019</i>	118,847	77,447	196,294	

3. CHARITABLE ACTIVITIES - INCOME FROM SUBSIDIARY UNDERTAKINGS

The wholly owned subsidiaries, Norsaca (Trading) Limited and Sutherland House (Trading) Limited, are incorporated in the UK and pay all of their taxable profits to the charity by gift aid. Sutherland House (Trading) Limited provides education services for children with autism or a related condition. Norsaca (Trading)

Limited provides residential and day care services for adults with autism or a related condition. The charity owns 100% of the ordinary share capital of the subsidiary companies. A summary of the results pre-distribution to the charity is shown below. The amount of gift aid from Sutherland House (Trading) Limited was £438,027 (2019 - £158,957). The amount of gift aid from Norsaca (Trading) Limited was £554,966 (2019 - £578,454).

	Unrestricted funds 2020	Restricted funds 2020	Total funds 2020	Total funds 2019
	£	£	£	£
INCOME				
Sutherland House (Trading) Limited - income	3,488,461		3,488,461	3,098,810
Norsaca (Trading) Limited - income	5,835,306		5,835,306	5,596,214
	9,323,767		9,323,767	8,695,024
EXPENSES				
Sutherland House (Trading) Limited - income	3,050,434		3,050,434	2,939,853
Norsaca (Trading) Limited - expenses	5,280,340		5,280,340	5,017,760
	8,330,774		8,330,774	7,957,613
Net income from subsidiary undertakings	992,993		992,993	737,411

	2020 £	2019 £
CURRENT ASSETS OF THE SUBSIDIARIES WERE:		
Sutherland House (Trading) Limited	2,120,176	1,710,344
Norsaca (Trading) Limited	1,124,817	1,015,092
CURRENT LIABILITIES OF THE SUBSIDIARIES WERE:		
Sutherland House (Trading) Limited	(2,120,125)	(1,710,293)
Norsaca (Trading) Limited	(1,124,814)	(1,015,089)
Total	54	54

4. INVESTMENT INCOME

	Unrestricted funds 2020	Restricted funds 2020	Total funds 2020	Total funds 2019
	£	£	£	£
Bank interest	478		478	455
<i>Total 2019</i>	455		455	

5. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2020	Restricted funds 2020	Total funds 2020	Total funds 2019
	£	£	£	£
Provision of services	2,385,928		2,385,928	2,522,239
<i>Total 2019</i>	2,522,239		2,522,239	

6. OTHER INCOMING RESOURCES

	Unrestricted funds 2020	Restricted funds 2020	Total funds 2020	Total funds 2019
	£	£	£	£
Other income	66,629		66,629	115,680
<i>Total 2019</i>	115,680		115,680	

7. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

Summary by fund type

	Unrestricted funds 2020	Restricted funds 2020	Total funds 2020	Total funds 2019
	£	£	£	£
Provision of services	2,982,902	63,579	3,046,481	3,439,154
Fundraising	109,488		109,488	112,926
	3,092,390	63,579	3,155,969	3,552,080
<i>Total 2019</i>	3,402,225	149,855	3,552,080	

7. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES (continued)

Summary by expenditure type

	Staff costs 2020	Depreciation 2020	Other costs 2020	Total 2020	Total 2019
	£	£	£	£	£
Provision of services	8,349,864	362,662	(5,666,045)	3,046,481	3,439,154
Fundraising	100,445		9,043	109,488	112,926
	8,450,309	362,662	(5,657,002)	3,155,969	3,552,080

8. CHARITABLE ACTIVITY EXPENDITURE

	Provision of services	Fundraising	Total 2020	Total 2019
	£	£	£	£
Pension interest and admin charges	260,000		260,000	277,000
Recruitment and training	46,840		46,840	53,863
Premises and equipment	566,216		566,216	506,323
Direct costs	799,419	9,043	808,462	1,094,797
Travel and transport	317,810		317,810	335,909
Legal and professional	111,313		111,313	160,318
Other costs	430,085		430,085	420,249
Bank loans and overdraft	95,705		95,705	72,493
Bad debt	14,051		14,051	48,513
Costs recharged to subsidiaries	(8,328,693)		(8,328,693)	(7,996,960)
(Profit)/loss on disposal of fixed assets	(800)		(800)	(79,362)
Governance costs	22,009		22,009	20,073
Wages and salaries	7,148,609	88,046	7,236,655	7,094,186
National insurance	557,104	8,067	565,171	539,835
Pension cost	644,151	4,332	648,483	673,237
Depreciation	362,662		362,662	331,606
	3,046,481	109,488	3,155,969	3,552,080
Total 2019	3,439,154	112,926	3,552,080	

Support costs have not been separately allocated and disclosed as the Directors believe they are immaterial to the financial statements.

9. ANALYSIS OF GOVERNANCE COSTS

	2020	2019
	£	£
Legal and professional fees	20,009	20,073

10. NET INCOME/(EXPENDITURE)

This is stated after charging/(crediting):

	2020	2019
	£	£
Depreciation of tangible fixed assets:		
- owned by the charitable group	368,662	331,608
(Profit)/loss on disposal of assets	(800)	(79,362)
Operating lease rentals	150,660	145,329

During the year, no Trustees received any remuneration (2019 - £NIL).

During the year, no Trustees received any benefits in kind (2019 - £NIL).

During the year, no Trustees received any reimbursement of expenses (2019 - 1 trustee received £351).

11. AUDITORS' REMUNERATION

	2020	2019
	£	£
Fees payable to the company's auditor and its associates for the audit of the company's annual accounts	17,150	15,770
Fees payable to the company's auditor and its associates in respect of:		
Taxation compliance services	1,000	980

12. STAFF COSTS

Staff costs were as follows:

	2020	2019
	£	£
Wages and salaries	7,236,655	7,094,186
Social security costs	565,171	539,835
Other pension costs (Note 25)	648,483	673,237
	8,450,309	8,307,258

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

	2020	2019
	No.	No.
Teaching staff	92	90
Care staff	298	296
Management and administration	38	45
	428	431

The number of higher paid employees was:

	2020	2019
	No.	No.
In the band £60,001 - £70,000	2	2
In the band £70,001 - £80,000	1	0
In the band £100,001 - £200,000	1	1

13. OTHER FINANCE INCOME

	2020	2019
	£	£
Interest on pension scheme liabilities	(252,000)	(270,000)

14. TANGIBLE FIXED ASSETS

	Freehold property and refurbs	Vehicles & equipment	Leasehold improvements	Total
Group and Company Cost	£	£	£	£
At 1 April 2019	7,297,014	630,890	257,448	8,185,352
Additions	1,374,635	88,865		1,463,500
Disposals		(16,000)		(16,000)
At 31 March 2020	8,671,649	703,755	257,448	9,632,852
DEPRECIATION				
At 1 April 2019	1,739,873	395,383	257,448	2,392,704
Charge for the year	294,127	74,536		368,663
On disposals		(16,000)		(16,000)
At 31 March 2020	2,034,000	453,919	257,448	2,745,367
Net book value				
At 31 March 2020	6,637,649	249,836		6,887,485
At 31 March 2019	5,557,141	235,507		5,792,648

15. FIXED ASSET INVESTMENTS

	Shares in group undertakings
Company	£
Cost	
At 1 April 2019 and 31 March 2020	6

16. PRINCIPAL SUBSIDIARIES

NORSACA (TRADING) LIMITED	
Subsidiary name	Norsaca (Trading) Limited
Company registration number	08056114
Basis of control	Equity - share capital
Equity shareholding %	100%
Total assets as at 31 March 2020	£1,124,817
Total liabilities as at 31 March 2020	£(1,124,814)
Total equity as at 31 March 2020	£3
Turnover for the year ended 31 March 2020	£5,835,306
Expenditure for the year ended 31 March 2020	£5,280,340
Profit for the year ended 31 March 2020	£554,966

16. PRINCIPAL SUBSIDIARIES

SUTHERLAND HOUSE (TRADING) LIMITED	
Subsidiary name	Sutherland House (Trading) Limited
Company registration number	03381476
Basis of control	Equity - share capital
Equity shareholding %	100%
Total assets as at 31 March 2020	£2,120,176
Total liabilities as at 31 March 2020	£(2,120,125)
Total equity as at 31 March 2020	£51
Turnover for the year ended 31 March 2020	£3,488,461
Expenditure for the year ended 31 March 2020	£(3,050,434)
Profit for the year ended 31 March 2020	£438,027

17. DEBTORS

		Group		Company
	2020	2019	2020	2019
	£	£	£	£
Trade debtors	1,014,607	677,153	153,553	140,811
Amounts owed by group undertakings			3,136,681	2,495,938
Other debtors	10,850	14,049	10,850	14,049
Prepayments and accrued income	72,734	153,551	45,486	88,810
	1,098,191	844,753	3,346,570	2,739,608

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

		Group		Company
	2020	2019	2020	2019
	£	£	£	£
Bank loans and overdrafts	153,353	122,186	153,353	122,186
Trade creditors	282,073	122,458	282,073	122,458
Other taxation and social security	605,187	475,807	605,187	475,807
Other creditors	217,875	345,700	109,617	124,642
Accruals and deferred income	269,464	290,031	269,464	281,645
	1,527,952	1,356,182	1,419,694	1,126,738

		Group		Company
	2020	2019	2020	2019
	£	£	£	£
DEFERRED INCOME				
Deferred income brought forward	1,083	21,025	1,083	21,025
Resources deferred during the year		1,083		1,083
Amounts released from previous years	(1,083)	(21,025)	(1,083)	(21,025)
Deferred income carried forward		1,083		1,083

19. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

		Group		Company
	2020	2019	2020	2019
	£	£	£	£
Bank loans	2,243,930	1,680,519	2,243,930	1,680,519

Included within the above are amounts falling due as follows:

		Group		Company
	2020	2019	2020	2019
	£	£	£	£
Between one and two years				
Bank loans Between two and five years	162,068	127,142	162,068	127,142
Bank loans Between two and five years	517,778	418,683	517,778	418,683
Bank loans	1,564,084	1,134,694	1,564,084	1,134,694

Creditors include amounts not wholly repayable within 5 years as follows:

		Group		Company
	2020	2019	2020	2019
	£	£	£	£
Repayable by instalments	1,564,084	1,134,694	1,564,084	1,134,694

Bank loans and mortgages are secured on the charity's freehold properties. The total amount of security given at 31 March 2020 was £3,229,040, which represents 49% of the value of the freehold property assets charged/mortgaged (2019 - £3,296,912 and 59%). The interest rates on the loans are 6.28%, 2.5% and 2.75% and repayments are repayable monthly.

20. STATEMENT OF FUNDS

Statement of funds - current year

	Balance at 1 April 2019	Income	Expenditure	Transfers in/out	Gains/ (Losses)	Balance at 31 March 2020
	£	£	£	£	£	£
DESIGNATED FUNDS						
Designated Funds	421,374			(421,374)		
GENERAL FUNDS						
General Fund	5,966,251	2,567,987	(2,836,390)	1,420,367		7,118,215
Reserves - subsidiaries	48	9,323,767	(8,330,774)	(992,993)		48
Pension reserve	(10,680,000)		(256,000)		(439,000)	(11,375,000)
	(4,713,701)	11,891,754	(11,423,164)	427,374	(439,000)	(4,256,737)
Total Unrestricted funds	(4,292,327)	11,891,754	(11,423,164)	6,000	(439,000)	(4,256,737)
RESTRICTED FUNDS						
Parenting Fund	7,878		(180)			7,698
Jones Trust	35,498			(6,000)		29,498
Sherwood Centre	1,900		(1,900)			
Wilson Foundation		20,000	(4,000)			16,000
Lottery - Autism Family						
Support Hubs		88,286	(48,114)			40,172
Children in Need		27,972	(1,327)			26,645
Building Better Opportunities		16,448	(8,058)			8,390
	45,276	152,706	(63,579)	(6,000)		128,403
Total of funds	(4,247,051)	12,044,460	(11,486,743)		(439,000)	(4,128,334)

Designated funds represent amounts set aside by the Trustees for capital projects. The Trustees have reviewed the funds at 31 March 2020 and have decided to redesignate the funds to general unrestricted funds in the year, given the significant levels of capital expenditure in recent years.

Richard and Mary Palmer Trust is a fund established to contribute towards the cost of diagnostic assessment, where an alternative funding is unavailable.

Parenting Fund represents a donation received to fund a program to assist and support the parents of autistic children and adults.

SHS Bursary Grants are grants to be distributed to the sixth form students.

The Department of Health grant represents a funding initiative for the Autism Innovation Fund.

The Lottery - Autism Family Support Hubs - fund represents a three year project facilitating the setting up of family support groups in the East Midlands.

Sherwood Centre - this fund represents a grant for a sensory room to be created at the Sherwood Centre.

Wilson Foundation – this fund provides trips in the Community to all young people irrespective of support needs.

Building Better Opportunities – this fund allows us to support adults to make progress towards employment, training or volunteering.

People's Postcode Lottery – funding to provide an environment where autistic people can engage with the world of education and employment.

Autism Volunteers - The autism volunteers fund is a Nottinghamshire County Council initiative which aims to increase the number of volunteers working in Autism charities.

Jones Trust - The Jones Trust made a contribution towards the capital cost of creating and equipping a science laboratory in our school. This donation has been fully spent but the income is being released to the Statement of Financial Activities in line with the depreciation charged on the assets acquired.

Children in Need - Funding received from BBC Children in Need substantially contributes towards the running of the 'Out and About' programme in Northampton - a community based programme helping autistic children reduce isolation, build confidence and develop social and life skills through recreational and leisure activities,

Three Guineas - The Three Guineas Trust grant funds the cost of a dedicated Family Support Officer to co-ordinate our ASD Family Support service in Northampton.

20. STATEMENT OF FUNDS (continued)

Statement of funds - prior year

	Balance at 1 April 2018	Income	Expenditure	Transfers in/out	Gains/ (Losses)	Balance at 31 March 2019
	£	£	£	£	£	£
Designated Funds	421,374					421,374
GENERAL FUNDS						
General Fund	5,518,932	2,773,247	(3,091,621)	765,693		5,966,251
Reserves- subsidiary	48	8,678,998	(7,967,217)	(711,781)		48
Pension reserve	(10,736,000)		(301,000)		357,000	(10,680,000)
	(5,217,020)	11,452,245	(11,359,838)	53,912	357,000	(4,713,701)
RESTRICTED FUNDS						
Richard & Mary Palmer	11,172			(11,172)		
Parenting Fund	8,328		(450)			7,878
SHS Bursary Grants	17,730			(17,730)		
Department of Health	15,010			(15,010)		
Lottery - Autism Family Support Hubs	62,580	22,547	(85,127)			
Autism Volunteers	10,000			(10,000)		
People's Postcode Lottery	2,849		(2,849)			
Jones Trust	41,498		(6,000)			35,498
Sherwood Centre		1,900				1,900
Wilson Foundation		20,000	(20,000)			
Children in Need	9,009		(9,009)			
Three Guineas	(6,580)	33,000	(26,420)			
	171,596	77,447	(149,855)	(53,912)		45,276
Total of funds	(4,624,050)	11,529,692	(11,509,693)		357,000	(4,247,051)

Summary of funds - current year

	Balance at 1 April 2019	Income	Expenditure	Transfers in/out	Gains/ (Losses)	Balance at 31 March 2020
	£	£	£	£	£	£
Designated Funds	421,374			(421,374)		
General Funds	(4,713,701)	11,891,754	(11,423,164)	427,374	(439,000)	(4,256,737)
	(4,292,327)	11,891,754	(11,423,164)	6,000	(439,000)	(4,256,737)
Restricted funds	45,276	152,706	(63,579)	(6,000)		128,403
	(4,247,051)	12,044,460	(11,486,743)		(439,000)	(4,128,334)

Summary of funds - prior year

	Balance at 1 April 2018	Income	Expenditure	Transfers in/out	Gains/ (Losses)	Balance at 31 March 2019
	£	£	£	£	£	£
Designated Funds	421,374					421,374
General Funds	(5,217,020)	11,452,245	(11,359,838)	53,912	357,000	(4,713,701)
	(4,795,646)	11,452,245	(7,967,217)	53,912	357,000	(4,292,327)
Restricted funds	171,596	77,447	(149,855)	(53,912)		45,276
	(4,624,050)	11,529,692	(11,509,693)		357,000	(4,247,051)

21. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Analysis of net assets between funds - current year

	Unrestricted funds 2020	Restricted funds 2020	Total funds 2020
	£	£	£
Tangible fixed assets	6,857,988	29,498	6,887,486
Current assets	4,032,157	98,905	4,131,062
Creditors due within one year	(1,527,952)		(1,527,952)
Creditors due in more than one year	(2,243,930)		(2,243,930)
Provisions for liabilities and charges	(11,375,000)		(11,375,000)
	(4,256,737)	128,403	(4,128,334)

Analysis of net assets between funds - prior year

	Unrestricted funds 2019 restated	Restricted funds 2019 restated	Total funds 2019 restated
	£	£	£
Tangible fixed assets	5,757,150	35,498	5,792,648
Current assets	3,642,224	34,778	3,677,002
Creditors due within one year	(1,325,162)	(25,000)	(1,350,162)
Creditors due in more than one year	(1,680,519)		(1,680,519)
Provisions for liabilities and charges	(10,686,020)		(10,686,020)
	(4,292,327)	45,276	(4,247,051)

22. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

		Group
	2020	2019
	£	£
Net income for the year (as per Statement of Financial Activities)	557,717	19,999
ADJUSTMENT FOR:		
Depreciation charges	368,663	331,608
Profit on the sale of fixed assets	(800)	(79,364)
Increase in debtors	(253,438)	(83,614)
Increase/(decrease) in debtors	735,181	(129,647)
FRS102 pension adjustments	256,000	301,000
Movements in provisions		(124,837)
NET CASH PROVIDED BY OPERATING ACTIVITIES	1,663,323	235,145

23. ANALYSIS OF CASH AND CASH EQUIVALENTS

		Group		Company
	2020	2019	2020	2019
	£	£	£	£
Contracted for but not provided in these financial statements	3,032,872	2,832,249	676,180	707,895
TOTAL	3,032,872	2,832,249	676,180	707,895

24. CAPITAL COMMITMENTS

At 31 March 2020 the group and company had capital commitments as follows:

		Group		Company
	2020	2019	2020	2019
	£	£	£	£
Contracted for but not provided in these financial statements	54,230	738,687	54,230	738,687

25. PENSION COMMITMENTS

The group operates a Defined Benefit Pension Scheme.

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	2020	2019
Discount rate at 31 March	2.35%	2.40%
Future salary increases	1.85%	2.10%
Future pension increases	1.85%	2.10%
Inflation assumption (RPI)	2.65%	3.20%
Inflation assumption (CPI)	1.85%	2.10%

	At 31 March 2020	At 31 March 2019
Sensitivity analysis (applied to gross defined benefit liability)	£	£
Discount rate +0.1%	27,789,000	29,092,000
Discount rate -0.1%	29,011,000	30,384,000
Mortality assumption - 1 year increase	29,397,000	30,804,000
Mortality assumption - 1 year decrease	27,424,000	28,696,000
Adjustment to pension increases +0.1%	28,984,000	30,344,000
Adjustment to pension increases -0.1%	27,815,000	29,131,000

The assets in the scheme and the expected rates of return were:

	Fair value at 31 March 2020	Fair value at 31 March 2019
	£	£
Equities	10,882,000	11,445,000
Gilts	560,000	547,000
Other bonds	1,476,000	1,895,000
Property	2,161,000	2,962,000
Cash	416,000	574,000
Other	1,523,000	1,628,000
Total market value of assets	17,018,000	19,051,000

The actual return on scheme assets was -£1,725,000 (2019 - £1,748,000).

25. PENSION COMMITMENTS (continued)

The amounts recognised in the Statement of Financial Activities are as follows:

	2020	2019
	£	£
Current service cost	(325,000)	(383,000)
Interest on obligation	(252,000)	(270,000)
Admin expenses	(8,000)	(7,000)
Total	(585,000)	(660,000)
Actual return on scheme assets	(1,725,000)	1,748,000

Movements in the present value of the defined benefit obligation were as follows:

	2020	2019
	£	£
Opening defined benefit obligation	29,731,000	28,283,000
Current service cost	325,000	383,000
Interest cost	707,000	714,000
Contributions by scheme participants	53,000	68,000
Actuarial losses/(gains)	(1,830,000)	947,000
Estimated Benefits paid net of transfers	(593,000)	(664,000)
Closing defined benefit obligation	28,393,000	29,731,000

Changes in the fair value of scheme assets were as follows:

	2020	2019
	£	£
Opening fair value of scheme assets	19,051,000	17,547,000
Interest income	455,000	444,000
Actuarial gains and (losses)	(2,269,000)	1,304,000
Admin expenses	(8,000)	(7,000)
Contributions by employer	329,000	359,000
Contributions by scheme participants	53,000	68,000
Estimated Benefits paid net of transfers	(593,000)	(664,000)
	17,018,000	19,051,000

25. PENSION COMMITMENTS (continued)

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	2020	2019
	£	£
Equities	64.00%	60.00%
Gilts	3.00%	3.00%
Other bonds	9.00%	10.00%
Property	13.00%	16.00%
Cash	2.00%	3.00%
Other	9.00%	9.00%

Amounts for the current and previous period are as follows:

Defined benefit pension schemes

	2020	2019
	£	£
Defined benefit obligation	(28,393,000)	(29,731,000)
Scheme assets	17,018,000	19,051,000
Deficit	(11,375,000)	(10,680,000)
Experience adjustments on scheme assets	(2,269,000)	1,304,000

26. OPERATING LEASE COMMITMENTS

At 31 March 2020 the total of the group's future minimum lease payments under non-cancellable operating leases was:

	2020	2019
GROUP AND COMPANY	£	£
AMOUNTS PAYABLE:		
Within 1 year	100,004	150,661
Between 1 and 5 years	124,692	213,445
After more than 5 years		11,250
Total	224,696	375,356

27. RELATED PARTY TRANSACTIONS

There were no related party transactions in the year ended 31 March 2020 (2019 - none).

The key management personnel of Autism East Midlands comprise the Trustees, the Chief Executive Officer, the Director of Adult Services, Finance Director and Headteacher. The remuneration of key management personnel during the year totalled £362,697 (2019 - £352,328) for short term employment benefits and £25,393 (2019: £19,164) for post-employment benefits.

28. PRIOR YEAR ADJUSTMENT

A prior year adjustment of £83,355 was made in 2019 to correct an overstatement of income, prepayments and accrued income reported for the year ended 31 March 2018.





Autism
East Midlands



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Registered charity no. 517954

Company Limited by Guarantee, registered in England no. 2053860