

Annual Review

2020 - 2021

AEM

Autism East Midlands



Our year in Covid 2020-21

March 2020 marked the start of a challenging year across the globe with the outbreak of the pandemic. For us, it meant working in a different way so that we could continue to provide the support needed by autistic people and their families.

Over the following pages, you'll read about our year; what happened and how we adapted.

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.



George Smith: Chair of Trustees

As we enter a new decade, we are no less committed to achieving our vision; a world which recognises, understands and values autistic people, and where they and their families receive the support they need.

The start of 2020 saw us engulfed by the coronavirus pandemic. Despite this, we have been able to expand our provision, as well as effectively navigate through the pandemic and the challenges posed. During this time the Trustees continued to observe and contribute to meetings at more regular intervals so that we could keep abreast of changes, issues and the financial implications of service interruptions.

Day Services, Family Support Hubs and youth clubs, where people met in person, were temporarily curtailed. However, we were able to hold meetings and meet with families and friends online throughout the lockdown restrictions.

During the summer of 2020 some form of normal service was able to resume and our residents from Whitegates were able to move to our new locations in Retford.

I would like to say thank you to all the families who have worked with us over the past year. I would also like to express my thanks to all the employees of Autism East Midlands for their efforts during this period. Without you, the organisation would not have been able to function as it had.



Jane Howson: Chief Executive Officer

The past financial year 2020/21 has been like no other. The impact of the coronavirus pandemic began at the turn of the year with the first national lockdown coming into force during the last week in March. This was the start of a rollercoaster year, which I think has been the most challenging of my working life. It has been a year of constantly changing rules and very high levels of staff absence, matched with very high levels of need.

At AEM we responded quickly to the pandemic in a bid to keep everybody safe. We sent home 92 staff with underlying health conditions which, at the time, the public health assessment suggested put them at greater risk. We maintained full pay. We also used our bulk purchase powers to provide food parcels to staff, service users and families when the supermarkets had shortages.

When several of our services moved online, staff were incredibly flexible and moved to support our critical residential and supported living services. I am extremely grateful to staff for their flexibility and extraordinarily proud of their response in such uncertain and anxious times.

Sutherland House School remained open for children who needed in person teaching and very rapidly developed new skills to teach online, delivering some amazingly creative sessions. We remained physically open for a reduced number of children throughout Easter and half-term holidays. I would like to thank staff who sacrificed their time off.

Autistic people have really felt the impact of Covid19 with changes to routines, heightened levels of anxiety and often increased isolation. Throughout the last year our staff have really

focused on maintaining the support that people on the spectrum and their families have needed. Our Family Support and Children's Services embraced the online world delivering materials and ingredients to children's doors so that they could take part in the 70 different activities we offered.

During the brief loosening of restrictions last summer, we managed to move the residents of Whitegates into our £2million developments of Iedale and South Lodge in Retford. We are already seeing the benefits that the more autism friendly environments are offering the individuals who live there.

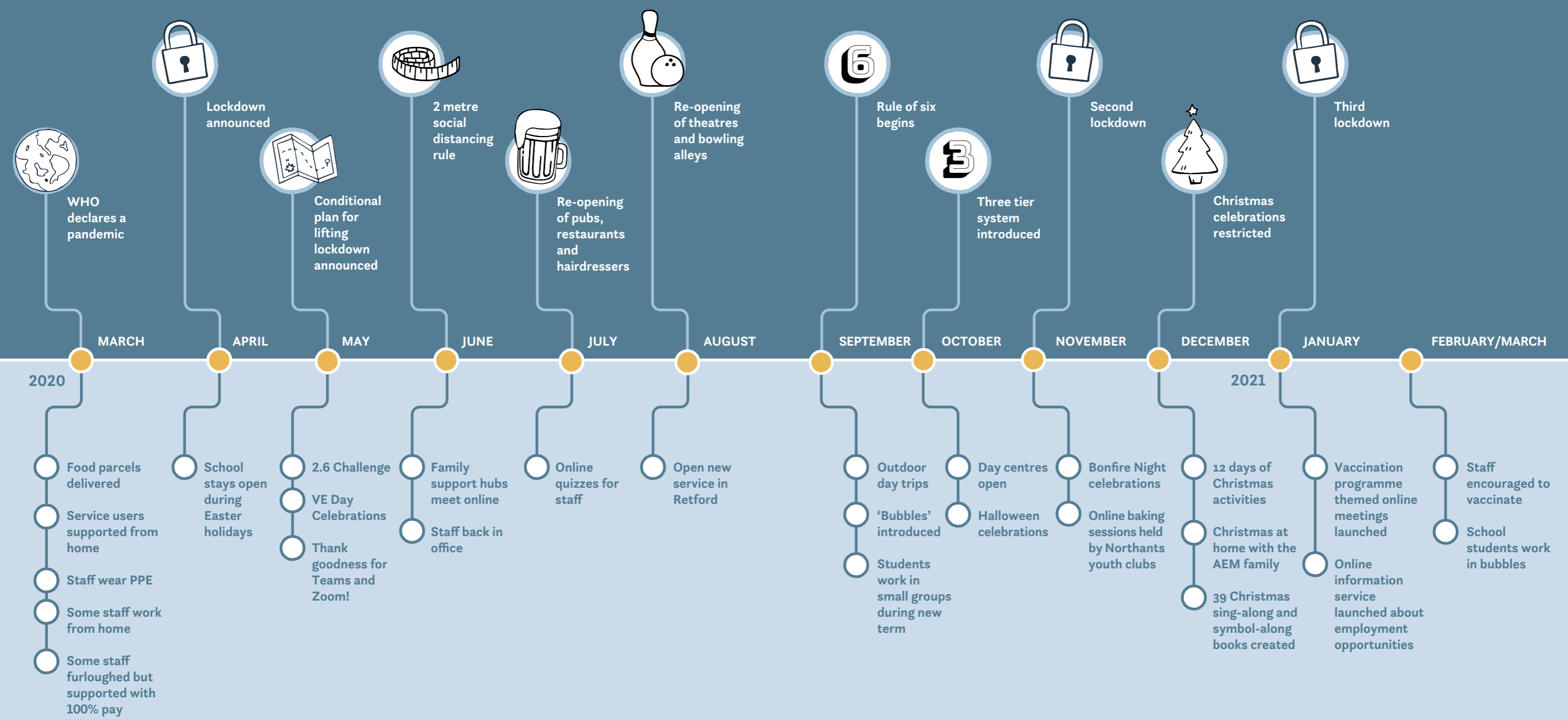
We sadly lost to cancer one of our much-loved residents, Caroline at the end of 2020. She will be forever in the hearts of those who cared for her and her friends with whom she shared her life.

The year ended much as it started with lockdown.

We continue delivering services to the absolute best of our abilities. As we have throughout the pandemic, we strive every day to keep everybody safe, while supporting them to live meaningful and fulfilled lives.

UK Covid 19 Timeline: What was happening nationally

2020 - 2021



AEM Timeline: How we responded

March 2020

Our world was about to change. The Covid 19 virus was officially declared a global pandemic and the Prime Minister announced that we were all to 'stay at home.'

How we responded...

- Schools across the nation closed to all except for vulnerable students. As a non-maintained specialist school, Sutherland House School remained open. Some students carried on learning in school. Those who had to isolate or stay at home did not miss out though. They instead benefited from creative remote learning sessions and were given packs so they could learn from home.
- Our Flexible Day Support services changed their model of support. We kept in touch with service users and their families by making regular phone calls. We also introduced online activities to help boost morale.
- Despite everything going on in the outside world, it was business as usual across our accommodation-based services. Our teams continued to provide their normal day to day support – albeit in full protective wear (PPE).
- As the country faced a lack of PPE, we worked with our local community to produce face masks and anything needed to protect service users and staff.



During lockdown, routines at Sutherland House School were significantly different. These changes could have proved challenging for students. Staff adapted timetables though so that students could continue to enjoy positive school experiences.



Our teams worked together to provide food parcels to all those in our community who were not able to shop for essentials during lockdown.



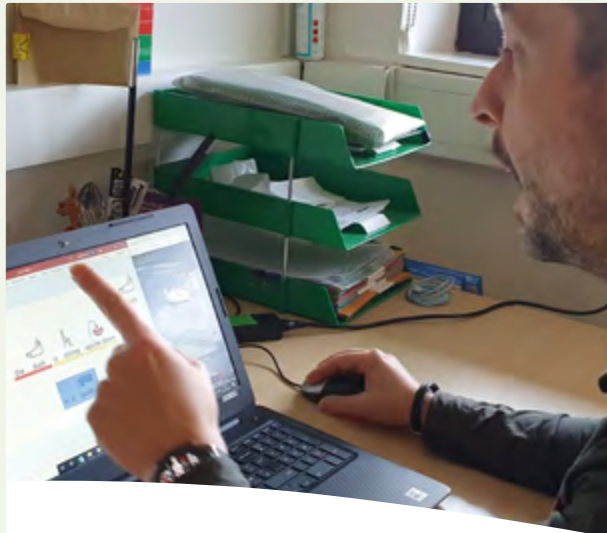
A production line was organised at different centres, including Hamilton Adult Services (pictured), Sutherland House School, Dukeries Day Centre and our Head Office.



School students continued to learn and celebrate all the activities, holidays, and birthdays that were important to them.

April 2020

- Almost a third of all staff were furloughed. Recognising the challenging times and the commitment of staff, the Board of Trustees announced that staff would be furloughed on a full wage.
- Those that could work from home did and a variety of online activities were planned to keep morale high. These included fancy dress days, a virtual 'bake off' and a pizza making session.
- We fully embraced the use of technology. Thankfully Teams software had been installed back in 2019 and so when lockdown hit, we were already ahead of the game. It meant everyone was able to easily keep in touch and talking face to face online made things so much easier. Regular manager briefings took place and weekly newsletters were introduced to keep everyone was in the loop.
- Sutherland House School remained open during the Easter holiday to help those parents who were key workers.
- Staff were invited to take part in a 2.6 Challenge to help raise money for Autism East Midlands. Our CEO Jane Howson successfully completed her 2.6 Challenge by completing her goal of cycling 260 miles from her front room on her exercise bike!

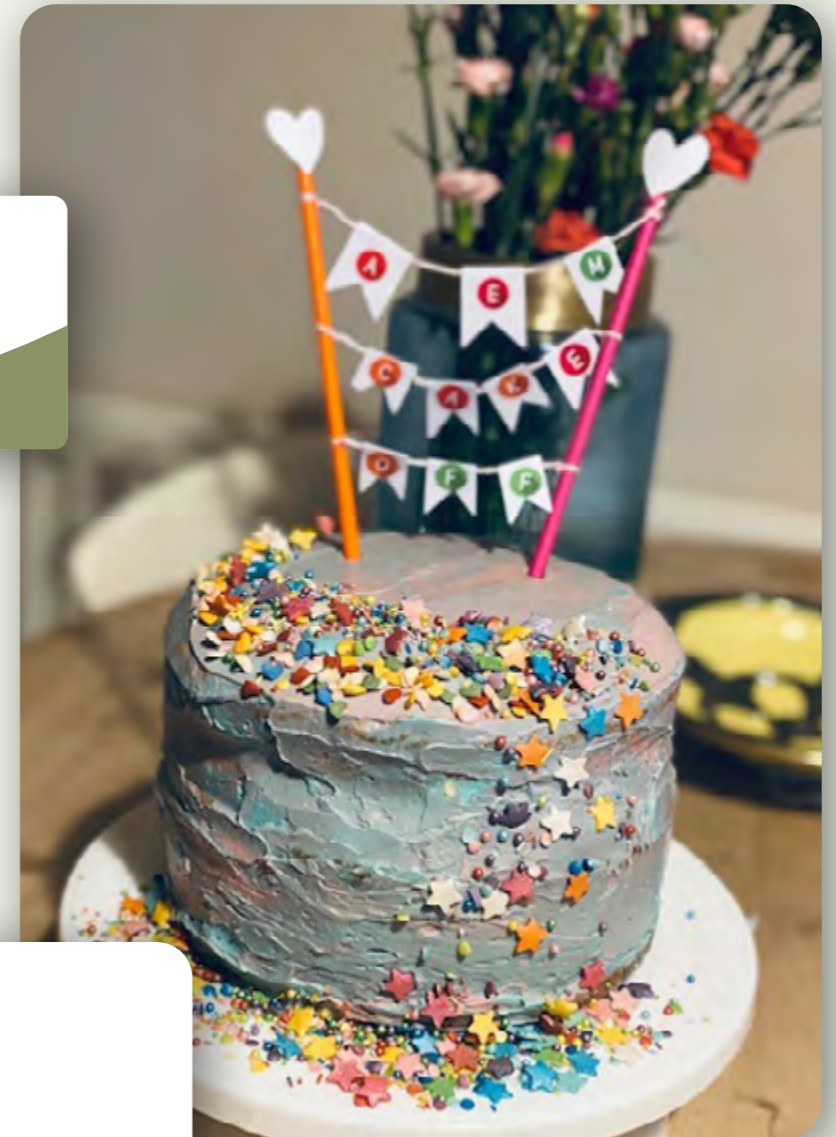


Our Speech and Language therapists designed a whole set of resources for use in video sessions. It gave us a way of keeping therapy going for students during the times when they were not in school. Language games were also created and students enjoyed completing these remotely from home.



Our environment began to look a little different across our services, offices, and school.

Talented bakers across the organisation took part in an online 'bake off'.



Like our CEO, many joined our 2.6 Challenge campaign including Dan Adams (pictured) who took his daily walks during lockdown in Star Trek themed fancy dress.

May 2020

Lockdown continued and the country stayed at home.

How we responded...

- When it was no longer possible to meet in person, the Family Support Hubs moved online. Families were able to meet virtually and share their experiences through the power of Zoom. Online activities included gaming sessions, which were a real hit and more people got involved than would normally access hubs.
- Across our accommodation-based services, activities were arranged to ensure service users could manage any changes to their routine. In the absence of home visits, Facetime video calls were arranged.
- Our flexible day support services continued to be delivered remotely.
- The team at the Sherwood Centre went into overdrive as they redecorated their building so that it was ready and waiting for when people could return.
- We continued to take part in the annual Silly Sock Day. Many people threw their support behind the awareness day and helped boost vital funds for Autism East Midlands.
- Many of our accommodation-based services celebrated the 75th anniversary of VE Day. Our Carlton Road services went all out to celebrate, making flags and decorating their homes and enjoyed a special afternoon tea.
- Extra support was organised for all staff who faced childcare difficulties.
- And staff at our accommodation-based services continued to wear full PPE!



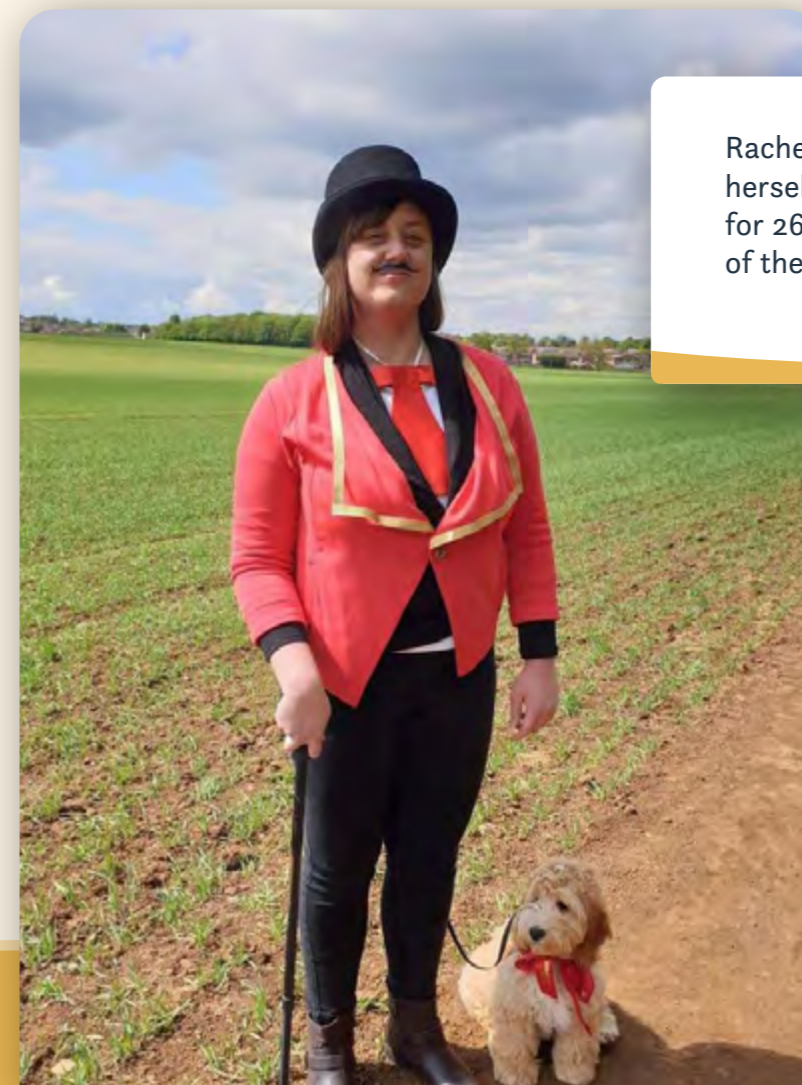
As lockdown restrictions continued, we kept people connected and organised online calls with family members.



When we began to miss shops, pubs and cafes, our accommodation-based services got creative. Beechwood services, for instance, set up their own pub at home. Others set up their own 'tuck' shops and home cinemas.



The 75th anniversary of VE Day was celebrated in style across our accommodation-based services with fancy dress parties, afternoon tea, and sing-alongs.



Rachel Hardy, a member of staff, set herself the task of dressing up each day for 26 days for her daily dog walk as part of the 2.6 Challenge to raise money.



June 2020

This month saw restrictions slowly ease with the reopening of some schools and non-essential shops.

How we responded...

- Head office reopened again. Staff returned to the office and a rota was put in place so that not everyone was working in the building at the same time.
- Families were still able to access any support they needed from our Support Hubs through online activities and through telephone calls.
- A resource pack was produced by our clinical team and sent out to all adult service users to help them during these changing times.
- Our support staff continued to tirelessly work through the many restrictions, wearing PPE around the clock.
- Sutherland House School worked in 'bubbles' to keep staff and students safe. Some children accessed lessons via Zoom. One class even learned from afar how to code their own games.



To replace swimming sessions and community visits, students at Sutherland House School instead enjoyed interactive music and ICT sessions.

To keep routine and consistency in place, school students were given the opportunity to follow familiar morning routines. Providing emotional support for students concerned about the pandemic was important.



Students took part in innovative projects. Class 2 loved their caterpillar project, where they got the chance to watch the different stages of their development. Once the caterpillars had transformed into butterflies the children enjoyed setting them free.

July 2020

The UK’s first ‘local lockdown’ was applied in Leicester and parts of Leicestershire.

How we responded...

- Restrictions had eased slightly across the country but support staff continued to wear PPE throughout their work.
- To maintain morale, online quizzes were introduced for our staff.
- Recruitment began again to fill job vacancies within our services.
- New staff joined us and induction courses moved online, which was a very different experience for trainers and learners. Between April 2020 and March 2021, more than 2,000 internal and external training courses were held.
- Loughborough Family Support Hub continued to hold activities in person in their hub as well as providing valuable support via telephone when needed

One thing we were all able to do was enjoy the outdoors. Many of our service users enjoyed gardening – some for the very first time. Those living at Carlton Road (pictured) grew their own vegetables in their allotment.



Online activities continued throughout the summer and morale was boosted with online quizzes for staff – in fancy dress!

Our Northampton Family Support Hub hosted fun activities in spacious grounds outdoors.



August 2020

- We carried on with developments despite Covid. Service users moved into our new £2million development at South Lodge and ledale in Retford.
Moving home was no mean feat for anyone during the pandemic but this move provided an exciting opportunity for our service users. They were able to choose their own furniture and surroundings so that they were comfortable in their individual new flats.
- A meticulous person-centred plan was carried out and the Speech and Language Therapists produced each service user with their own personalised guide to their new flat to give them a good start to their time in their new home.
- In other areas of our services holiday season was in full flow. Many of our service users were able to return to some of the places they had loved visiting before lockdown. These included trips to the coast.
- And staff continued to wear PPE throughout their work.



Some of our services were able to enjoy safe day trips out to the places they had enjoyed before lockdown. Trips out from The Poplars included visits to the zoo and to the seaside.



“

‘We would like to thank you and your staff for looking after the residents and keeping them safe from the virus.’

A Worksop parent



Our Sherwood Centre organised a Sports Day event for our service users and a little friendly competition. Activities included egg and spoon racing, archery, some football games and bean bag throwing.



September 2020

The 'rule of six' was introduced in England with social gatherings of groups of more than six banned.

How we responded...

- Our Adult Flexible Day Support Services implemented 'bubbles' based around the special interests of each of our service users. It meant that groups of up to six could mix. Our service users were involved in how they wanted their unique social distancing 'bubble' to look.
- Changes were made to the building at Sutherland House School to ensure the continued safety of students and staff. Covid safe measures were implemented to the main reception, corridors and classrooms. The main entrance was redecorated, and new furniture added before the arrival of students for the new term.
- Staff kept in regular contact with parents and carers of our students to offer support and guidance.
- Students at the school were able to work in small groups when they returned for the new term.

Day Services reopened their buildings once again and, Jamie (pictured) was just one of the service users able to return to our Dukeries Day Centre. Jamie enjoyed arts and crafts, using the computer, and local walks with his group.



'It is wonderful that service users can confidently return to their day service provision. It was greatly missed for many weeks, and I would like to thank all the staff for their hard work and dedication. Joe has settled back into a 'slightly different routine' very well and that is down to the support and patience of the staff.'

Jennifer W, a parent



As our service users began to take days out again, a trip was organised from The Poplars to Sherwood Phoenix Pianos in Mansfield. The group was given special access to the grand piano hall.



Students at Sutherland House School were also able to enjoy outdoor learning, working in the allotment and harvesting fruit and vegetables.

October 2020

The government announced a new three tier system and new rules came into place.

- The Flexible Day Support services were now open and they were able to take the opportunity to arrange more activities again in ‘bubbles’ of not more than six people.
- Halloween celebrations continued across our accommodation-based services. Service users at Worksop’s Carlton Road marked Halloween by decorating pumpkins and holding their own small Halloween party.

Before lockdown Sherwood Day Centre regularly organised activities such as bowling, trampolining, cinema, pub lunches, and conservation work. The new restrictions meant that alternative activities had to be found. Service users got the chance to try out new hobbies including baking, music, and jigsaw puzzle sessions, which proved surprisingly popular. A projector room was also created at Sherwood Day Centre for movie afternoons.



‘Thank you to all at Carlton Road for your care and affection for our son during this past year. We appreciate everything you do for him and therefore for us as his family.’

Worksop parents, said of AEM’s support for their son



Pumpkin carving and dressing up took place at various services.



‘Hamilton staff were amazing at helping us through lockdown. The calls reminded me that they cared about us. Hamilton staff = highest respect and empathy for others. Lockdown = conquered.’

Daniel, service user

Throughout the autumn term, students continued to learn and develop their skills through tools such as interactive floor maps (pictured bottom right).



November 2020

The second lockdown hit. Government guidelines were regularly updated and we had to work fast to continually meet the challenges of the quickly changing times.

How we responded...

- Covid 19 self-isolation policy came into play for all services and staff.
- Our Family Support Hubs and Children's Service embraced online technologies once again, hosting a wide variety of activities. A mix of activities were held virtually to keep everyone connected and one to one support was provided, where needed. This included the hugely popular baking sessions where packs of ingredients with instructions were sent out to anyone wanting to take part in the online session. Individuals and their families then tuned in to the session and were guided through the baking sessions step by step.
- Support staff continued to wear PPE as they had been doing throughout the year.

'I would like to say a big thank you to all the staff at Carlton Road who looked after our boys. I know that it is challenging in normal times and must be even more of a challenge during these unprecedented times. The care you give is always without question, but during this pandemic you have been so thoughtful making sure our boys have different activities to look forward to because they haven't been able to do their usual things. At the same time, you have been so sensitive and caring to parents and guardians who for various reasons cannot visit their loved ones. The cards, photos and messages that you send us help us to keep in touch and the phone calls I receive to check that I am ok and to give me updates is really appreciated.'

A parent shared their thanks for all our support



Activities were held online to ensure we were able to continue our support. Our Northamptonshire Youth Clubs together baked up some brownies with the support of our staff during online baking sessions.



'A massive thank you to AEM Rotherham Hub. You have made my boy's life so happy for the past two years! Everyone involved will know what and who I mean.'

Jackie from Rotherham



Those living at The Poplars in Whitwell were not able to attend a local bonfire display on Bonfire Night as they would normally and so they organised their own celebration at home. Lanterns and lights were placed around their garden, and they enjoyed food and singing on their patio instead.

December 2020

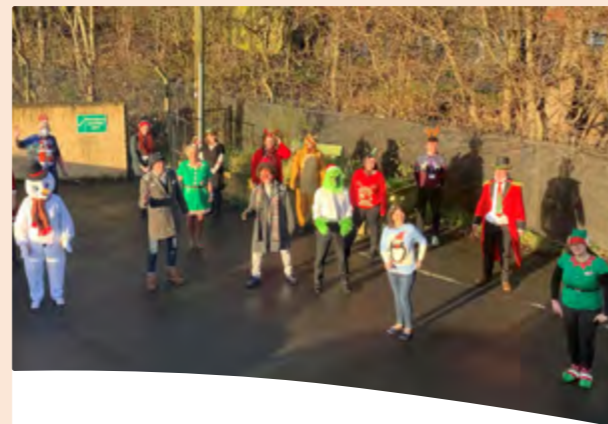
The second lockdown ended. As virus levels increased though, the Prime Minister urged the public to keep their festive celebrations 'short' and 'small.'

New rules meant that for the first time ever many of our service users weren't able to travel to spend Christmas with their families and loved ones. It meant Christmas 2020 was going to be unusual for everyone across the accommodation-based services.

How we responded...

- We wanted to make Christmas as special as we could for our service users. The Speech and Language Therapy team created a resource to enable our service users to tell us about their typical Christmas Day routines and what they'd like to do, using symbols, writing and images.
- A Christmas Appeal was launched to encourage supporters to donate and share a message of support across our community. Some of our service users shared the stories of their challenges online.
- 39 Christmas sign-along and symbol-along books were created so that staff and service users could watch films and take part in sing and sign-alongs.
- Staff and service users alike got involved in our 12 Days of Christmas celebration. Different teams dressed in fancy dress and were filmed, singing a line from a festive favourite. Each film was shared online.
- This month also marked the 20th Anniversary of our Beechwood Residential Service and our service users and staff celebrated this milestone with a party.
- For the first time ever service users celebrated Christmas Day with their AEM family instead of returning home to see their families. Old traditions were recreated and new ones shaped. At Carlton Road staff and service users created Christmas Eve Boxes for the first time.

'Thank you for maintaining the morale of our loved ones and members of the families during the pandemic. The innovative mementoes we have are testimony to the imagination, initiative, and enterprise of the staff who have instigated them.'



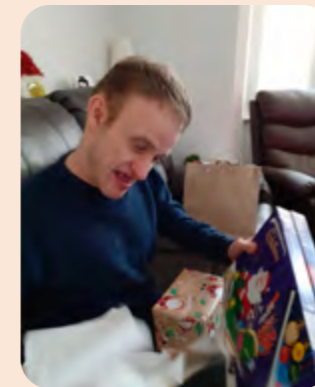
To keep morale going a fancy dress day was held for staff at the office (pictured).



Our virtual Northamptonshire Youth Club got creative, building spaghetti and marshmallow towers and they painted salt dough leaves to make seasonal garlands.



Students at Sutherland House School got into the Christmas spirit and made their own festive arts and crafts, including baubles and Christmas trees.



At Hill Top, staff talked to service users about what their normal Christmas looked like, so that we could recreate some of their traditions. We filmed some of it so that their family could see them following those traditions.



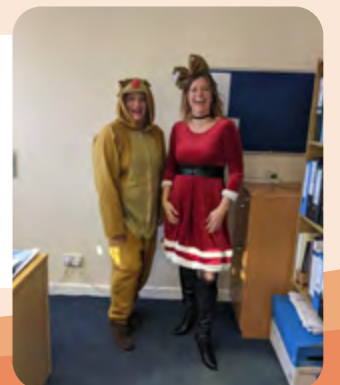
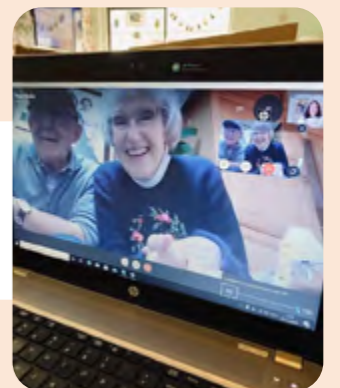
While the setting was different to normal, all the traditions of Christmas Day were observed across all the services including The Poplars (pictured), Carlton Road, Hill Top and South Lodge and Iedale.

Christmas Day at Beechwood was celebrated for the first time with their AEM family.

As many were unable to spend Christmas with their families, our staff organised separate celebrations online for individuals with their families.

People living at Beechwood celebrated the 20th anniversary of the opening of the homes.

Staff and service users joined the 12 Days of Christmas celebration. Individual teams dressed in costumes and sang a line from their festive favourite song, which was then shared online.



January 2021

The third national lockdown began.

How we responded...

- The roll out of the vaccination programme began with service users and staff benefiting from the first vaccinations.
- Themed online meetings were also launched this month to encourage more families to access our Family Support Hubs and share their experiences and gain advice.
- Our online Information, Advice and Guidance Service was launched for one-to-one sessions to help autistic people learn more about employment opportunities.

We celebrated the end of a challenging year and planned for a positive future. New Year parties were held across our services including at Carlton Road (pictured right).



The vaccination programme rolled out across our services.



Our Forest School Family Support Hub organised outdoor activities, where children, under the guidance of adults, were able to learn crafts while enjoying the outdoors.



February 2021

- Our senior team leaders actively encouraged staff to vaccinate as the fantastic vaccination programme continued.
- Sutherland House School continued to work in 'bubbles' and staff were routinely tested so that teaching in schools could be maintained.
- The school carried on its creative learning programme, including arranging a wide variety of fun activities for Science Week.

It also remained open during the half term holiday to help those parents, who needed their children to attend.

- As part of Internet Safety Week, the IT department at our school shared useful resources to help families adapt to remote learning online. This included a 'Parenting in a Digital World' booklet and an Online Learning Poster for parents and guardians.



Sutherland House School had been delivering the curriculum throughout the year and during Science Week students took part in a variety of creative activities that brought science to life.



Despite all that was going on in the outside world, we cut our waiting list time for our specialist assessment centre, the Elizabeth Newson Centre, from 12 months to six months.

Throughout the year we celebrated all the special days, birthdays and holidays that we could to keep up morale. This month service users marked Pancake Day in the usual way, enjoying pancakes with all their favourite toppings.



March 2021

Stay at home restrictions were lifted and care home residents were allowed one regular visitor.

For us this meant:

- As restrictions began to slowly ease, it was possible once more for us to welcome visitors back into our accommodation-based services. Our service users were able to have visits from family and friends again.
- Our Support Hubs continued to provide support online to families. Activities arranged online included Easter ‘make and bake’ sessions and would-be bakers across the nation joined us in their droves.



As in previous years, World Book Day was celebrated in different services and people dressed as book characters.



The past year saw many of us trying out new hobbies and interests. We discovered some hidden talents amongst our service users. Gardening, baking and crafting all became really popular and at our Sherwood Centre many put their skills to good use by creating bird boxes.

Our Year In Numbers



168 people supported in our Flexible Day Support services.



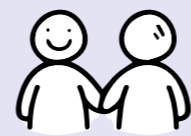
43 people supported through registered residential services.



8 people were supported to live independently.



Northamptonshire Service ran **20** face-to-face holiday and youth clubs PLUS **45** virtual sessions! This included online gaming sessions, film club and youth clubs.



32 children and young people accessed our Northamptonshire service.



132 online Family Support Hub sessions held.



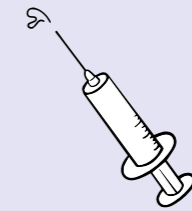
261 families supported over the year through both face to face and virtual Hub sessions.



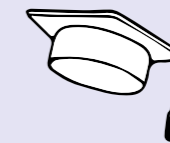
285 children attended online and face to face Family Support Hub sessions.



90 ‘clinical resources and advice packs’ were made for students, service users and those supporting them throughout the first lockdown.



18 visual resources were made to help tell service users all about vaccines.



10 students supported through Disabled Students’ Allowance (DSA) at universities across the UK.



13 autistic people supported into paid or voluntary employment.



24 new students joined Sutherland House School.



47 respite stays arranged in just five months.



2,000 phone calls made to service users and their families during lockdown.



22 Covid updates for staff were produced during peak times of the pandemic.

Trustees' Report

For the year ended 31 March 2021

Reference and administrative details of the company, its Trustees and Advisers for the year ended 31 March 2021.

Trustees

L Davies
K R Doble
G J Smith
T Ousley
R J C Woodford
R W Bell
J D Morgan
P Parr (appointed 2 December 2020)
R M Valentine (appointed 2 December 2020)

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 2021

The Trustees present their annual report together with the audited financial statements of the group and the company for the 1 April 2020 to 31 March 2021. 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 charity's 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

Pandemic Response

This year (2020/21) has been a year like no other. Our primary objective throughout the year has been to continue to offer support while keeping services users, staff and families safe from the coronavirus pandemic. This work continues post year end. The impact of the changes due to Coronavirus have been very significant on autistic people who have experienced high levels of anxiety and isolation across the UK.

In the initial stages of the pandemic, we sent home 92 staff who were assessed as being at higher risk from infection. This is nearly one quarter of our workforce.

As we were asked to run our day services remotely, we were able to redeploy some staff from these areas to support our accommodation-based services. We also redeployed staff from other areas of the organisation that had suspended services such as Employment Support and Respite. We are extremely grateful to staff for their flexibility and commitment during this period. We took advantage of the Coronavirus Job Retention Scheme in order to pay staff sent home because of their underlying risk. We topped this up to 100% of salary so that no staff member was at financial loss. The opportunity to access the scheme enabled us to replace money lost from other income sources (such as fundraising).

At the time of product shortages in shops we used our bulk buying capabilities to provide food parcels to services, families and staff. Managers became, briefly, delivery drivers to ensure safe distribution.

Over time, as the risks became better understood, staff returned and we periodically maintained furlough for a small number of staff who were identified as being clinically extremely vulnerable, in line with Government assessed risk levels.

Our first priority from March 2020 was to safely maintain our accommodation-based services. For people using these services this is their permanent home. The challenges around accessing PPE were very significant and this became a full-time role for one of the Head Office team. Another challenge was the ever-changing guidance from Government sources. The Leadership team went to daily meetings to assess all areas of the situation and be as responsive as possible. Staff in service responded brilliantly with vigilance around cleaning and working in full PPE for long shifts.

Adults Services

Despite the challenges, we successfully moved the residents from Whitegates in Worksop to the £2million bespoke accommodation in Retford in August 2020. We are already seeing the massive impact this is having on the quality of life of the people who live in these homes. The new residential homes of South Lodge and Iedale mean that each individual has their own flat within the home with the benefit of communal spaces when they want a bit more company. Both homes offer great outside space.

We increased our Unplanned Care Provision at Ravenshead to 2 beds. This work enables us to support adults in crisis to stay away from more restrictive environments such as hospitals. The average stay is intended to be 12 weeks but during the pandemic was considerably longer. This is critical work and has been an expressed priority for AEM for some time.

Day support was moved to online where possible and where families were in need, we provided some face to face support in primarily empty buildings. Managers and staff maintained contact with families on a regular basis.

We reopened our Day Services as quickly and safely as we could. To accommodate increased numbers in Hamilton we started a 2-shift pattern. In all services there was strict adherence to bubbles and extremely rigorous cleaning regimes. This was not always easy as it meant a significant change in routines. However, it did mean that when people showed any symptoms at all, only a small number of people needed to remain at home.

Our Employment Service was impacted heavily by the pandemic. Despite this we were successful in tendering to work in partnership and now have ESF funding that sits along other funding streams. The post pandemic focus will be on ensuring that we re-engage job seekers that have been less visible during Covid19.

Children's Services

Sutherland House School remained open all year for children who needed to continue with a face to face education, either due to vulnerability or because of being the child of a key worker. Other students were provided with an online education. Staff learned how to use new technology very quickly and there were some very creative and engaging lessons delivered. The school remained open during Easter and half term holidays to enable the children of key workers to remain on site.

Once we reopened fully referrals remained strong in school and during this period, we welcomed a number of new pupils as well as supporting the transitions of those returning students. As in adults' services, the school implemented bubbles and strict cleaning regimes. The new ways of working were very challenging for some of our students. The ongoing need to isolate, after contact with someone showing symptoms, had a significant impact on attendance for both staff and pupils. Staff offered in depth support to the small number of students who were very anxious about returning.

We continued our search for a building suitable to be a satellite school in the Derby area. This will be a very exciting 2021 project.

Our Family Support Hubs and our children's activities in Northampton developed a flexible model involving sessions on zoom. In between lockdowns we did lots of activities outdoors. Activities included everything from baking and woodwork to online gaming.

We recruited a new team at the Elizabeth Newson Centre this year. Dr Kate Arron and Dr Mark Hudson have rigorously reviewed both assessment methodology and processes and have ENC working flexibly to meet families' needs.

Investment policy and performance

The Memorandum and Articles of Association give the Trustees unrestricted powers of investment. Trustees have reviewed the investment policy this year. Our primary investments are in the ongoing development of new services so that we can support more people and in existing services in order to improve the quality of our offer.

We will maximise the return on any cash held in accounts by reviewing the best available interest rates.

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.

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 2021

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

While the CJRS and other financial support, such as infection control grants and coronavirus recovery grant from the National Lottery mean that we have seen a financially buoyant year, 2021 to 2022 is looking much harder. This is because the real losses of income will impact in the coming year as Day Services struggle to return to pre pandemic numbers.

The recruitment and retention of sufficient staff remains a critical factor for AEM as well as other social care providers. The post Brexit national shortage of staff means that there may be upward pressure on wages for us to be able to compete. Social care needs the much-heralded long term funding solution promised by the current Government, now more than ever.

These annual accounts show the pension deficit as a result of participation in the Local Government Pension Scheme. This is an £16.5m deficit as at 31 March 2021 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. Deficit

deficit of £4,045,688 (2020: £118,717) has been achieved in the year. This includes a decrease in restricted funds of £18,739 (2020: £83,127 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.

Consolidated Statement of Financial Activities incorporating Income and Expenditure Account For the year ended 31 March 2021

		Unrestricted Funds 2021	Restricted Funds 2021	Total Funds 2021	Total Funds 2020
	Note	£	£	£	£
INCOME FROM:					
Donations and legacies	2	341,428	134,644	476,072	267,658
Charitable activities	5	2,114,979		2,114,979	2,385,928
Charitable activities - subsidiary undertakings	3	9,832,935		9,832,935	9,323,767
Investments	4	104		104	478
Other Income	6	186,883		186,883	66,629
TOTAL INCOME		12,476,329	134,644	12,610,973	12,044,460
EXPENDITURE ON:					
Charitable activities - subsidiary undertakings	3	8,686,321		8,686,321	8,330,774
Charitable activities	7	3,007,957	147,383	3,155,340	3,155,969
TOTAL EXPENDITURE		11,694,278	147,383	11,841,661	11,486,743
NET INCOME /(EXPENDITURE) BEFORE TRANSFERS		782,051	(12,739)	769,312	557,717
Transfers between Funds	20	6,000	(6,000)		
NET INCOME / (EXPENDITURE) BEFORE OTHER RECOGNISED GAINS AND LOSSES		788,051	(18,739)	769,312	557,717
Actuarial gains on defined benefit pension schemes	25	(4,815,000)		(4,815,000)	(439,000)
NET MOVEMENT IN FUNDS		(4,026,949)	(18,739)	(4,045,688)	118,717
RECONCILIATION OF FUNDS:					
Total funds brought forward		(4,256,737)	128,403	(4,128,334)	(4,247,051)
Prior year adjustment (Note 28)					
TOTAL FUNDS CARRIED FORWARD		(8,283,686)	109,664	(8,174,022)	(4,128,334)

Consolidated Balance Sheet As at 31 March 2021

			2021		2020
	Note	£	£	£	£
FIXED ASSETS					
Tangible assets	14		6,676,529		6,887,485
CURRENT ASSETS					
Debtors	17	521,569		1,098,191	
Cash at bank and in hand	23	4,482,266		3,032,872	
		5,003,835		4,131,063	
Creditors: amounts falling due within one year	18	(1,606,602)		(1,527,952)	
NET CURRENT ASSETS			3,397,233		2,603,111
TOTAL ASSETS LESS CURRENT LIABILITIES			10,073,762		9,490,596
Creditors: amounts falling due after more than one year	19		(1,779,784)		(2,243,930)
NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES			8,293,978		7,246,666
Defined benefit pension scheme liability	25		(16,468,000)		(11,375,000)
NET LIABILITIES INCLUDING PENSION SCHEME LIABILITIES			(8,174,022)		(4,128,334)
CHARITY FUNDS					
Restricted funds	20		109,664		128,403
Unrestricted funds:					
Unrestricted funds excluding pension liability		8,184,314		7,118,263	
Pension reserve		(16,468,000)		(11,375,000)	
Total unrestricted funds			(8,283,686)		(4,256,737)
TOTAL DEFICIT			(8,174,022)		(4,128,334)

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 2021

			2021		2020
	Note	£	£	£	£
FIXED ASSETS					
Tangible assets	14		6,676,529		6,887,485
Investments	15		6		6
			6,676,535		6,887,491
CURRENT ASSETS					
Debtors	17	3,753,725		3,346,570	
Cash at bank	23	1,074,725		676,180	
		4,828,450		4,022,750	
Creditors: amounts falling due within one year	18	(1,431,271)		(1,419,694)	
NET CURRENT ASSETS			3,397,179		2,603,056
TOTAL ASSETS LESS CURRENT LIABILITIES			10,073,714		9,490,547
Creditors: amounts falling due after more than one year	19		(1,779,784)		(2,243,930)
NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES			8,293,930		7,246,617
Defined benefit pension scheme liability	25		(16,468,000)		(11,375,000)
NET LIABILITIES INCLUDING PENSION SCHEME LIABILITIES			(8,174,070)		(4,128,383)
CHARITY FUNDS					
Restricted funds			109,664		128,403
Unrestricted funds:					
Unrestricted funds excluding pension liability		8,184,266		7,118,214	
Pension reserve		(16,468,000)		(11,375,000)	
Total unrestricted funds			(8,283,734)		(4,256,786)
TOTAL DEFICIT			(8,174,070)		(4,128,383)

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 2021

		2021	2020
	Note	£	£
Cash flows from operating activities			
Net cash provided by operating activities	22	1,720,799	1,663,323
CASH FLOWS FROM INVESTING ACTIVITIES:			
Proceeds from the sale of tangible fixed assets		2,886	800
Purchase of tangible fixed assets		(274,290)	(1,463,500)
NET CASH USED IN INVESTING ACTIVITIES		(271,405)	(1,462,700)
CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR		1,449,394	200,623
Cash and cash equivalents brought forward		3,032,872	2,832,249
CASH AND CASH EQUIVALENTS CARRIED FORWARD	23	4,482,266	3,032,872

Notes to the Financial Statements

For the year ended 31 March 2021

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.

The directors note that events surrounding the Covid 19 pandemic have introduced additional risks for many companies. The directors remain confident that the company is well placed to mitigate any additional risks arising and that Covid 19 will not adversely affect the ongoing viability of the company.

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 2021 the company generated a surplus of £313,165 (2020: £557,717).

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 company continually replaces and updates existing equipment. The majority of this expenditure is on small items costing less than £3,000 and no detailed register, other than for IT equipment, of these is kept. All items costing under £3,000 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 2021.

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 2021	Restricted funds 2021	Total funds 2021	Total funds 2020
	£	£	£	£
Donations	341,428	134,644	476,072	267,658
Total 2020	114,952	152,706	267,658	

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 £637,688 (2020 - £438,027). The amount of gift aid from Norsaca (Trading) Limited was £508,926, (2020 - £554,966).

	Unrestricted funds 2021	Restricted funds 2021	Total funds 2021	Total funds 2020
	£	£	£	£
INCOME				
Sutherland House (Trading) Limited - income	4,153,604		4,153,604	3,488,461
Norsaca (Trading) Limited - income	5,679,331		5,679,331	5,835,306
	9,832,935		9,832,935	9,323,767
EXPENSES				
Sutherland House (Trading) Limited - expenses	3,515,916		3,515,916	3,050,434
Norsaca (Trading) Limited - expenses	5,170,405		5,170,405	5,280,340
	8,686,321		8,686,321	8,330,774
Net income from subsidiary undertakings	1,146,614		1,146,614	992,993

	2021 £	2020 £
CURRENT ASSETS OF THE SUBSIDIARIES WERE:		
Sutherland House (Trading) Limited	3,029,599	2,120,176
Norsaca (Trading) Limited	537,104	1,124,817
CURRENT LIABILITIES OF THE SUBSIDIARIES WERE:		
Sutherland House (Trading) Limited	(3,029,548)	(2,120,125)
Norsaca (Trading) Limited	(537,101)	(1,124,814)
Total	54	54

4. INVESTMENT INCOME

	Unrestricted funds 2021	Restricted funds 2021	Total funds 2021	Total funds 2020
	£	£	£	£
Bank interest	104		104	478
Total 2020	478		478	

5. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2021	Restricted funds 2021	Total funds 2021	Total funds 2020
	£	£	£	£
Provision of services	2,114,979		2,114,979	2,385,928
Total 2020	2,385,928		2,385,928	

6. OTHER INCOMING RESOURCES

	Unrestricted funds 2021	Restricted funds 2021	Total funds 2021	Total funds 2020
	£	£	£	£
Other income	36,883		36,883	66,629
Subtotal	36,883		36,883	66,629
Corona, Virus Job retention scheme	150,000		150,000	
	186,883		186,883	66,629
Total 2020	66,629		66,629	

7. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

Summary by fund type

	Unrestricted funds 2021	Restricted funds 2021	Total funds 2021	Total funds 2020
	£	£	£	£
Provision of services	2,915,786	147,383	3,063,169	3,046,481
Fundraising	92,171		92,171	109,488
	3,007,957	147,383	3,155,340	3,155,969
Total 2020	3,092,390	63,579	3,155,969	

Summary by expenditure type

	Staff costs 2021	Depreciation 2021	Other costs 2021	Total 2021	Total 2020
	£	£	£	£	£
Provision of services	8,695,351	485,246	(6,117,428)	3,063,169	3,046,481
Fundraising	86,147		6,024	92,171	109,488
	8,781,498	485,246	(6,111,404)	3,155,340	3,155,969

8. CHARITABLE ACTIVITY EXPENDITURE

	Provision of services	Fundraising	Total 2021	Total 2020
	£	£	£	£
Pension interest and admin charges	271,000		271,000	260,000
Recruitment and training	41,320		41,320	46,840
Premises and equipment	736,893		736,893	566,216
Direct costs	540,288	6,024	546,312	808,462
Travel and transport	215,289		215,289	317,810
Legal and professional	123,330		123,330	111,313
Other costs	581,809		581,809	430,085
Bank loans and overdraft	71,036		71,036	95,705
Bad debt	45,360		45,360	14,051
Costs recharged to subsidiaries	(8,764,543)		(8,764,543)	(8,328,693)
(Profit)/loss on disposal of fixed assets	(2,885)		(2,885)	(800)
Governance costs	23,577		23,577	22,009
Wages and salaries	7,440,509	76,382	7,516,891	7,236,655
National insurance	583,796	7,331	591,127	565,171
Pension cost	671,046	2,434	673,480	648,483
Depreciation	485,344		485,344	362,662
Total	3,063,169	92,171	3,155,340	3,155,969

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

	2021	2020
	£	£
Legal and professional fees	23,577	22,009

10. NET INCOME/(EXPENDITURE)

This is stated after charging/(crediting):

	2021	2020
	£	£
Depreciation of tangible fixed assets:		
- owned by the charitable group	485,246	368,662
(Profit)/loss on disposal of assets	(2,885)	(800)
Operating lease rentals	145,581	150,660

During the year, no Trustees received any remuneration (2020 - £NIL).
During the year, no Trustees received any benefits in kind (2020 - £NIL).
During the year, 1 Trustee received reimbursement of expenses totalling £70 (2020 - £Nil).

11. AUDITORS' REMUNERATION

	2021	2020
	£	£
Fees payable to the company's auditor and its associates for the audit of the company's annual accounts	17,500	17,150
Fees payable to the company's auditor and its associates in respect of:		
Taxation compliance services	1,025	1,000

12. STAFF COSTS

Staff costs were as follows:

	2021	2020
	£	£
Wages and salaries	7,516,891	7,236,655
Social security costs	591,127	565,171
Other pension costs (Note 25)	673,480	648,483
	8,781,498	8,450,309

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

	2021	2020
	No.	No.
Teaching staff	92	92
Care staff	281	298
Management and administration	38	38
	411	428

The number of higher paid employees was:

	2021	2020
	No.	No.
In the band £60,001 - £70,000	1	2
In the band £70,001 - £80,000	1	1
In the band £80,001 - £90,000	1	0
In the band £100,001 - £200,000	1	1

13. OTHER FINANCE INCOME

	2021	2020
	£	£
Interest on pension scheme liabilities	(264,000)	(252,000)

14. TANGIBLE FIXED ASSETS

	Freehold property and refurb	Vehicles & equipment	Leasehold improvements	Total
Group and Company Cost	£	£	£	£
At 1 April 2020	8,671,649	703,755	257,448	9,632,852
Additions	100,680	173,610		274,290
Disposals		(30,750)		(30,750)
At 31 March 2021	8,772,329	846,615	257,448	9,876,392
DEPRECIATION				
At 1 April 2020	2,034,000	453,919	257,448	2,745,367
Charge for the year	362,886	122,360		485,246
On disposals		(30,750)		(30,750)
At 31 March 2021	2,396,886	545,529	257,448	3,199,863
Net book value				
At 31 March 2021	6,375,443	301,086		6,676,529
At 31 March 2020	6,637,649	249,836		6,887,485

15. FIXED ASSET INVESTMENTS

	Shares in group undertakings
Company	£
Cost	
At 1 April 2020 and 31 March 2021	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 2021	£ 537,104
Total liabilities as at 31 March 2021	£ (537,101)
Total equity as at 31 March 2021	£3
Turnover for the year ended 31 March 2021	£ 5,679,331
Expenditure for the year ended 31 March 2021	£ 5,170,405
Profit for the year ended 31 March 2021	£ 508,926

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 2021	£ 3,029,599
Total liabilities as at 31 March 2021	£ (3,029,548)
Total equity as at 31 March 2021	£51
Turnover for the year ended 31 March 2021	£ 4,153,604
Expenditure for the year ended 31 March 2021	£ 3,515,916
Profit for the year ended 31 March 2021	£ 637,688

17. DEBTORS

		Group		Company
	2021	2020	2021	2020
	£	£	£	£
Trade debtors	420,020	1,014,607	128,564	153,553
Amounts owed by group undertakings			3,523,612	3,136,681
Other debtors	10,080	10,850	10,080	10,850
Prepayments and accrued income	91,469	72,734	91,469	45,486
	521,569	1,098,191	3,753,725	3,346,570

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

		Group		Company
	2021	2020	2021	2020
	£	£	£	£
Bank loans and overdrafts	134,561	153,353	134,561	153,353
Trade creditors	279,567	282,073	279,567	282,073
Other taxation and social security	577,128	605,187	577,128	605,187
Other creditors	282,627	217,875	123,076	109,617
Accruals and deferred income	332,719	269,464	316,939	269,464
	1,606,602	1,527,952	1,431,271	1,419,694

		Group		Company
	2021	2020	2021	2020
	£	£	£	£
DEFERRED INCOME				
Deferred income brought forward		1,083		1,083
Amounts released from previous years		(1,083)		(1,083)
Deferred income carried forward				

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

		Group		Company
	2021	2020	2021	2020
	£	£	£	£
Bank loans	1,779,784	2,243,930	1,779,784	2,243,930

Included within the above are amounts falling due as follows:

		Group		Company
	2021	2020	2021	2020
	£	£	£	£
Between one and two years				
Bank loans Between two and five years	138,275	162,068	138,275	162,068
Bank loans Between two and five years	439,354	517,778	439,354	517,778
Bank loans	1,202,155	1,564,084	1,202,155	1,564,084

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

		Group		Company
	2021	2020	2021	2020
	£	£	£	£
Repayable by instalments	1,202,155	1,564,084	1,202,155	1,564,084

Bank loans and mortgages are secured on the charity’s freehold properties. The interest rates on the loans are 2.83% and 3.1% and repayments are repayable monthly.

20. STATEMENT OF FUNDS

Statement of funds - current year

	Balance at 1 April 2020	Income	Expenditure	Transfers in/out	Gains/ (Losses)	Balance at 31 March 2021
	£	£	£	£	£	£
UNRESTRICTED FUNDS						
General Fund	7,118,215	2,643,394	(2,729,957)	1,152,614		8,184,266
Reserves - subsidiaries	48	9,832,935	(8,686,321)	(1,146,614)		48
Pension reserve	(11,375,000)		(278,000)		(4,815,000)	(16,468,000)
	(4,256,737)	12,476,329	(11,694,278)	6,000	(4,815,000)	(8,283,686)
RESTRICTED FUNDS						
Parenting Fund	7,698					7,698
Jones Trust	29,498			(6,000)		23,498
Wilson Foundation	16,000					16,000
Lottery - Autism Family						
Support Hubs	40,172	87,999	(73,086)			55,085
Children in Need	26,645	6,993	(29,150)			4,488
Building Better Opportunities	8,390	16,902	(22,397)			2,895
Children in Need 2		2,750	(2,750)			
Nottingham Community						
Foundation		10,000	(10,000)			
Hobson Charity		10,000	(10,000)			
	128,403	134,644	(147,383)	(6,000)		109,664
Total of funds	(4,128,334)	12,610,973	(11,841,661)		(4,815,000)	(8,174,022)

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

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

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.

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.

20. STATEMENT OF FUNDS (continued)

Statement of funds - prior 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						
General Fund	5,966,251	2,567,987	(2,836,390)	1,420,367		7,118,215
Reserves- subsidiary	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)
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)

Summary of funds - current year

	Balance at 1 April 2020	Income	Expenditure	Transfers in/out	Gains/ (Losses)	Balance at 31 March 2021
	£	£	£	£	£	£
General Funds	(4,256,737)	12,476,329	(11,694,278)	6,000	(4,815,000)	(8,283,686)
	(4,256,737)	12,476,329	(11,694,278)	6,000	(4,815,000)	(8,283,686)
Restricted funds	128,403	134,644	(147,383)	(6,000)		109,664
	(4,128,334)	12,610,973	(11,841,661)		(4,815,000)	(8,174,022)

Summary of funds - prior 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)

21. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Analysis of net assets between funds - current year

	Unrestricted funds 2021	Restricted funds 2021	Total funds 2021
	£	£	£
Tangible fixed assets	6,653,031	23,498	6,676,529
Current assets	4,917,669	86,166	5,003,835
Creditors due within one year	(1,606,602)		(1,606,602)
Creditors due in more than one year	(1,779,784)		(1,779,784)
Provisions for liabilities and charges	(16,468,000)		(16,468,000)
	(8,283,686)	109,664	(8,174,022)

Analysis of net assets between funds - prior 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	(4,128,335)

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

		Group
	2021	2020
	£	£
Net income for the year (as per Statement of Financial Activities)	769,312	557,717
ADJUSTMENT FOR:		
Depreciation charges	485,246	368,663
Profit on the sale of fixed assets	(2,885)	(800)
Decrease/(increase) in debtors	576,622	(253,438)
(Decrease)/increase in creditors	(385,496)	735,181
FRS102 pension adjustments	278,000	256,000
NET CASH PROVIDED BY OPERATING ACTIVITIES	1,720,799	1,663,323

23. ANALYSIS OF CASH AND CASH EQUIVALENTS

		Group		Company
	2021	2020	2021	2020
	£	£	£	£
Cash in hand	4,482,266	3,032,872	1,074,725	676,180
TOTAL	4,482,266	3,032,872	1,074,725	676,180

24. CAPITAL COMMITMENTS

At 31 March 2021 the group and company had capital commitments as follows:

		Group		Company
	2021	2020	2021	2020
	£	£	£	£
Contracted for but not provided in these financial statements	575,000	54,230	575,000	54,230

25. PENSION COMMITMENTS

The group operates a Defined Benefit Pension Scheme.

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

	2021	2020
Discount rate at 31 March	2.00%	2.35%
Future salary increases	2.85%	1.85%
Future pension increases	2.85%	1.85%
Inflation assumption (RPI)	3.20%	2.65%
Inflation assumption (CPI)	2.85%	1.85%

	At 31 March 2021	At 31 March 2020
Sensitivity analysis (applied to gross defined benefit liability)	£	£
Discount rate +0.1%	36,044,000	27,789,000
Discount rate -0.1%	37,634,000	29,011,000
Mortality assumption - 1 year increase	38,450,000	29,397,000
Mortality assumption - 1 year decrease	35,279,000	27,424,000
Adjustment to pension increases +0.1%	37,586,000	28,984,000
Adjustment to pension increases -0.1%	36,090,000	27,815,000

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

	Fair value at 31 March 2021	Fair value at 31 March 2019
	£	£
Equities	12,972,000	10,882,000
Gilts	721,000	560,000
Other bonds	1,522,000	1,476,000
Property	2,160,000	2,161,000
Cash	1,089,000	416,000
Other	1,898,000	1,523,000
Total market value of assets	20,362,000	17,018,000

The actual return on scheme assets was £3,705,000 (2020: - £1,725,000).

25. PENSION COMMITMENTS (continued)

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

	2021	2020
	£	£
Current service cost	(285,000)	(325,000)
Interest on obligation	(264,000)	(252,000)
Past service cost	(23,000)	
Admin expenses	(7,000)	(8,000)
Total	(579,000)	(585,000)
Actual return on scheme assets	(3,705,000)	(1,725,000)

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

	2021	2020
	£	£
Opening defined benefit obligation	28,393,000	29,731,000
Current service cost	285,000	325,000
Interest cost	660,000	707,000
Contributions by scheme participants	48,000	53,000
Actuarial losses/(gains)	8,124,000	(1,830,000)
Past service costs	23,000	
Estimated Benefits paid net of transfers	(703,000)	(593,000)
Closing defined benefit obligation	36,830,000	28,393,000

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

	2021	2020
	£	£
Opening fair value of scheme assets	17,018,000	19,051,000
Interest income	396,000	455,000
Actuarial gains and (losses)	3,309,000	(2,269,000)
Admin expenses	(7,000)	(8,000)
Contributions by employer	301,000	329,000
Contributions by scheme participants	48,000	53,000
Estimated Benefits paid net of transfers	(703,000)	(593,000)
	20,362,000	17,018,000

25. PENSION COMMITMENTS (continued)

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

	2021	2020
	£	£
Equities	64.00%	64.00%
Gilts	4.00%	3.00%
Other bonds	7.00%	9.00%
Property	11.00%	13.00%
Cash	5.00%	2.00%
Other	9.00%	9.00%

Amounts for the current and previous period are as follows:

Defined benefit pension schemes

	2021	2020
	£	£
Defined benefit obligation	(36,830,000)	(28,393,000)
Scheme assets	20,362,000	17,018,000
Deficit	(16,468,000)	(11,375,000)
Experience adjustments on scheme assets	3,309,000	(2,269,000)

26. OPERATING LEASE COMMITMENTS

At 31 March 2021 the total of the group's future minimum lease payments under non-cancellable operating leases was:

	2021	2020
GROUP AND COMPANY	£	£
AMOUNTS PAYABLE:		
Within 1 year	77,644	100,004
Between 1 and 5 years	249,064	124,692
After more than 5 years	49,372	
Total	376,080	224,696

27. RELATED PARTY TRANSACTIONS

There were no related party transactions in the year ended 31 March 2021 (2020 - 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 £362,696 (2020 - £362,697) for short term employment benefits and £28,396.12 (2020: £25,393) for post-employment benefits.





AEM Autism
East Midlands

For more information...

W aem.org.uk

T 01909 506 678

E enquiries@aem.org.uk

f **t** **@** Autism East Midlands

This information can be provided in a more accessible format by contacting
enquiries@aem.org.uk

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

Registered charity no. 517954

Company Limited by Guarantee, registered in England no. 2053860